## EREF-2009
Gorizia Preparatory Workshop, 7 June 2009

## Linking Brains & Business in Diaspora

### Workshop Recommendations, Compendium and Bibliography

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## A - Workshop Recommendations

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<td>1</td>
<td>Shown by numerous studies – including those of IBRD, OECD, IMO and ILO - authorities and NGOs in emigration countries are trying to establish or strengthen well organised communication systems with their migrants, particularly with successful business people and influential intellectuals. Many of these efforts remain modestly successful and fall short of targeted objectives. Government policies and their implementation mechanisms remain highly diversified and little is known about the success stories. Many politicians perceive migrants' readiness to cooperate with their country of origin primarily due to their “patriotic sentiment”. Productive contacts will depend on possibilities for migrants to maximise their interests through interaction with the old country, which has to create conditions under which benefits of both sides will be served equally. This communication and cooperation among equal partners should be <strong>interest driven</strong> (positioned in the interest framework).</td>
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| 2 | **General objectives** of policies directed at migrants abroad should be the following:  
  - **Maintaining interest of migrants** for relevant developments and achievements in their country of origin, as well as for its language and culture (particularly 2nd and later generations);  
  - **Stimulating contacts** between migrants and representatives of country of origin, specially with diplomatic, consular, commercial and S&T representations;  
  - **Organising special events** in the country and facilitating contacts with relevant institutions and individuals. |    | X                 | X        |
| 3 | Governments of countries of origin should promote **greater diaspora involvement** in;  
  - Raising international standing of the country, and the promotion of its achievements in their new country;  
  - Development of bilateral cooperation between the two countries. |    | X                 | X        |
| 4 | **Business community** can be an **important bridge** between the country of origin and the new country, as its members maintain personal links on both sides and actively participate in friendship clubs, business associations, chambers, etc. Expatriate businessmen can be important investors – bringing funds, innovative technologies and opening new markets to their old country, but their origin should not be “penalised” by inferior treatment compared to other foreign investors. |    | X                 | X        |
| 5 | **Remittances** often represent an important **source of finance** for countries of migrants origin and respective authorities should create conditions to facilitate easy and simple transfers of funds. Authorities and financial institutions should develop effective incentives to increase inflow of remittances into countries of origin, such as bonds for expatriates, tax breaks, special savings accounts and reduced transaction costs, etc. |    | X                 | X        |
| 6 | The modern global knowledge society is characterised by a **multitude of knowledge networks** operating at regional, national and international levels with migrant intellectuals being part of these networks. Information technology, including broadband internet provides **unprecedented communication possibilities** including easier and richer interaction with knowledge networks, colleagues and peers in their countries of origin. This facilitated the creation of a number of **migrant knowledge networks** connecting diaspora from various parts of the world originating from the same country or region. These **e-networks** deserve stronger support by respective authorities and have proven to be effective tools of professional communication benefiting countries of emigration. |    | X                 | X        |
### 7 Migrant associations

Migrant associations play an important role in maintaining migrants interested in their country of origin, they should receive more support, including finance, without political interference, and their communication with institutions in the country of origin should **not be burdened with party politics**. Origin country should develop and maintain a database with all contact data of significant migrants organisations and community leaders.

#### X X

### 8 Countries of origin

Countries of origin should encourage the **formation of diaspora networks** by helping highly skilled migrants stay in touch among themselves and the home country, and by creating individual and corporate incentives for their re-engagement with the domestic economy. Domestic economy will become more interesting to potential investors if education programmes will answer the actual needs of the local market.

#### X X

### 9 Economic links

Economic links and collaboration among skilled personnel between countries of emigration and immigration could be supported also by **engaging advisors/consultants** from the latter in the former countries’ development projects.

#### X X

### 10 An important mechanism

An important mechanism of involving migrant academics in universities of countries of origin could be so-called **“migrant faculties”** involving visiting professors from diaspora who could complement local faculty members. Exchange of academics in this context should receive dedicated support also through European mobility programmes.

#### X X X

### 11 Mass media

Mass media in countries of emigration should report more systematically on distinguished migrants and their active organisations – contributing thereby to better awareness and recognition of migrants’ accomplishments and facilitating various forms of cooperation.

#### X X

### 12 Countries with large diaspora

Countries with large diaspora should establish **appropriate government departments** with necessary **status and financial resources** to be able to more systematically support programmes and activities connecting members of diaspora and their associations to the respective countries of origin. For this purpose relevant government bodies should develop and maintain an **updated database with contact data** of migrant organisations and community leaders.

#### X

### 13 Following its strategic objective

Following its strategic objective to enhance European knowledge-based competitiveness, the European Union should strive to **harmonise Member States diaspora policies** and **support their effective implementation** by adopting quality and measurable targets.

#### X X

### 14 In order to support

In order to support better communication and productive collaboration with their diaspora, as well as to encourage return of some of its members, countries of origin should **create a comprehensive and reliable information system about the conditions for reintegration** (online and printed diaspora handbook).

#### X
B - Compendium

1. State of Play – Facts, Figures

This study has reviewed the initiatives by Chinese government to encourage knowledge exchange through diaspora networks. Two features of these initiatives stand out clearly. First, almost all the programs are state-led. Although the programs are aimed at benefiting the wider society, including the private sector, the state remains overwhelmingly the major, or even the single, investor and organizer, and the programs are implemented through state bureaucracy. (Promoting Knowledge Exchange through Diaspora Networks, pg. 71)

There are good reasons for the emphasis on focusing on profitable projects. First, the connections between OCPs and China in general have become increasingly business-driven. According to the online survey by All-China Youth Federation and the magazine Youth Reference, more than 20% of the OCPs who intend to return are planning to set up enterprises in China. Many OCPs working in academic or education institutes develop ties with China precisely in order to turn their research results into commercial projects in China. Second, from the organisers’ point of view, “deliverability”—the concrete results a program can yield—is essential for the sustainability of their work. (Promoting Knowledge Exchange through Diaspora Networks, pg. 72)

Despite the enthusiasm about profitable projects as desirable outcomes of OCP programs, the actual economic contribution made by OCPs through government programs remains unclear. A fairly large proportion of the agreements signed at the Jilin and Shenyang conventions, for example, in fact have very limited high-tech elements. Of the 2,246 enterprises set up by returnees in Beijing’s 12 high-tech parks for returned OCPs by June 2004, less than 20% are profitable, while the failure rate is higher than 20%. Nationwide, returned OCP entrepreneurs have thus far yet to produce groundbreaking technologies or many leading enterprises (Lin Jianren et al. 2003). (Promoting Knowledge Exchange through Diaspora Networks, pg. 76)

The reason for this lies in the fact that both the outflow and the return of Indian IT professionals are integral parts of the high-tech industry. IT professionals generate revenues at home by leaving, and in the long run this helps integrate India’s IT industry to the global market. The large number of Indian IT professionals move around globally through a business model dubbed “body shopping” in the industry. Put it simply, body shopping refers to the practice whereby a software service firm provides labor to a client to implement a particular program. The billing is directly proportional to the number of program hours contracted. Thus, unlike the conventional recruitment agencies who introduce employees to employers, body shops manage workers for the employer. Many IT firms are a hybrid of labour supplier, technology firm, and sometimes training institute. By sending labor overseas, small start-ups in India can thus accumulate resources and make their way to the global market, some eventually moving up into the high tier with stronger R&D capacity. (Promoting Knowledge Exchange through Diaspora Networks, pg. 77-78)

According to a survey conducted by AnnaLee Saxenian (1999), 52% of the India-born IT entrepreneurs investigated in Silicon Valley travelled to India on business at least once a year, 27% reported regular exchanging information on jobs/business opportunities with those back home, while 33% reported regular exchanges of information on technology. Furthermore, 46% had been a contact for domestic Indian businesses. In terms of investment, 23% had invested their own money into Indian start-ups—10% on more than one occasion. Although these figures may not represent the situation of all emigrant IT professionals, the survey at least reflects the existence of the wide connections. (Promoting Knowledge Exchange through Diaspora Networks, pg. 78)

The Network of Colombian Researchers Abroad – Red Caldas, was established in 1991 as part of an explicit policy of integrating the “scientific diaspora” (researchers abroad) with the Colombian scientific community and with the activities and programs of the National Scientific and Technological System. Two motivations are at the origin of this network. The first one was to strengthen the national research community with the participation of Colombian researchers studying and working in
different countries, considering them as an “extension” of the former instead of looking at them as a loss to the country through a “brain-drain” process. The second motivation was that of using the Colombian scientific diaspora as a means of integrating national research groups into regional and global research and knowledge-intensive networks, given the increasingly important role these networks play in the knowledge economies of the turn of the century. It is important to point out that the emergence of Internet played a major role in making this network possible, since e-mail facilities went a long way in facilitating a continuous interaction with the various groups of Colombian researchers abroad. *(Role of Diaspora in facilitating Participation in Global Knowledge, pg. 3)*

The activities of the Caldas Network were mainly organized around the following lines of action:
- Identification of areas of potential scientific cooperation through collaborative research projects, between research groups in Colombia and their colleagues abroad.
- Support to Graduate Training Abroad and Reinsertion of Graduate Students (“Retorno de Investigadores”).
- Visiting Fellows and Exchange of Researchers.
- Information and Dissemination Activities.
- Tapping into Specialized Knowledge Networks. *(Role of Diaspora in facilitating Participation in Global Knowledge, pg. 10-11)*

