

Capacity-building workshops on diaspora mobilization and engagement for national development held in Cameroon and Cote d'Ivoire and carried out by the African Centre for the Study and Research on Migration (ACSRM) within the framework of the CRPM (Cadre Regional des Politiques Migratoires) of Expertise France

Meeting Report

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1. Objectives of the capacity–building workshop on strengthening diaspora engagement for homeland development for the Ministry of External Relations (MINREX) staff of the Republic of Cameroon held in Yaoundé, Cameroon, from 21 to 22 June 2023.

• Objectives of the capacity-building workshop in Cameroon

The African Centre for the Study and Research on Migration (ACSRM), in collaboration with Expertise France within the framework of the Project “Cadre Regional des Politiques Migratoires,” organized a capacity-building workshop for more than 20 staff of the Ministry of External Relations (MINREX) of the Republic of Cameroon.

The objective of this workshop held in Yaoundé from 21 to 22 June 2023 was to strengthen the capacities of the staff of the MINREX to mobilize and engage the Cameroonian diaspora for national development endeavors. The specific objectives of this capacity-building workshop revolve around the following elements:

- Identify the challenges and opportunities in mobilizing the Cameroonian diaspora to develop their country of origin.
- Provide an overview of the policy options, strategies, and measures on diaspora engagement for development alongside international good practices and reflect on the conditions for replicating these good practices in the Cameroonian context.
- Strengthen the capacities of institutional actors in developing and implementing strategies and programs on diasporas’ mobilization and engagement for homeland development.

Participants have shown genuine enthusiasm on this topic and provided significant inputs in identifying national priorities on diaspora engagement for national development.

In his welcoming remarks, Alain Koum from the MINREX underlined the significant contribution of the Cameroonian diaspora to Cameroon’s socioeconomic development and the importance given by the Cameroonian government to its diaspora in implementing national development strategies. Mr. Koum further underlined the importance of the Regional Framework on Migration Policy project (Cadre Régional sur les Politiques Migratoires (CRPM) in French) in identifying challenges and priorities about mobilizing and engaging diasporas for homeland development and exchanging best practices and experiences on diasporas’ engagement strategies for the inclusive and sustainable socioeconomic development of the country of origin.

Mr. Sanokho from Expertise France recalled the objective of this workshop, which is consistent with the multi-stakeholder and multisectoral dialogue promoted by the CRPM Project that considers training and capacity building of government officials of partnering countries as one of the fundamental dimensions of the project. Diaspora mobilization and engagement for development are essential priorities for the Cameroonian government. Therefore, this training was in continuum with previous training and capacity-building workshops conducted by Expertise France for MINREX staff.

- **Objectives of the capacity-building workshop in Cote d'Ivoire**

The objective of the workshop held in Cote d'Ivoire from 23 to 24 June 2023 was to strengthen the capacities of the staff from the General Directorate on Diasporas ("Direction Générale de la Diaspora (DGD)) on policies and measures to maximize Ivorian diasporas' contribution to homeland development.

The specific objectives (S.O.) and expected outcomes (E.O.) of the workshop were the following:

- S.O. 1: Enhance DGD staff's knowledge and capacities about the Migration and Development nexus and remittance transfer issues.
- E.O. 1.1.: A better understanding of Migration and Development nexus and remittance transfer.
- S.O. 2: Serve as a platform for dialogue, exchange of good practices, and sharing experiences for the Direction Générale de la Diaspora (DGD) following the team building held in May 2023.
- E.O. 2.1.: A dynamic and stimulating exchange and participation among DGD staff to enable a better understanding of the policy options, measures, and good practices and lessons learned on mobilizing Ivorian diasporas for national development and maximizing the development potential of remittances transfer.