Knowledge Societies are characterized by the importance knowledge plays as a factor of production and as an organizing principle in contemporary societies (i.e. capacity to participate in their construction and in its benefits). In the context of the New Economy there are two contradictory processes that are taking place at the same time with respect to “knowledge flows” and “access to knowledge”. On the one hand, the rapid dissemination and adoption of information and communication technologies (ICTs) have facilitated knowledge flows between generators and users of knowledge, as well as among interested stakeholders, through the Internet and through a wide range of information dissemination facilities. At the same time, there has been an increasing privatization of knowledge due to the changing nature of knowledge itself and its increasing importance as a factor of production. This is reflected in the importance of industrial property rights (IPRs) and of other forms of “knowledge appropriation”. This second process tends to limit knowledge flows, given the evolution of knowledge in many fields from being “public goods” to being “proprietary technology”. The dialectical tension between knowledge as public goods and proprietary technology is one of the characteristics of globalized Knowledge Societies. *(Role of Diaspora in facilitating Participation in Global Knowledge, pg. 25-26)*

An interesting new dimension is gradually taking shape with the widespread use of information and communication technologies (ICTs) and of the Internet. We are referring here to the increasing importance of electronic networks that operate through the web, using the more recent technologies that allow for real-time on-line interaction among its members. The new technologies go much beyond the simple use of mailing lists to more dynamic possibilities of on-line real-time interaction among network members. This is opening the possibility of collective work through the web that generates new opportunities for e-learning in decentralized and globalized knowledge communities, evolving towards new organizational forms of the scientific community such as virtual research groups and virtual labs. *(Role of Diaspora in facilitating Participation in Global Knowledge, pg. 27)*

Whether they were laundrymen subsisting on modest wages in America or wealthy Southeast Asian merchants, Chinese emigrants never forgot their obligations to the family members and home villages they left behind. Between 1929 - 1940, remittances to China averaged $80 - $100 million a year, enough money to offset China’s balance of payments deficit each year, and prop up entire provincial economies. *(The Chinese Diaspora and Philanthropy, pg. 16)*

We began this study with the firm expectation that the official non profit sector would be a major beneficiary of overseas Chinese philanthropy. In fact this turns out to be much less the case than we had supposed. Although open to donations from any sources, the official non profit organisations have not, in the main, systematically targeted overseas Chinese donors; nor, typically, do they even maintain break-downs of their funding sources – which suggests that their fundraising operations, despite experimentation with techniques such as on-line giving and soliciting funds through cellphone short text messages, is not yet particularly strategic or professionalised. However, nearly every charity
and non profit organisation that we interviewed told us that giving from ‘overseas Chinese’ based in Hong Kong, Taiwan, and Southeast Asia far outstrips giving from North American Chinese. *(The Chinese Diaspora and Philanthropy, pg. 20-21)*

In Dai’s view, **Chinese Americans have not been particularly generous for several reasons.** Firstly, ‘Overseas Chinese with money don’t want to give because they don’t want to support the Communist government. They’ll do business in China, but they won’t donate money.’ If they do donate funds, ‘they see the donation as way to open doors for other business projects and investments. Taiwan people want introductions and access to leaders in exchange for their donations.’ Secondly, donors are distrustful of the mainland’s reputation for corruption. They feel an investment in business is the best use of their funds. Thirdly, most mainland immigrants to the US have yet to make vast sums of money. *(The Chinese Diaspora and Philanthropy, pg. 31)*

But, of course, **not all of China’s émigrés are willing to help ‘build the Chinese nation’** without revision to the political foundations on which it is built. The diaspora includes many people who, in the tradition of Sun Yatsen, are essentially political exiles, such as the Chinese American human rights activist labor rights activist, Han Dongfang, who left for Hong Kong after being imprisoned for his role in the 1989 Tiananmen protests. They and many like them have remained prominent critics of China’s human rights performance, and irritants to the Chinese government for the damage they may cause to the country’s trading relationship with the West. Yet, despite the sympathy many in the diaspora may feel for their position, there is little sign that they present a serious threat to, or a concerted movement to overturn, the Communist government. The world at large, significantly driven no doubt by commercial and political interests, has chosen ‘constructive engagement’ with China rather than isolation of it; and diasporan dissidents seem unlikely to be able to reverse that trend. *(The Chinese Diaspora and Philanthropy, pg. 36)*

The **economic importance of the diaspora to the Chinese state is incontestable.** This makes it a **constituency worth courting**; and, in the case of those ‘overseas Chinese’ closest to the mainland, whose personal fortunes are most closely interwoven with those of China, the **interest is clearly reciprocated.** Much contemporary diasporan philanthropy appears to be bound up with this business relationship, although still significantly influenced by the cultural imperative of investing in and honouring the place of origin. *(The Chinese Diaspora and Philanthropy, pg. 38)*

Estimate of the population of **OCPs (Overseas Chinese Professionals)** in the world is **about 1 million** with high concentration in North America; *(The New Frontier of Diaspora Knowledge, pg. 4)*

The DKN are very diverse. However, they are all built on the same basic objective: to take advantage of expatriate networks and human resources for the benefit of the origin country. The logics to which they all respond is thus one of **networking and connectivity.** This is what makes the diaspora option very much distinct – though complementary- from the return option (figure 6). The former relies on permanent repatriation of individuals’ human capital to be physically reinterted in the local environment while the latter mobilises the expat’s networks through the single actor with whom direct contact is made. There is, thus, a multiplier effect. *(The New Frontier of Diaspora Knowledge, pg. 6-7)*

It is often said that, **through the diaspora option, the country of origin is able to access the social capital accumulated by the expatriates.** However, this refers to an extensive version of social capital, much more than simply interpersonal relations. It includes obviously human capital (Becker 1962) but also intellectual capital (Stewart 1997), symbolic and cultural capital (Bourdieu 1979), institutional (Rey Valette 2004), technical, physical, financial capitals as well, since equipments, infrastructures and money are susceptible of being mobilised too. In the case of the South African network of Skills Abroad, some of these have been estimated. Human capital and social capital indicators have been defined, in a reductive though analytical manner. The diploma and the socio-professional positions have been chosen as proxies, respectively for the former and the latter (see figure 7). *(The New Frontier of Diaspora Knowledge, pg. 7-8)*

The problem of **skills circulation** has been successfully reformulated, with the shift from brain drain to brain gain during the last decades. With the latter has emerged a vision in which the possible reconnection has become a workable and promising option. Today, neither a single country nor an
international organisation would reject the possibility of networking with expats in a systematic manner and this opens opportunities for many DKN. *(The New Frontier of Diaspora Knowledge, pg. 12)*

All the cases where real attempts of setting up networks have been impulsed did manage to gather a significant number of expatriates. The extent of the mobilisation does vary considerably from one network to the other, from country to country, but the message of call from home has proven to be appealing to many (see above, III-1). This message has usually been spread through e-mailing lists made of personal or institutional contacts. Interestingly, many expats confess that prior to such a call, they had been away from any national initiative. The fact that it is based on professional and intellectual reasons and interests seems to have fuelled the mobilisation process while political or patriotic channels appear to be more divisive or dissuasive. The new media, internet, being neutral on these aspects and in this particular context, has allowed reconnection on new grounds. *(The New Frontier of Diaspora Knowledge, pg. 13)*

The expatriates agree to become members of a collective endeavour with an explicit purpose for which they play a definite role. The review of websites shows that a number of associations exhibit their affiliates personal data and professional features. They are stored in data bases as individual components of the network, to which they agreed to serve the purpose, becoming by the same token accessible to anonymous actors that would reach the network for any reason or objective. *(The New Frontier of Diaspora Knowledge, pg. 13)*

What seems new, therefore, is less the process of transnationalisation itself than its present scope and pace. Cheap air travel and the availability of electronic telecommunication have facilitated long-distance mobility and information flows between source and destination countries in a historically unprecedented way. New technology alone, however, cannot explain why opportunities for migrant transnationalism have so much expanded; the second crucial condition was a profound change in the attitude of states. *(Ties Across Borders The Growing Salience of Transnationalism, pg. 4)*

The issue of health in relation to migration was repeatedly raised during the workshops, with the importance of availability and accessibility of health services to migrants being emphasized. Furthermore, concerns were voiced with regard to the recent instances of fast spreading of communicable diseases, such as SARS, through migration. *(Workshop for policy makers report capacity-building in migration management, pg. 3-4)*

It was remarked that while the significance of remittances for the economies of sending countries is now largely acknowledged, the importance of managing the return of labour and other migrants is not always recognized. In particular, the potential of the skills and experiences acquired by migrants while abroad was discussed and the need to find ways for this potential to be realized in the home country was underlined, including the need for increased cooperation among key actors: States, international organisations but also, most importantly, the private and the non-governmental sectors. *(Workshop for policy makers report capacity-building in migration management, pg. 4)*

In response, it was pointed out that the distinction between sending and receiving countries is becoming less clear, as states are increasingly becoming both sending and receiving countries. *(Workshop for policy makers report capacity-building in migration management, pg. 5)*

It was however pointed out that migration is not only a national, but also a transnational phenomenon, and therefore effective migration management requires cooperation between states. While states might have their own, country-specific challenges, these are often similar to and shared by others and as such could be dealt with on an interstate basis. It was also remarked that developing a capacity building programme for a number of states rather than for one specific country is more cost effective. Furthermore, it was suggested that it is essential to ensure that national management systems are adapted to international practices, and correspond to international requirements. *(Workshop for policy makers report capacity-building in migration management, pg. 5)*