In his welcoming remarks, Mr. Karamoko Gouassou, Director General of the Diaspora, recalled the utmost importance of the topic "diaspora mobilization for national development" for the Ivorian government. Mr. Gouassou underlined some of the significant initiatives carried out by the Ivorian government directed at the Ivorian diaspora. He recalled the conclusions of the Ivorian Forum on Diaspora held in France. He also stressed remittance and knowledge transfer's fundamental role in national development. Finally, he underscored the importance of this capacity-building workshop to enhance DGD staff's capacities on remittance transfer, skilled international migration, and diaspora mobilization and engagement strategy for national development.

2. Thematic areas addressed during the capacity-building workshops

- **Causes, patterns, trends, and determinants of Cameroonian international migration and Cameroonian diaspora's characteristics¹**

Ibrahima Amadou Dia, Director of the African Union Commission's African Centre for the Study and Research on Migration (ACSRM), has underlined the Cameroonian international migration's new patterns and dynamics: Cameroon being increasingly an origin, transit, and destination country.

Contemporary Cameroonian international migration includes all migrant groups (regular migrants, irregular migrants, migrant workers, highly skilled, unskilled migrants, etc.). One of the main characteristics of the Cameroonian diasporas is the diversity of destination countries. However, the large

¹ Only for the staff of the MINREX (Ministry of External Relations) during the workshop in Yaoundé, Cote d'Ivoire

concentration of Cameroonian diasporas in Europe and the significant importance of highly skilled Cameroonian international migration are worth mentioning. Cameroonian international migration tends to be more permanent and highly skilled, especially to Europe and North America.

Cameroon's intra-African migration is prominently geared to countries of the Gulf of Guinea, though increasingly, there are migratory dynamics of Cameroonians to West and Northern African countries. The geographical proximity with the sub-region countries significantly impacts Cameroon's international migration. Gaps in accurate, reliable, and disaggregated data make it difficult to measure the extent and magnitude of Cameroonian international migration.

There are several Cameroonian diaspora organizations and associations, thereby underlying the dynamism of Cameroonian diasporas and its fragmentation. Remittances transferred by Cameroonians abroad contribute to improving the living conditions and to the fight against poverty. Besides remittances transfer, Cameroonians abroad are involved in knowledge transfer, facilitating trade and investment opportunities for the benefit of the country of origin.

Cameroonian knowledge diaspora can contribute to human capital development and strengthen the home country's scientific and technological capacities. However, many constraints hinder the diaspora's mobilization and engagement for national development and the development potential of Cameroonians abroad.

The discussions revolved around the challenges to accessing and producing accurate, reliable, disaggregated, and up-to-date data for a better understanding of Cameroon's international migration's extent and magnitude; the lack of knowledge about the heterogeneous nature of Cameroonian's diaspora; the need to enhance understanding of the trends and challenges of Cameroon's international migration while considering the fact Cameroon is an origin, transit, and destination country. The discussions also hinged on the root causes of Cameroon's international migration and its consequences on the development of the country of origin.

- **Causes, patterns, trends, and drivers of Ivorian international migration and characteristics of the Ivorian diaspora²**

Ibrahima Amadou Dia mentioned the difficulty of estimating Ivorian international migration accurately due to a lack of accurate, reliable, and disaggregated data. France represents one of the leading destination countries for Ivorian migrants. Ivorian international migration in Africa relates primarily to neighboring countries such as Burkina Faso, Benin, Guinea, and Ghana. There is an increasing Ivorian international migration to West African countries such as Senegal and Northern African countries such as Tunisia and Morocco (mainly student migration). The main destinations of Ivorian international migration to the OECD countries are France, the USA, Italy, Germany, and Switzerland. Historical factors and linguistic ties due to colonization can explain why France represents the prominent host country for most Ivorian migrants.

² Only for the staff of the DGD (Direction Générale de la Diaspora) during the workshop held in Bassam, Cote d'Ivoire

While male migration remains predominant, an increasing feminization of Ivorian international migration can be witnessed. Irregular migration of Ivorian nationals is increasingly a concern for the Ivorian government. This sharply contrasts with the last decades, when the number of Ivorian irregular migrants was low. The lack of accurate, disaggregated, reliable, and up-to-date data hinders a precise estimation of the Ivorian diaspora.

The fact that Cote d'Ivoire was primarily a destination country for a long time explained Ivorian authorities' limited interest in diaspora issues in the past. This is no longer the case. The Ivorian government is aware of the fundamental role of the Ivorian diaspora in national development. Nowadays, the international migration of Ivorians is characterized by various profiles and destination points.

The severe economic crisis in the 80s, mounting unemployment, deteriorating living conditions, and sociopolitical crises in the 90s have increased Ivorian nationals' emigration. This has prompted awareness raising among Ivorian authorities about diaspora contribution to the country's socioeconomic development, consistent with most African countries.

Some of the fundamental questions that interest the State are diasporas profiling, an estimation of the extent and magnitude of the diaspora, its mobilization, and strengthening the volume of remittance transfers and its use for the country's development. The Ivorian diaspora is not only composed of Ivorian migrants but also their offspring born abroad, thus reflecting a higher volume than reported by official statistics.

According to the United Nations Estimates, the Ivorian diaspora is 1 million persons worldwide. According to the United Nations database about migrant stock, Ivorian international migration is mainly directed to OECD countries: France, the USA, Italy, the United Kingdom, Canada, Germany, Belgium, and Switzerland. The main destinations for Ivorian migrants in the context of intra-African migrants are Burkina Faso, Mali, Liberia, Benin, and Ghana.

The Ivorian diaspora contributes significantly to homeland development, primarily through remittance transfer. According to the World Bank estimates, the remittance transfer in Cote d'Ivoire represented 364 million USD in 2016. It was estimated at more than 350 million USD between 2009 and 2010. There was a reduced volume of remittance transfers in 2015. These transfers represent a low percentage of the GDP (1% in 2015). With 55 million USD in 2015, France is the leading destination country regarding the volume of remittance transferred by Ivorian nationals abroad due to the significant volume of Ivorian diaspora in France. Remittances are primarily used to address basic needs such as food, health, education, emergency expenses, transportation, housing and rentals, reimbursement of debts, investment, and savings. According to the World Bank, remittances are fundamentally used for family consumption, health expenditures, emergencies, education, and other expenses.

- **International skilled labor migration and the development of the country of origin: brain drain, brain gain, brain waste, or brain circulation? Policy implications**

First and foremost, Ibrahima Amadou Dia has stressed the centrality of skilled international migration in the national and international policy debates on migration and development. International organizations have initiated dialogues or produced reports and policy recommendations on skilled international migration issues.

Mr. Dia's presentation revolved around the following:

- Whether skilled international migration was a gain or loss for the origin countries,
- Skilled migrants' contribution to the development of the country of origin and the challenges and opportunities in mobilizing them for national development and,
- Mainstreaming skilled international migration into national development policies and strategies.

According to estimates, skilled international migration has increased over the last decades. However, the lack of accurate, reliable, and disaggregated data hinders a better understanding of skilled migration's volume, trends, and patterns. On the one hand, international skilled migration can accentuate the health system crisis due to the departure of health professionals and their non-replacement, resulting in chronic health workforce shortage. Furthermore, studies have pinpointed the adverse impacts of health professionals' migration on education, human capital, science, and technology, exacerbating the low quality of teaching and research due to the shortage of university professors/ researchers in universities and research centers. Experts and policymakers have analyzed such a situation as a brain drain that could be detrimental to higher education, scientific and technological research, human capital development, and overall socioeconomic development.