The Berne Initiative, launched in 2001 by the Swiss Federal Office for Refugees, enables governments from all world regions to share their different policy priorities and identify their longer-term interests in migration, and offers the opportunity of developing a common orientation to migration
In this context, it was suggested that it is important to make a distinction between capacity building and capacity development: the former refers to cases where capacity is either absent or not appropriately built (i.e. developing countries), whereas the latter implies improvement of capacity and is suitable for developed countries. It was pointed out that building capacity requires more resources than its improvement, which raises the critical question of resource allocation. (Workshop for policy makers report capacity-building in migration management, pg. 7)

Participants discussed the possibility of using Official Development Assistance (ODA) to fund capacity building in migration management. A reference was made to the IOM Council Resolution No. 1035, which allocated funds for the development of migration projects in favour of developing member states of the Organization and member states in transition. It was suggested that the 1035 facility of the IOM could act as a tool to trigger ODA support targeted to capacity building in migration management in developing countries. It was also proposed that 1035 could be potentially used to support a dialogue between the recipient and donor countries and facilitate a transfer of expertise. Participants underlined the role of IOM as a key forum for such a dialogue. (Workshop for policy makers report capacity-building in migration management, pg. 8)

Computer supporting Diaspora Knowledge Networks

Scientists are mobile on the international job market:
- 35% of the scientific elite in developing countries leave their country of origin to reside in developed countries;
- 5% of European scientists leave for the United States.
Increasingly the term of “scientific and technical Diaspora” is being used to identify and discuss the migration patterns of the highly educated. The loss of these people is seen as being a severe handicap for country of origin development and is qualified negatively as “brain drain”. Within its program on International Migrations, UNESCO is adopting a more positive attitude towards migration: UNESCO is placing its hope in the idea that new information and communication technologies will open avenues for achieving “brain gain” through the mobility of the highly educated. In this context:
- “brain gain” is defined as the capacity of Diaspora members to mobilize the skills and knowledge available to them in their host countries for use by networks in their country of origin;
- this capacity of mobilization is expected to depend upon the way in which information infrastructures are configured to support bridge-building activity between host and home country networks. (Diaspora Knowledge Network Project, pg. 4)

To accept the idea that what determines Diaspora engagement for the home country has less to do with policy than with individual time constraints arising from such things as family and livelihood obligations in the host country. Using D. Diminescu’s image, the connected migrant is both “here” and “there” but in very down-to-earth, material terms, livelihood is earned “there”, in the host country, and when conflicts of interest arise, migrants will disconnect from what they have engaged “here”, in the country of origin. And these conflicts of interest do arise. Just one example is the case where Diaspora members irrupt on the local scene with projects for the home country and are perceived as competitors by members of home country networks rather than as a potential source of new knowledge and skills. (Diaspora Knowledge Network Project, pg. 7)

The project’s public space is designed to assist in adjusting offer and demand for diaspora participation in country of origin development.
• On the offer side, many highly qualified members of scientific and technical diaspora living abroad are more than willing to do things for their country of origin. The DKN public space will allow them to set out their ideas, provide information on their skills and on the social networks which they would like to create.
• On the demand side, development agencies in countries of origin, receiving countries or working internationally can post information on projects, funding resources, events or other opportunities of network building for country of origin development.

The private space is open to people (individuals, development agencies or others) who want assistance in mobilizing support for their projects. This assistance comes in the following forms:
• a WIKI interaction space which allows people to collectively define, discuss and analyse the specific
conceptual, methodological and practical needs of their project;
• a common information resource created by depositing reference documents, articles, data,
  bibliographies, etc. in an accessible document store.
  - A document store constitutes a "library resource" for a project and as such each deposited
    document is catalogued as belonging to some category. Cataloguing categories are defined
    "bottom-up" by people who consider them useful for describing a particular aspect of the
    collective activity which needs to be informed. The documents filed in each category constitute
    the means of informing a specific aspect of collective activity.
• a listserv application providing direct Email contact with all the registered members of a project,
  threads for following the discussion of specific subject areas and archives for building up a memory of
  on-going collective action;
• a variety of project management devices which serve a project leader for:
  - mapping out task assignments (who does what) and showing how they are interrelated
  - text mining documents in order to assist in building a shared conceptual frameworks;
  - the project project planning: establishing milestones, deliverables and "things to do"
  
  (Diaspora Knowledge Network Project, pg. 9-10)

On one side, Diasporas are often defined in substantive terms as being composed of people who live
abroad but who share a common attachment to their country of origin, its values, its culture and its
development. From this perspective, doing things for the home country is often seen as paying back a
debt to the country where one was born, raised and educated, leading to the idea that “brain gain” is in
fact the sum of all these individual “pay back” initiatives.

On the other side, diasporas are defined less by what they are than by what they do and, in principle,
this “what they do” consists in building networks over national borders. From this perspective,
Diasporas contribute to home country development by structuring the conduits through which skills
and knowledge flow not only from the host to the home country, but in the opposite direction as well.
Their utility lies in enlarging the frame of reference, moving brain gain out of a context defined uniquely
in terms of the needs of a Nation-State towards one which focuses on the social dynamics of
knowledge production in its own right. Knowledge production knows no borders, however, it requires a
space where people can meet, interact and learn how to do things together. Diaspora Networks
contribute to brain gain by building these interaction spaces.

(Diaspora Knowledge Network Project, pg. 11-12)

The specific purpose of the DKN Project is to supply UNESCO decision-makers with evidence
justifying growing optimism in the idea that the mobility of the highly educated can provide their
countries of origin with the skills and knowledge they need for development. (Diaspora
Knowledge Network Project, pg. 13)

The need for building up a social capital type of management approach as a compliment to a human
capital approach because ‘brain gain’ is empirically defined as a network building activity. More
precisely, members of scientific and technical Diasporas are expected to be able to mobilize the skills
and knowledge at their disposal in their host countries for use by social networks in their countries of
origin. The social science literature has shown the extent to which resource mobilization for network
building relies on a specific set of behavior patterns which, often, do not obtain in Diaspora networks.
The DKN Project Group is developing the sociological concept of ‘interessement’ to address this
question, but much more work is required on the underlying dynamics leading to the constitution and
stabilization of Diaspora Knowledge Networks. (Diaspora Knowledge Network Project, pg. 13)

Job mobility in a global labor market is an individual right but for countries that suffer a net loss of their
university trained professionals, it represents a considerable cost. India looses an estimated 2 billion
dollars a year (HDR, 2001), the number of students leaving sub-Saharan Africa is considerably higher
than other regions of the globe (about 10% higher) and a report by an expert on the situation in Latin
America and the Caribbean is devastating. According to F. Lema, “it can be considered that more than
1,200,000 qualified people with tertiary education emigrated from the region in the last 40 years.
Considering that minimal costs for the education of a qualified professional in the region is about
25,000 dollars, the migrations of professionals during the last 40 years cost more than 30 billion
dollars to Latin America and Caribbean countries. Since the region invested in 1999 a total amount of
15 billion dollars in scientific activities, that loss represents 2 years of regional investment, and 9 times more than the total amount of direct aid contributed by the Inter-American Development Bank to Science and Technology since its foundation in 1961 (Lema, 2002). (Diaspora Knowledge Network Proposal, pg. 6)

Few information and communication technologies (ICTs) are changing the way of thinking about the brain drain problem. The hope exists that members of a diaspora will progressively consider themselves as gatekeepers for development. Our reference here is to the Universal Declaration on Cultural Diversity and particularly to the idea that “the process of globalization, facilitated by the rapid development of new information and communication technologies, though representing a challenge for cultural diversity, creates the conditions for renewed dialogue among cultures and civilizations”. However, one problem in installing this dialogue is the ambiguity of the gatekeeping concept itself. We can illustrate this ambiguity by contrasting the gatekeeping role that the World Bank is seeking to play with respect to developing countries with what we have in mind for diaspora knowledge networks. (Diaspora Knowledge Network Proposal, pg. 8)

The DKN perspective is different because it breaks with the donor-recipient model for information exchange. Instead, it locates the potential for knowledge transfer in the geographical mobility of highly qualified professionals from the South to the North, thereby raising the question which lies at the heart of a co-development approach: how can sending and receiving countries mutually benefit from this mobility? We suggest that the answer to this question will crucially depend upon the institutional context encountered by members of a scientific diaspora when taking employment in the North. For example, we know from studies in sociology of science that the social and cognitive norms of scientific practice are essentially conservative (Kuhn, 1970) and that “normal science” in the North is structured in ways that make it difficult for subjects of interest to the South to get a hearing in the North (see below). And yet this is precisely what the gatekeeping hypothesis implies: the brain gain literature assigns diaspora members the task of building knowledge production strategies for the South, but seldom acknowledges the fact that these strategies are, in fact, alternatives to other, more mainstream investment opportunities. (Diaspora Knowledge Network Proposal, pg. 9)

At the United Nations conference at Johannesburg in the summer of 2002, the need for sustainable development was justified by the recognition that the economic model described above is simply too narrow in its vision. Emphasis on National well-being as measured by current consummation and production indicators is leading to the destruction of the natural resource base for economic and social development. The rapid integration of markets, the mobility of capital and human resources and the significant increase in investment flows around the world make it essential to seek National well-being through co-development. The uneven distribution of costs and benefits from globalization requires attention, not only for humanitarian reasons but, at a more profound level, because it will affect the future of Nation-states in ways which are yet to be discovered. Whereas the competitive advantage model systematically discriminates against the research agenda of the South, the sustainable development model implies to the contrary that the South is a stakeholder in setting priorities and allocating resources to research in the North, even if the procedures for allowing it to have its voice heard in Northern assemblies are still under construction. (Diaspora Knowledge Network Proposal, pg. 12)

One example is the 6th Framework program of the European Union. Not only is sustainable development one of the seven themes serving to structure research at the European level but at the same time a specific budget has been set aside to allow Southern researchers to participate in European research programs. In this context of growing interest for sustainable global development, an effort is required to measure the influence of this type of knowledge production strategy on the codevelopment of scientific infrastructures in both the North and the South. With specific reference to our DKN proposal, the challenge is to measure the outcome of knowledge network activity in terms of its contribution to consolidating brain gain for both the North and the South. (Diaspora Knowledge Network Proposal, pg. 13)

43 expatriate knowledge networks have been established around the world to date, at least 15 of them with the explicit purpose of mobilizing highly skilled expatriates to contribute their skills and expertise to the development of their country of origin. They all emerged very spontaneously and independently of each other. This points to a new realisation around the world that the « brain drain » does not necessarily have to mean the complete loss of the skills and expertise of highly skilled expatriates to
the country of origin. The examples of the projects and activities, mentioned in this paper, that some of these networks have been able to generate, certainly illustrate the enormous possibilities that these networks present to the country of origin. Almost three years after the initial search for these networks were conducted, only 4 of the 43 that have been identified are no longer accessible through the Internet. The other 39 can still be accessed by network members and other potential network members. This, however, is not necessarily an indication of the level of action/activities that are still being generated through these networks. More in-depth research is needed to arrive at conclusive evidence regarding the ability of these networks for sustainable long-term action. (Intellectual Diaspora Networks – their Viability as a Response to High Skilled Emigration, pg. 8)

In 2007, the World Bank Economic Prospect estimates remittances reached $250 billion, which far surpass official development assistance. (Policy dialogue on fostering effective engagement of Canadian university diaspora, pg. 5)

Further, the relative lack of national policy frameworks for research and of appropriate levels of funding result in the absence of a critical mass of highly qualified people to conduct cutting edge research at African universities. This represents an opportunity for diaspora faculty to act as mentors, and speaks to the need for programs that allow mid-career level African university researchers to seek short-term stays abroad to update their research skill set. Creating opportunities for African researchers to become part of international research networks will increase their exposure to cutting edge research and decrease isolation. Diaspora faculty can facilitate the establishment of such research and knowledge sharing networks. (Policy dialogue on fostering effective engagement of Canadian university diaspora, pg. 6)

To address these challenges, South Africa is focused on building the next generation of researchers. The Department of Science and Technology has created 210 research chairs to attract foreign academics. Currently, one third comes from outside the country. The research chairs are also intended to increase the number of PhD students trained at South African universities. (Policy dialogue on fostering effective engagement of Canadian university diaspora, pg. 7)

The Network of Colombian Researchers Abroad – Red Caldas, was established in 1991 as part of an explicit policy of integrating the “scientific diaspora” (researchers abroad) with the Colombian scientific community and with the activities and programs of the National Scientific and Technological System. Two motivations are at the origin of this network. The first one was to strengthen the national research community with the participation of Colombian researchers studying and working in different countries, considering them as an “extension” of the former instead of looking at them as a loss to the country through a “brain-drain” process. The second motivation was that of using the Colombian scientific diaspora as a means of integrating national research groups into regional and global research and knowledge-intensive networks, given the increasingly important role these networks play in the knowledge economies of the turn of the century. It is important to point out that the emergence of Internet played a major role in making this network possible, since e-mail facilities went a long way in facilitating a continuous interaction with the various groups of Colombian researchers abroad. (Role of Diaspora in facilitating Participation in Global Knowledge, pg. 3)

The activities of the Caldas Network were mainly organized around the following lines of action:

- Identification of areas of potential scientific cooperation through collaborative research projects, between research groups in Colombia and their colleagues abroad.
- Support to Graduate Training Abroad and Reinsertion of Graduate Students (“Retorno de Investigadores”).
- Visiting Fellows and Exchange of Researchers.
- Information and Dissemination Activities.
- Tapping into Specialized Knowledge Networks.

(Role of Diaspora in facilitating Participation in Global Knowledge, pg. 10-11)
2. Migration Management Doctrine (impact, benefits, barriers)

Faced with the pressing needs of their populations for immediate solutions to such things as poverty, health care, basic water, transport, telecommunication and other infrastructural questions, money simply doesn’t exist for improving the national research environment. One reason is obviously the fundamental uncertainty of the innovation process. Given immediate, short-term needs, building a research infrastructure is a low priority investment because the return on the investment can generally only be expected after many years, if at all. Policy makers in the South often prefer specific arrangements with research Institutions in the North (joint ventures) in order to modernize their research systems and reduce the level and uncertainty of investments in the innovation process. Finally, a group of about 25 countries in the South are considered as having little or no capacity to contribute to world science. For all practical purposes, they have no scientific institutions, no research infrastructures and the principal source of funding for individual researchers is through contracts from foreign sources (Waast, 2003). (Diaspora Knowledge Network Proposal, pg. 13)

The Virtual Laboratory concept is defined by the UNESCO working group that produced the Toolkit as “an electronic workspace for distance collaboration and experimentation in research or other creative activity, to generate and deliver results using distributed information and communication technologies.” (Vary, 2000). Virtual laboratories are emerging in a number of areas: the international human genome collaboration, the association of astronomical facilities called “the whole-earth telescope”, the planned construction of long-baseline interferometry laboratories, and global observation networks for the environmental sciences are just some examples. (Diaspora Knowledge Network Proposal, pg. 20)

This book examines the interaction of expatriate talent and institutions in expatriates’ countries of origin in an attempt to make the potential of diasporas and their knowledge a reality. The critical importance of institutions in the home country is a central theme. However large and entrepreneurial networks of diaspora professionals are, home country institutions that are interested in and capable of implementing joint projects with expatriates are critical. The quality of these institutions varies widely: some are extremely capable; others are not. Diaspora networks link better-performing segments of home country institutions with forward-looking segments of the diaspora. The latter have the potential to generate a virtuous cycle that develops both home country institutions and diaspora networks. The question of how to trigger and sustain such a virtuous cycle that generates benefits for all parties involved—sending countries, receiving countries, and expatriates themselves—is a central concern of this book. (Diaspora Networks and the International Migration of Skills, pg. 8)

While home country institutions remain the key to success, key individuals in positions of influence can sometimes remedy institutional weaknesses. The chapter provides a taxonomy of different types of diaspora networks and relevant interventions for triggering such networks. It also touches on a broader issue of economic development by noting that diaspora networks are just one example of search networks. The “new industrial policy” is a new generation of interventions that addresses economic development problems without picking winners based on a diversity of search networks. (Diaspora Networks and the International Migration of Skills, pg. 10)

A new and promising strategy emerged during the last decade; this is referred to as the « diaspora option ». The diaspora option seeks to mobilise highly skilled expatriates to contribute to the social and economic development of their country of origin. The diaspora option develops from a totally different position to traditional approaches in that it recognises that highly skilled expatriates, although they might still have loyalties to their country of origin, might not necessarily want to return home. The distinguishing feature of the diaspora option thus is that expatriates don’t have to return to the country of origin, but can contribute their skills and expertise to their home country from wherever they are in the world. The diaspora option sees the creation of intellectual, mainly science and technology networks of expatriates establishing links with their counterparts in their home country and participating in the development process of their country of origin. These linkages are largely, but not exclusively, facilitated by the advancement of information technology, especially the development of the Internet. (Intellectual Diaspora Networks – their Viability as a Response to High Skilled Emigration, pg. 1)
The debate concerning the brain drain phenomenon has historically been between two perspectives, the internationalist perspective and the nationalist perspective. The first is based on global market theories and argues that brain will go where economic returns will be optimised. Theorists like Kindelberger have argued that the movement from developed to developing countries is mediated by « market forces which work to allocate human resources more efficiently », the brain drain is thus a « natural » phenomenon. The nationalist perspective on the other hand holds the complete opposite view. According to theorists like Bhagwatt, countries do not occupy the same position in the global system and « expertise is not evenly distributed ». The only countries that benefit from the movement of highly skilled professionals from the South to the North, are the industrialised countries of the North. (Intellectual Diaspora Networks – their Viability as a Response to High Skilled Emigration, pg. 2)

However theorists like the ones discussed above, have tended to view the brain drain as a one-sided process that only benefits developed countries at the expense of developing countries. According to Pedersen and Lee this presentation of the brain drain as a win/lose situation between developed and developing countries is a misconception, because it fails to take into consideration the potential benefits that the movement of highly skilled people to industrialised countries can have for developing countries [1997: 1]. When scientists and technologists leave their home country to go and study or work in an industrialised country, they get the opportunity to acquire knowledge and expertise which they might not have gained as they remained at home. They also establish knowledge and information networks in the host country. All these represent a great potential resource for the country of origin. (Intellectual Diaspora Networks – their Viability as a Response to High Skilled Emigration, pg. 3)

These networks aim to establish and foster communication and exchanges between members living abroad and to link them to their counterparts in their country of origin. The educational, social, cultural and professional advancement of their members is also high on the priority list of the different networks. These are closely related to the main objective of all diaspora networks, which is the economic, political and social development of the countries of origin. (Intellectual Diaspora Networks – their Viability as a Response to High Skilled Emigration, pg. 6)