Moreover, underemployment and deskilling (i.e., the fact to carry out survivalist jobs (to make ends meet) that are not in line with the initial training and qualifications result in "deprofessionalization and de-qualification" (commonly described as "brain waste"), which is a significant brain drain. The brain drain waste phenomenon is detrimental to origin and destination countries and can negatively impact skilled migrants' well-being, self-esteem, and development potential. According to the proponents of the brain drain thesis, the adverse impacts of skilled migration include financial loss, including the origin country's loss in terms of investment in education and training, and reduced taxes, which losses cannot be compensated by migrants' remittances transfer. The flight of highly skilled migrants from the middle class can lead to increased poverty in households due to the dependence on most families on the salaries of public service employees. The international skilled migration can weaken the middle classes in African-origin countries. On the other hand, while skilled international migration has been interpreted as a brain drain by experts and policymakers, another analytical lens argues against the pessimistic brain drain narratives by pointing out the gains underlying skilled international migration (brain gain).

According to the brain gain thesis or a positive narrative of skilled international migration, this type of migration can positively impact human capital, employment, and social stability. The positive impacts of skilled migration include increased investment in individual human capital and education. Skilled international mobility is fundamental in constructing and strengthening academic and professional careers. Also, it is worth mentioning social and humanitarian initiatives, remittances transfers, skills transfers, the possibilities in terms of knowledge and technology transfers, foreign direct investment, social networks, and international partnerships in various realms such as research, trade, and investment. However, while countries such as China, South Korea, Japan, and India have managed to maximize their diaspora contribution in strengthening their national scientific and technological capacities and economic growth, this is not the case for most African countries confronting a chronic skilled workforce shortage that has been exacerbated by skilled international migration and its adverse impacts on sectors such as

the health system, education, and economy despite the possibilities for remittances and knowledge transfers. These gains do not compensate for the losses underlying skilled international migration.

Finally, the trainer advocates for analyzing skilled international migration through loss or gain perspective and beyond this analytical lens. Skilled migration relates to various forms of mobilities that cannot be reduced to a one-way departure (“brain drain”) or a brain gain, thus overlooking the negative consequences of such a form of migration. Skilled migration is significant in constructing and strengthening scientific and professional careers. Despite multiple constraints, African-skilled migrants show a strong attachment to their country of origin and willingness and enthusiasm to contribute to homeland development. However, various structural constraints, including poverty, unemployment, low infrastructural capital, corruption, and bad governance, hinder skilled migrants’ contribution to development and the development potential of transnational activities for the benefit of the origin countries. Furthermore, it is essential to consider diasporas’ aspirations, concerns, priorities, challenges, and perceptions about the origin and destination countries and not consider them only as “resources” or development actors (i.e., remittances transfer, etc.) but also ensure the promotion and protection of their rights, their socioeconomic and political inclusion and social protection in a context of increasing vulnerability and socioeconomic precarity confronting significant numbers of migrants all around the world.

Countries such as India, China, and South Korea have developed and implemented attractive policies and measures (attractive salaries, better working conditions, exciting opportunities, enhanced economic growth, etc.) to maximize the contribution of their knowledge diasporas to development in terms of investment, economic partnerships, and strengthening of scientific and technological capacities. However, the conditions in most Sub-Saharan African countries are not conducive to enhancing positive linkages between migration and development and capitalizing on the knowledge diasporas’ contribution to homeland development. Many constraints hinder knowledge diasporas’ contribution to the development of country of origin, including a lack or weak institutional and political support; difficulties in setting up scientific, economic, and professional partnerships with local compatriots; lack of trust and unfavorable conditions in the origin countries; constraints (administrative, bureaucratic, legal, financial, political, and sociological, etc.) in origin and host countries; weak or ineffective scientific and professional diasporas networks; prominence of individual and informal initiatives over collective and formal practices geared to the homeland; a lack or weak institutional or State support (both in the origin and destination countries) that hinder initiatives geared to the development of the country of origin.

Finally, Ibrahima Amadou Dia stressed the necessity to mainstream skilled international migration into national development policy planning and strategies. Some of the policy recommendations to maximize the gains resulting from skilled international migration and minimize the challenges include the following:

- Ensure more coherent governance of various forms of mobility (return migration, temporary or permanent migration, transnationalism, etc.) and strengthen human resources in the origin country.
- Strengthen skilled migrants’ associations and promote productive linkages between skilled, semi-skilled, and unskilled migrants.