Knowledge Societies are characterized by the importance knowledge plays as a factor of production and as an organizing principle in contemporary societies (i.e. capacity to participate in their construction and in its benefits). In the context of the New Economy there are two contradictory processes that are taking place at the same time with respect to “knowledge flows” and “access to knowledge”. On the one hand, the rapid dissemination and adoption of information and communication technologies (ICTs) have facilitated knowledge flows between generators and users of knowledge, as well as among interested stakeholders, through the Internet and through a wide range of information dissemination facilities. At the same time, there has been an increasing privatization of knowledge due to the changing nature of knowledge itself and its increasing importance as a factor of production. This is reflected in the importance of industrial property rights (IPRs) and of other forms of “knowledge appropriation”. This second process tends to limit knowledge flows, given the evolution of knowledge in many fields from being “public goods” to being “proprietary technology”. The dialectical tension between knowledge as public goods and proprietary technology is one of the characteristics of globalized Knowledge Societies. (Role of Diaspora in facilitating Participation in Global Knowledge, pg. 25-26)

An interesting new dimension is gradually taking shape with the widespread use of information and communication technologies (ICTs) and of the Internet. We are referring here to the increasing importance of electronic networks that operate through the web, using the more recent technologies that allow for real-time on-line interaction among its members. The new technologies go much beyond the simple use of mailing lists to more dynamic possibilities of on-line real-time interaction among network members. This is opening the possibility of collective work through the web that generates new opportunities for e-learning in decentralized and globalized knowledge communities, evolving towards new organizational forms of the scientific community such as virtual research groups and virtual labs. (Role of Diaspora in facilitating Participation in Global Knowledge, pg. 27)

- Diversity of the diaspora should be recognized.
- Diaspora are partners and stakeholders for home countries.
Both origin and destination countries need to play a pro-active supporting and facilitating role to engage the diasporas. (*Scientific diasporas and development*, pg. 3)

- Diaspora or Transnational community: refers to stock of settled or long-term migrants: Transnational citizens
- Transnational communities – migrant communities, living abroad in different countries, but maintain ties (economic, political, social, cultural and emotional) with their homeland and with other diasporic communities of the same origin. (*Scientific diasporas and development*, pg. 4)

**Diaspora recognition:**

Global Commission on International Migration (Diasporas should be encouraged to promote development by saving and investing in their countries of origin and participating in transnational knowledge networks.)

ILO Multilateral Framework on Labour Migration (Guideline 15.10. promoting linkages with transnational communities and business initiatives.)

Secretary-General Report: UN High Level Dialogue (Governments understand that their citizens working abroad can be development assets. ;; Fostering contacts with citizens abroad, and especially with those who are highly skilled, may facilitate the emergence of more active knowledge networking.)

EC communication on migration and development (2005); DFID policy paper on migration (2007) (*Scientific diasporas and development*, pg. 6)

**Emerging models to leverage highly skilled diasporas**

- **Top executives model –India** (Indian executives in major multinationals influenced investment decisions to outsource knowledge-intensive operations to India: Technology and R&D outsourcing networks)
- **A model of knowledge outsourcing –Armenia, India** (Successful Diaspora members send back outsourcing contracts to firms back home: outsourcing networks)
- **Mentoring/ Venture capital model –South Africa, Korea, Taiwan (China), Israel** (Managers and owners of start-up firms overseas help develop and finance commercially viable projects at home: Venture capital networks)
- **Diaspora members as investors –China**
- **Setting new strategic direction/ identification of new opportunities –Israel, Armenia, India** (Diaspora members identify niches: translate global opportunities into business projects:)
- **Return of talent model –China, Korea** (Incentives (like special technology parks in China) for the talent to come back: brain circulation networks) (*Scientific diasporas and development*, pg. 9-10)

**Diaspora knowledge networks (DKN)**

- First brain gain mechanism identified in the project - scientific diaspora networks.
- Facilitates the other two brain gain mechanisms: strategies of investment in research and experimental development; North-South research partnership programmes
- Enables virtual linkages, participation and return (*Scientific diasporas and development*, pg. 11)

**DKNs – success stories:**

- Taiwan (China)- Hsinchu industrial park venture capital: India-Banglaore city- both modelled on the Silicon Valley
- GlobalScot: A program involving about 850 high-placed Scots all over the world; A part of Scottish Enterprise –Scottish Economic Development Agency; A highly successful network of expatriate professionals.
- ChileGlobal: Emerging example: ChileGlobal: a network of about 100 successful professionals of Chilean origin in the US, Canada and Europe; Tangible contributions of ChileGlobal: co-founding of high-tech firms in Chile (example: Interlink) (Scientific diasporas and development, pg. 12)

DKNs- some problems
- Diaspora initiatives easy to start but difficult to maintain momentum unless concrete results materialize
- Problems identified by Lowell and Garova: Inactivity: 34% inactivity rate (21 out of 61 DKNs); Failure: 27% of govt. assisted Networks have failed (4 of 15) (Scientific diasporas and development, pg. 13)

How can host countries help?
- Mapping diasporas
- Mobilising diaspora in technical cooperation programmes
- Supporting formation and development of diaspora networks
- Ensure policy coherence between immigration and development policies: Secure visa status and circulation-friendly visa regimes
- Co-development policies: e.g. mobilization through ‘brain circulation’ of the Malian scientific diaspora for the benefit of the University of Bamako: France/UNDP (Scientific diasporas and development, pg. 15)
3. Policies (instruments, objectives)

States’ attempts to promote, accommodate or constrain migrant trans-nationalism can be summed up in seven major policy trends.

(1) **External citizenship** There is great variety in the practices states employ to determine which populations residing abroad are granted citizenship. Only few states withdraw citizenship from first-generation emigrants after a certain number of years. A larger number of states require renunciation when emigrants acquire the citizenship of their new country of residence, though there is growing **toleration of dual nationality in such cases**.

(2) **EU citizenship** A transnational perspective is also important to understand why and when migrants opt to change their citizenship status. Rates of naturalisation depend not only on the degree of social, economic and cultural integration or the costs and legal conditions of acquiring citizenship in a country of settlement.

(3) **Multiple nationality** The global proliferation of multiple national-ity is the most visible sign that national citizenship itself has become transnationalised.

(4) **External voting** An even stronger global trend towards promoting active migrant transnationalism is the **granting of external voting rights**. Kin-states and their external minorities Policies of granting external co-ethnic populations citizenship status or quasi-citizenship rights are widespread in both Western and Eastern Europe. The impact of diaspora mobilisation on democracy and ethnic conflicts While kin-states try to mobilise external minorities in order to put pressure on their countries of settlement, diasporas are mobilised to influence political developments in emigrants’ home-lands.

(5) **Migration and co-development** For some time now, EU migration policy has acknowledged the need to cooperate with migration source countries in its neighbourhood. The declared aim is not only to fight irregular migration, but also to address the root causes of pov-erty-driven emigration. *Ties Across Borders The Growing Salience of Transnationalism, pg. 4*

Networks connect migrants across time and space. Once begun, migration flows often become self-sustaining, reflecting the establishment of networks of information, assistance and obligations which develop between migrants in the host society and friends and relatives in the sending area. These networks link populations in origin and receiving countries and ensure that movements are not necessarily limited in time, unidirectional or permanent. *Transnational Networks and Skilled Labour Migration, pg. 3*

Local labour markets can become linked through specific networks of interpersonal and organizational ties surrounding migrants (Poros 2001). By way of example, such patterns and processes of network-conditioned migration were extensively and comparatively examined in nineteen Mexican communities and confirmed by Massey, Goldring and Durand (1994). Indeed, Portes and Bach (1995: 10) propose that migration itself ‘can be conceptualized as a process of network building, which depends on and, in turn, reinforces social relationships across space.’ Migration is a process that both depends on, and creates, social networks. *Transnational Networks and Skilled Labour Migration, pg. 3*

The networks utilized by migrants vary considerably depending on local histories of migration, national conditions and communal socio-cultural traits. There has been shown to be qualitative variation in types of networks used by different occupational classes (Shah and Menon 1999). High occupational groups, for instance, rely more on networks of colleagues or organizations and less on kin-based networks than unskilled workers. In any case, ‘The forms and characteristics of these networks may depend on their composition – friends, relatives, kin, acquaintances, professional colleagues, etc.’ Meyer (2001: 93) observes, ‘but the result is similar: most positions are acquired via connections.’ *Transnational Networks and Skilled Labour Migration, pg. 3-4*
Poros (2001) details how migration networks that are based on personal ties – while being the most common forms – may lead the migrant (a) into a limiting ethnic niche occupation or domain, and/or (b) into a downward occupational trajectory as the migrant, through a specific network, gains a post-migration job incommensurate with his/her level of training. Migration networks based on organizational ties (schools, professional associations, agencies) serve better to match skill levels and jobs, although they are open for competition and therefore less certain in conditioning migration outcomes. *(Transnational Networks and Skilled Labour Migration, pg. 5)*

A highly notable example, especially within the IT industry, is the agency work known as ‘body shopping’. Khadria (2001) points out that while the phenomenon has existed since the 1980s, body shopping is now considerably more organized, more ubiquitous, involves more independent professionals and is often conducted with government sanctions on sending and receiving ends. The basic idea behind body shopping is for local recruiters (in India for instance) to supply on-site, ‘just-in-time’ labour abroad at an economical price for employers (Aneesh 2001). The rationale follows developments within an industry in which short-term projects predominate; it usually doesn’t make sense for IT employers to invest (in terms of money, administration and legal responsibility) in 1-4 year visas for workers when there will suffice a short-term contract overseen, in practically all its parts, by an intermediary agency. *(Transnational Networks and Skilled Labour Migration, pg. 6-7)*

These are what Meyer and Brown (1999) call ‘distant cooperative work’ within an intellectual diaspora. Although such links have existed in one form or another in the past, they are now becoming systematic, dense and multiple. The United Nations Development Programme supports one such, major initiative in this field called TOKTEN (Transfer of Knowledge Through Expatriate Nationals; see www.unops.org). Country-specific TOKTEN programmes involve databases of people and assisted visits of skilled expatriates to engage in various development projects. The TOKTEN program for Lebanon presents one among many cases (see www.undp.org.lb/tokten). *(Transnational Networks and Skilled Labour Migration, pg. 7)*

Meyer and Brown (Ibid.) have identified at least forty-one formal knowledge networks linking thirty countries to their skilled nationals abroad (see Figure 2). The networks range from a few hundred to two thousand members. Meyer and Brown categorize these into five types: student/scholarly networks, local associations of skilled expatriates, expert pool assistance through TOKTEN, and intellectual/scientific diaspora networks. Just as such networks exist to ‘tap the diaspora’ for home country development, they can also be utilised for skilled labour recruitment and movement outside of the homeland. *(Transnational Networks and Skilled Labour Migration, pg. 7)*

It was recognized that this area of migration management will continue to be of great importance because it relates to broader measures aimed at combating transnational organized crime linked to facilitating the irregular movement of people. In this context, one of the experts referred to the key importance of the United Nations Convention against Transnational Organized Crime and the Protocols against Smuggling of Migrants and Trafficking in Persons. It was observed that while migration and terrorism should not be linked too closely or in causal terms, migration systems and structures are part of the overall response to increased security concerns, and that new capacities for migration management at all stages in the chain of movement will need to be established and strengthened, including increased cooperation among concerned countries. *(Workshop for policy makers report capacity-building in migration management, pg. 3)*

Notably, judicial processes used in the majority of host countries were criticized as too complicated and lengthy and, therefore, not easily accessible to temporary labour migrants. In this context, the participants were informed that the Philippine government had established a Joint Solidarity Liability programme in order to overcome this problem and offer its citizens protection over and above what is available in the host countries. This programme enables Philippine citizens to seek redress of their grievances upon their return from another country. *(Workshop for policy makers report capacity-building in migration management, pg. 4)*
Careful attention must be paid to placing realistic expectations on diaspora faculty as significant pressure can be put on certain faculty members, especially in cases where their country/region of origin (e.g. China, India, and Brazil) is singled out as a federal government science and technology priority partner.

A second challenge raised relates to faculty relations. When conducting research in the country/region of origin, diaspora faculty spoke of experiencing competition at times with local faculty members. Diaspora faculty felt judged for leaving their country/region of origin by local faculty and, therefore unwelcome by their peers, including certain government bodies (such as research funding councils). Such tensions can impede collaboration and transfer of skills and knowledge if receptivity is lacking. *(Policy dialogue on fostering effective engagement of Canadian university diaspora, pg. 8)*

According to the 2001 census, 13 percent of the population and 11.1 percent of Canadian university teachers are visible minorities. The second volume of the 2007-08 edition of AUCC’s flagship publication Trends in higher education focuses on Canadian university faculty. It revealed that the United States accounted for more than half of the new appointees (appointed from 1999 to 2004) who received their highest degrees outside Canada. *(Policy dialogue on fostering effective engagement of Canadian university diaspora, pg. 24)*

India Strategy: The SFU’s India Advisory Council was formed in the fall of 2006. It is composed of twenty community leaders from British Columbia’s Indo-Canadian community. Members were drawn from the fields of higher education, business and health to feed into the creation of the India strategy to push the BC-India relationship forward. Faculty involvement follows a 50-50 split between diaspora faculty and non-diaspora faculty. The council meets 2-3 times a year to establish a work plan for SFU and relevant counterparts in India. They continue to refine their work plan and working groups will be formed to promote the SFU’s India strategy. The SFU’s India Advisory Council has already done some of its own fundraising to support awards and scholarships for student internships in India, and Indian students studying at SFU. *(Policy dialogue on fostering effective engagement of Canadian university diaspora, pg. 26)*

The core strategy focuses on six key areas: 1) student mobility projects, including internships and field schools; 2) academic collaboration, more formalized dual degree programs as well as specialized scholars developing research relationships; 3) institutional partnerships with institutions in India; 4) student recruitment from India; 5) businesses looking to explore relationship with India; and 6) fundraising to support India initiatives. *(Policy dialogue on fostering effective engagement of Canadian university diaspora, pg. 27)*

China Strategy: SFU’s China strategy, though not exclusively focused on research collaboration for development, is an example of how diaspora faculty involvement can create the foundation required for successful institutional partnerships. China is important to SFU because of its cultural and historical significance, and more recently because of its economic status. The strategy supports engagement with China through student development, university teaching, research and service.

Africa Strategy: SFU is currently in the process of drafting a strategy for Africa that should be ready for internal review this fall. SFU is also in the final stages of developing a Certificate of African Studies which is the result of an increase in faculty participation (both Africanists and diaspora faculty from Africa – especially faculty from the political science and history departments). *(Policy dialogue on fostering effective engagement of Canadian university diaspora, pg. 27)*

ChileGlobal16, a non-profit organization, seeks to establish links with members of the Chilean diaspora in order to foster knowledge sharing and foreign investment in Chile. It is an international network of Chilean business owners and executives living abroad who are interested in contributing to Chile’s economic development. ChileGlobal recognizes that to accelerate progress in developing economies, an exchange of knowledge in technology transfer, technical know-how and investment capital must occur. Chile is following in the footsteps of other diaspora groups who have successfully invested in their home countries (such as the Scottish, Armenian, Chinese, Indian, Israeli, and Mexican diaspora). *(Policy dialogue on fostering effective engagement of Canadian university diaspora, pg. 29)*
The World Bank has been exploring a number of ways to facilitate African diaspora participating in the development of Africa. Recently, the World Bank launched an initiative on Mobilizing the African Diaspora for Development.17 The World Bank is currently exploring a multitude of approaches including: 1) building on ongoing efforts via a blended strategy of "virtual" diaspora participation and institutional partnerships and networks; 2) governments to create enabling environments including operational policies for diaspora to provide services and products; and deploying professionals through national focal points; 3) business and investment promotion networks through mechanisms for diaspora and home country partners to access development funds; and 4) donor partners including the African Development Bank to support a diaspora Investment Fund based on global initiatives that exploit the benefits of diaspora remittances. A Memorandum of Understanding (MOU) between the African Union and the World Bank formalizes the collaborative efforts on this agenda. .  

(Policy dialogue on fostering effective engagement of Canadian university diaspora, pg. 29)

The most well documented economic benefit that migrant workers bring to Moldova is remittances. Remittances now reach a level which is as high as the equivalent of 30 per cent of Moldova’s GDP. Over 80 percent of Moldova’s migrants remit funds and over 70 percent of these remit over half of their earnings. (Recommendations of the policy seminar on diaspora, pg. 12)
4. Recommendations

It was observed that bilateral arrangements have the strong advantage of flexibility and relative ease of coordination between the participating states. For a long time, government response to changing migration patterns were mainly ad hoc, primarily through bilateral arrangements. But increasingly, and largely in response to the growing incidence of irregular migration and necessity of addressing human rights issues, governments acknowledge that unilateral or bilateral arrangements alone cannot provide adequate solutions to international migration challenges. *(Workshop for policy makers report capacity-building in migration management, pg. 5)*

Some participants suggested that regional models represent the best framework for identifying the needs of states and developing the appropriate capacity-building programmes: as countries within one region share many characteristics and challenges, it should be easier to establish common priorities in migration management on a regional rather than a global level. *(Workshop for policy makers report capacity-building in migration management, pg. 5)*

Bringing together countries with different perspectives on migration management would allow states to share their experiences and develop their potential. In particular, cooperation between sending and receiving countries was seen to be essential for resolving a number of challenges related to the movement of people. Specifically, consultations and collaboration between countries of destination and origin can help to maximize the development impact of migration and to deal with its challenges, notably, labour migration management issues, remittances, protection of migrants’ rights and measures to support migrants integration, irregular migration and implementation of assisted voluntary return programmes and non-voluntary returns. *(Workshop for policy makers report capacity-building in migration management, pg. 5)*

**Recommendations:**

1. Institute policy measures for increasing development benefits of the Diaspora:

   a. The Investment Promotion Agency should build specific communication channels to direct information to Kosovars in the Diaspora about investment opportunities and possibilities in Kosovo (web, bulletins, conferences, investment promotion fairs, direct contacts);

   b. The feasibility of launching Diaspora Investment Funds should be assessed as a means of concentrating and channeling investment sources of Kosovars abroad interested in contributing to development and ensuring, at the same time, good return on their investment;

   c. Support should be forthcoming for networking of Kosovar businesspersons operating in different countries through involvement with business associations in Kosovo and Kosovo government;

   d. A data base should be created of businesses of Kosovars in Diaspora

   e. Develop a data base of intellectual potential of the Diaspora. Establish mechanisms of communication between Kosovo institutions and the Diaspora in order to engage them through temporary arrangements in respective ministries and universities;

   f. Improvements should be made in entry procedures and support programs for Diaspora visitors. These should include: (a) Ministry of Education support projects of educational institutions for organizing two –three week summer schools for children and young people; (b) Support the activities of Travel Agencies for offering tours to historical, cultural, and recreational monuments and sites (c) Ministry of Culture, Sports and Youth develop and support cultural and sport events during holiday periods when Diaspora visitors are most likely to visit Kosovo.

2. Improve communication and organization of institutions related to the Diaspora for addressing their problems:

   a. Further develop capacities of the Department of Nonresident Affairs within the Prime Minister’s Office in coordinating activities of governmental institutions for implementation of policies related to Diaspora;
b. Support fully the implementation of the Project of the Ministry of Internal Affairs for insuring that all procedures for issuing personnel and travel documentation are effective, timely and without unnecessary administrative obstacles;

c. The Ministry of Education should analyze possibilities for supporting the additional/supplementary education of Diaspora children regarding native language, history, geography and arts.

3. Organize a roundtable of Political Parties with the President and Prime Minister to overcome political fragmentation and eliminate the current party-based organization of the Diaspora in resident countries and support organization through cultural, educational and business networking;

4. Undertaking policy and other measures for improving Kosovar Diaspora image and, related to that, also the image of Kosovo in resident countries

a. Promote organized, high quality, and timely response by Kosovar Institutions, Diaspora bodies and intellectuals to incorrect media presentation of Kosovars.

b. Develop activities which improve integration of Kosovars in recipient countries and improve Kosovo’s image (e.g., joint activities with different communities in the recipient countries)

c. Increase the engagement of Diaspora communities to positively influence members of the Diaspora in order to reduce cases of violation of law in the recipient countries.

5. Building Kosova emigration policies

a. Immediately after the status of Kosovo is addressed, the Ministry of Labor and Social Affairs should reach agreements with EU countries and EU bodies for ensuring adequate participation of Kosovo in Temporary migration and employment (circular migration) quotas.

b. The Ministry of Labor and Education in cooperation with donators develop specific programs for graduate schooling, vocational education and training according to the current and future needs of the EU labor market;

6. Ensure dual citizenship for the Kosova Diaspora (Diaspora and migration policies, pg. 11-12)

One of the main results of the DKN study has been to recognize the need for human facilitation in order to effectively computer assist the development of Diaspora Knowledge Networks. (Diaspora Knowledge Network Project, pg. 2)

Empirical evidence shows that Diaspora members are increasingly engaged in document-mediated interactions with compatriots or family in their countries of origin through email, blogs, wikis, forums, etc., but only a small percentage of them actually get actively involved in concrete actions for their home country. Obviously, more than simply interacting together is needed in order to build the trust and social bonds for undertaking concrete collective actions. (Diaspora Knowledge Network Project, pg. 3)

They noted that a diaspora can act as an essential vector of innovation and development for the country of origin. Whether on the medium or the long term, they could see no disadvantage ensuing from any alleged ‘Brain drain’: rather, they saw a gain of productivity and an acceleration of innovation, provided only that the living and working conditions in the country of origin are satisfactory.

OUR SIX RECOMMENDATIONS

1. A new type of visa better adapted to the requirements of researchers should be introduced.
2. The diaspora should be associated with the evaluation of research and researchers in its country of origin and should participate in the formulation of its developmental strategy.
3. Permanent mechanisms for the support of scientific collaboration between the country of origin and its expatriate researchers should be set up, such as research grants, guest- and associate-professorships.
4. The existing competence of the diaspora to improve the cohesion of international centres such as CERN and the ICTP should be better made use of.
5. Access to broadband internet and computational networks should be improved and made more affordable in the country of origin.
6. Researchers from the diaspora should develop their own recognised societies so as to negotiate directly with the authorities of host countries the various aspects (civil or financial) which concern them. *(Recommendations of the workshop on Scientific Diasporas, pg. 1)*

**Promoting Diaspora Involvement and Identification with the Homeland**

Governmental authorities should engage diaspora communities as equal partners; comprehensive dialogue should be initiated between embassies and diaspora associations. These consultations should lead to concrete collaboration in educational and cultural programming, with Moldovan authorities providing migrant associations with the tools needed to implement such programs.

- Diaspora programming should include a series of incentives, formalizing the rights of Moldovan citizens abroad: consular support, property rights, transferability of pension rights and social benefits, etc.

- Diaspora programming should target those who intend to remain abroad – including 2nd and 3rd generation immigrants – with the aim of preserving their identification with Moldova. Consulates and embassies should take a broader role in the implementation of such programs, and should be provided with tools to facilitate native language courses, as well as cultural activities.

- In order to maintain and strengthen the link between migrants and their homeland, the Moldovan government should offer Moldovan children abroad Moldovan language classes, and support educational activities through the formation of youth movements.

- Exchange programs should be considered for diaspora youth such as academic exchange between universities and schools, and also other forms of structured visits to Moldova should be explored (summer camps, volunteering, sporting events, etc). Overseas Moldovan graduates should be offered short-term professional placements in Moldova’s public and private sector.

- The Moldovan government should also put an emphasis on cultural promotion through cultural emissaries and the celebration of national festivals and cultural events in destination countries, including art exhibitions, musical events, film festivals, literary events, Moldovan cuisine, etc. The establishment of Cultural Houses/Centers should be considered, to be piloted in a location in Northern Italy.

- One of the key priorities in Moldova's support for its diaspora should be advocacy on behalf of migrants’ rights in the destination countries. The protection of these rights should be the cornerstone of Moldova's bilateral relations with these countries. Efforts to conclude bilateral agreements with main destination countries (especially Russia and Italy) in the field of labor migration should be intensified. Social protection should be a key component of such agreements. Moldova’s consular officers in these countries should receive training in protection monitoring. Agreements should also aim at regularizing the professional qualification/credentials of Moldovan migrants abroad, especially in the EU. Finally, agreements on the portability of social entitlements should be signed. *(Recommendations of the policy seminar on diaspora, pg. 6)*

**Institutional Arrangements for Diaspora Programming and Policies to Promote Diaspora Networks**

One of the main weaknesses in the relationship between Moldova and its diaspora is the inability of the government in Chisinau to communicate effectively with Moldovans abroad. The Moldovan government should find ways to strengthen its presence abroad through a broader network of embassies and consulates. Furthermore, Moldovan authorities should build up formal and informal communication networks and improve the use of mass media to further develop links with Moldovan nationals abroad. To inform its policy development, Moldova should establish a database of associations of Moldovan abroad.
- Relevant Moldovan authorities should develop and maintain a database with all the contact data of significant migrant organizations and community leaders. This information will help direct services, and strengthen the communication network between the diaspora and authorities in Chisinau. As a first priority, the MFAEI should explore the possibility of making the registration of Moldovan nationals abroad available online. The online registration would be in addition to registration in person at the Embassies.

- Most embassies are currently overburdened, and their abilities to address diaspora issues are limited by personnel/capacity constraints. In this regard, the creation of a unique agency dedicated exclusively to Diaspora issues could be very important and enhance the profile of the issue on the government's policy agenda. A "Ministry of Diaspora" should have a broad mandate covering all aspects of diaspora management, including the promotion of relations with Moldovans abroad, managing economic relations with diaspora communities, cultural and educational outreach, information management with diaspora communities, and protection of migrants' rights.

- If the establishment of a new institution is not feasible, existing embassies should all appoint a focal point responsible for diaspora affairs. These focal points should receive appropriate training. Moldovan authorities should also seriously consider deploying specially trained labor attaches to certain key destination countries/cities. When selecting location for new diplomatic missions, MFAEI should take into account the demographic distribution of migrants in host countries.

- In support of information outreach and networking efforts, MFAEI's existing network of "information corners" at several consulates should be expanded and their use – for the purpose of distribution of diaspora relevant information – should be intensified. Moreover, MFAEI and the Bureau of Interethnic Relations (BIER) should consider making more intensive use of the internet for the purpose of networking with Moldovans abroad. The BIER websites should be upgraded to make the interface more interactive – i.e. each migrant association should be supported in developing a profile through this website. The MFAEI website should be expanded to include more diaspora-relevant information.

- Moldovan mass media should be more systematically mobilized to provide information to diaspora about developments in Moldova and about relevant policies and programs (e.g. programs related to return). Training may need to be provided to Moldovan journalists to sensitize them to issues of concern for diaspora communities. In addition, Migrant Associations should regularly receive a selection of Moldova’s printed newspapers/journals.

- Senior members of the Moldovan government traveling abroad should systematically use the opportunity to meet with diaspora representatives. Such informal dialogues should simultaneously be institutionalized through a consultative process with a permanent secretariat. A formal consultative process could build on the existing Coordination/Advisory Committee on Immigrants, chaired by BIER.

- In support of expanding the network of Migrant/Homeland Associations, selected diaspora activists should receive technical support with registering and managing NGOs, fund-raising, media campaigns, educational and cultural programming, and social protection, etc. It should be considered whether establishing an umbrella organization (NGO) in Chisinau for Moldovan Homeland/Migrant Associations would further networking and coordination.

(Recommendations of the policy seminar on diaspora, pg. 7)

Mobilizing Diaspora Resources for Economic Development
Policies should be developed to increase: the developmental impact of remittances, use of bank accounts and use of formal channels for money transfers. Temporary and permanent return migration schemes should be developed. Diaspora should be engaged for the purpose of joint development projects and the promotion of trade and investment.

- Employer organizations in destination countries should be engaged to inform their members of the rights and obligations of migrant workers and to encourage migrant workers to use bank accounts. Trade unions in host countries should be more proactive in providing counselling services to migrant workers, including legal advice and financial education. They could also potentially play a key role in facilitating the creation of migrant associations.
- Expand pilot program that would place financial literacy educators at selected bank branches across the country and within savings and credit associations (SCAs).

- Encourage the transfer of savings of remittances to financial institutions, enhance competition between money transfer services and investigate possibilities of money transfer transactions through mobile phone technology.

- MET and MFAEI should organize "investment/trade fairs" bringing together Moldovan entrepreneurs in the diaspora and in Moldova, as well as credit/financing agencies.

- The Moldovan government should support economic links with diaspora by using various incentives such as bonds for expatriates, tax breaks, special saving accounts and reduced transaction costs, in addition to promoting change in the banking infrastructure and saving culture.

- MET should develop a policy framework for return and reintegration programs that encourage both the temporary and permanent return of Moldovan migrants to their homeland. The ministry should develop specific profiles based on sectors of the labor market that face labor shortages as a result of emigration. Integration measures should include vocational training and professional orientation and counseling, employment mediation, business development training, etc.

- Additional targeted (temporary) return programs for highly skilled migrants should be developed, which would have both have real and symbolic significance as these returnees could be featured in an anti-brain drain public information campaign addressing the widespread sentiment among young Moldovans that there is "no future" in Moldova.

- Professional refreshment/re-certification courses should be developed and operated for returning teachers and personnel in the health sector; a comprehensive basket of integration measures should be developed.

- The involvement and commitment of the diaspora in development processes in Moldova should be enhanced by providing matching funds for innovative pilot projects that aim to put financial transfers/remittances to effective developmental use. Local and central authorities, as well as Migrant/Homeland Associations, should be engaged in setting up a Homeland-Diaspora Development Fund. Such joint projects should focus on the socio-economic development of the home communities. (Recommendations of the policy seminar on diaspora, pg. 8)

Policies should be developed to increase: developmental impact of remittance, use of bank accounts and use of formal channels for money transfers. Temporary return schemes for highly qualified nationals should be piloted and evaluated. Diaspora should be engaged for the purpose of joint development projects and the promotion of trade and investment.

- There is not too much government can do to promote diaspora investment short of improving the general investment climate, facilitating access to credit, and introducing/maintaining conducive fiscal policies.

- Serbian financial institutions are to invest in measures to build trust with remittances recipients so that they will increase savings and use of formal remittances channels. To facilitate this process, these institutions need to promote Serbian banks to provide international transfer services and enhance competition. Private banks should be provided profit-based incentives, thereby getting them more involved in remittances-transfer business, including saving and investment services. Furthermore, these institutions should facilitate the use of debit cards for remittance transfers.

- To promote use of formal banking system, enhance financial literacy among remittance-receiving households, especially among elderly rural households that receive relatively small amounts. Information about remittance transfer services and their comparative (dis) advantages should be widely distributed.
- It is important to improve the data on remittances to understand the factors driving them, and to inform policy development which aims to maximize their developmental impact.

- The Ministry of Diaspora and partner agencies are to support pilot projects that promote the return of highly qualified (young) Serbs, through linking with vacancies, links to credit to set up small businesses, set up information networks, provide custom and tax exemptions. In this effort, Ministry for Diaspora should work together with Ministries of Labour and Social Protection, and Ministry of Science. Such pilot projects would have both real and symbolic significance, as participating returnees could be featured in an antibrain drain public information campaign - addressing the wide-spread sentiment among young Serbs that there is “no future” in Serbia.

- The Ministries for Diaspora, Education and Science should start a pilot program which subsidizes salaries of returning scientists during the first three years upon return. Universities and research centers will set criteria for these subsidizes posts, and commit to continue to employ them afterwards.

- Ministry for Diaspora together with the Chambers of Commerce Regional Centers, and in collaboration with local authorities, are to collect project ideas for community development to be presented through central database to diaspora associations. Priority should be given to projects that generate employment and promote social development of the communities of origin. The Ministry for Diaspora should consider making available matching funds for innovative pilot projects that aim to put financial transfers/remittances to effective developmental use.

- As a fund-raising measure, "Friends of" Associations may be established. The Ministry for Diaspora is to start with a pilot initiative, setting up a "Friends of Belgrade University" chapter in Chicago. The Ministry in partnership with the Belgrade University and Serbian Diaspora Philanthropists in the US are to support the start-up costs of this office for a period of two years. This office will raise funds in the US for Belgrade University, targeting also alumnae. Generally the Ministry for Diaspora is to invest more to develop the potential of diaspora philanthropy. (International Conference on Serbian Diaspora and Homeland Development, pg. 2-3)

Governmental authorities should engage diaspora communities as equal partners. Dialogue between the Serbian government and diaspora communities should be institutionalized and lead to concrete collaboration in educational and cultural programming, the Ministry for Diaspora providing the tools to diaspora associations and Embassies to implement such programs. The Serbian Government should support diaspora associations, build up formal and informal communication networks, and improve the use of mass media to further develop links with Serbian nationals abroad. To inform its policy development, Serbia should establish a database of Serbian nationals and their associations abroad.

- An Inter-Ministerial Committee, including diaspora and civil society representatives, should be established to address all issues related to enhancing diaspora-homeland relations. Such an institutionalised platform for dialogue on the diaspora-homeland interface should focus on concrete projects and policy initiatives, and should operate on the bases of a Committee-endorsed plan of action.

- Serbia's Embassies and Consulates should be provided with tools to actively support the formal establishment and registration of Homeland Associations and Serbian Cultural Clubs. The Ministry for Diaspora and the Embassies are to provide networking support for the existing associations, which requires the registration of all associations at a central database. Finally it should be explored whether Serbs abroad could be mobilised through Serbian professional/vocational associations.

- In support of Embassies' diaspora outreach efforts, relevant Ministry of Foreign Affairs officials should receive specialized diaspora training, which will aim at making their services more accessible for overseas Serbs, and also improve the image of the Republic of Serbia abroad.
- In support of outreach activities, the Embassies should develop and distribute a "Diaspora Handbook" which documents the rights as Serb citizens abroad, and include information relevant for those considering return to Serbia.

- The Serbian Government should put more emphasis on cultural promotion through cultural emissaries and support the celebration of national festivals and cultural events in destination countries (e.g. art exhibitions, musical events, film festivals, literary events, Serbian cuisine, live broadcast of Serbian sporting events, etc). The establishment of more Serbian Cultural Centers should be considered, especially in Germany.

- In order to maintain and strengthen the link between the migrants and their homeland, the Serbian government should intensify its existing efforts to provide Serbian children abroad free of charge Serbian language classes and textbooks. Considering the geographic dispersion of diaspora communities it may not always be possible to send teachers from Serbia. Accordingly, on-line tools should be developed for language instruction to Serbian children abroad, and teachers based in the destination countries should be trained. The need for Serbian-language kindergardens should also be explored.

- In all Ministry for Diaspora educational and cultural activities, the aim should be to prevent assimilation, but not to obstruct integration into host societies.

- The Ministry for Diaspora needs to establish a specialized organizational unit that will work specifically to address the needs of Serbian diaspora communities in neighboring countries. The needs and problems of these nearby diaspora communities differ significantly from those in other countries of destination.

- Circulation of Serbian diaspora experts (e.g. researchers and professors) should be encouraged so that they can spend a period of time in Serbian academic institution conducting research and teaching, facilitating the development of cross-border research projects.

- To promote collaboration with its diaspora, Serbia is to select “Ambassadors” - celebrities in the fields of culture, sport, business which would visit diaspora communities abroad and mobilize their involvement with the homeland.

- The Ministry for Diaspora is to provide leadership development training opportunities for young diaspora activists to become more involved in diaspora organizations. In support of establishing a network of young diaspora activists a “Young Diaspora Leaders” conference should be organized.

- The Serbian Government is to promote diaspora tourism, including summer camps for children and special educational visits for diaspora youth to Serbia. (International Conference on Serbian Diaspora and Homeland Development, pg. 3)

Whereas specific diaspora legislation is not considered a precondition for diaspora policy development, a diaspora law would be welcome as it would signal the centrality of the issue on the government's agenda, and provide a legal basis for some of the existing initiatives of the Ministry for Diaspora, especially with respect to diaspora-homeland dialogue and formalizing the rights of members of the diaspora.

- A future Diaspora Law should be in accordance with legislative standards of the EU. The objectives of the Law should be strictly defined in the preamble of the Law.

- The Working Group welcomes the initiative of the Ministry for Diaspora to invite comments on the draft of the Law on Diaspora. To ensure this consultation process will include all the different stakeholders, public debate on the law should be conducted simultaneously in the Serbian Parliament and in the diaspora and civil society.

- The Law on Diaspora should establish a Council for Diaspora, which should include senior representatives from the Prime Minister's Office, the Ministry for Diaspora, the Ministry of Foreign Affairs, the Ministry of Economy and Regional Development, as well as an equal number of diaspora representatives that will rotate every two years. The law should stipulate the mandate and operational procedures for this committee.
- The Law on Diaspora should not regulate the representation of diaspora associations. Nevertheless, the Law should stipulate transparent criteria and procedures for diaspora association projects to be financially supported by the Serbian Government.

- A Law on Diaspora should complement - and not replace – a Diaspora Strategy / Plan of Action, which will be more operational in nature, and help ensure actual implementation of the law. Furthermore, both the Law and the Strategy should be fully in line with Serbia's migration management objectives defined in the National Migration Strategy.

- The Law on Diaspora should target Serbs and all ethnic communities that lived, or whose ancestors lived, on the territory of the Republic of Serbia.

- The Law on Diaspora is to formalize the rights of Serbian citizens abroad: dual citizenship, consular support, property rights, as well as out-of-country voting, etc. Outof-country voting procedures should be regulated through the Election Laws. The Serbian Government should proactively advocate for transferability of social security rights (e.g. pensions and health insurance), possibly regulated through bilateral agreements. Bilateral negotiations should also aim at facilitating out-of-country voting. (International Conference on Serbian Diaspora and Homeland Development, pg. 5)
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