- Harmonize and implement bilateral and multilateral labor migration agreements and rethink development cooperation.
- Improve macrostructural conditions (economic growth, good governance, fight against corruption, strengthening of the democratic process, social stability, meritocracy, etc.).
- Retain and attract skilled migrants and diasporas and promote return through open-up policies (dual citizenship, support in terms of temporary mobility, improved professional status, remuneration, working conditions, improved living standards, etc.) instead of restrictive or compensatory measures.
- Political commitment, following-up of initiatives, and government's long-term vision on skilled migration and development.
- Mobilize skilled and unskilled migrants into organizations, promoting collective initiatives geared to local development and strengthening the capacities of migrants' associations.
- Political, institutional, administrative, logistical, and financial support to migrants' initiatives and associations for the benefit of the country of origin and measures to ensure transparency and sustainability of migrants and diasporas' investment in the origin country.
- Mapping of skilled migrants and those returning to the country of origin and their potential sectors and areas of intervention and ways to integrate them into sectoral development programs (i.e., consulting, project evaluation, counseling-advocacy, etc.).
- Symbolic and institutional recognition of the diasporas (diaspora day, policies to promote the return of skilled migrants and diasporas, etc.).
- Strengthen the links between diasporas and national counterparts through information communication technology.
- Strengthen local institutions and infrastructural capital in the origin country.
- Promote circulation and temporary return of qualified professionals through bilateral agreements and technical cooperation programs.
- Strengthen migrant and diaspora associations' capacities in management, project development, partnership, and resource mobilization.
- Promote initiatives to facilitate the return of migrants and migrants' individual and collective projects.
- Promote bilateral and multilateral agreements on temporary skilled labor migration.

- Assess migration and development programs and projects.
 - Ensure the sustainability of migration and development projects (a sense of ownership) and national priorities are considered through an inclusive approach.
 - Rethink the North-South and origin/destination partnership.
 - Ensure more coherency between migration and development cooperation policies (facilitating visas, circular migration, rethinking co-development, effective policies to facilitate migrants' integration in the host country's labor market, and promoting transnational development linkages benefiting origin and destination country).
 - Enhance the information communication technology system to facilitate productive virtual linkages between the skilled migrants and diaspora and the homeland for national development endeavors (i.e., e-health, online education, and training).
- **Remittances transfer and their potential to foster an inclusive and sustainable development**

Ibrahima Amadou Dia stressed the fundamental role of remittance transfer in the fight against poverty and in improving the living conditions of migrant families left behind in their origin countries and the development potential of remittance transfer for countries of origin. He underlined that remittance transfer is at the heart of regional, continental, and international policy agendas in the context of reduced international development assistance. His presentation revolved around the following elements:

- Remittances transfer: context and analytical frameworks.
- Methods for estimating remittance transfer
- Impacts of remittance transfer
- Remittance transfer and their potential for inclusive and sustainable development
- Policy implications

Remittance transfers are primarily used to address household needs (food, education, health, housing, urgent needs) and, to a lesser extent, for savings, investment, and employment creation. Besides remittances transfer, African migrants and diasporas are engaged in "social remittances," i.e., the transfer of ideas and social capital that can catalyze social transformations (respect for human rights, democracy, and good governance).

Various forms of remittance transfer are used by the diasporas, including "formal" remittance channels (bank transfer, remittance transfer through remittance transfer institutions such as Western Union,

opening bank accounts in banks with overseas branches), and informal remittance channels (convoing in cash, cash transfer from migrant or third party, "suitcase" transfer, "phone deposit").

While migrants send money through formal and informal channels, remittances transferred through informal channels tend to be predominant. Remittance transfers through informal channels are based on trust and recognition and are carried out via friends, families, social networks, and mailing (as the case for the Hawala system).

The preponderance of remittances transfers through the informal channel can be explained by the high remittances transfer fee via formal channels (for instance, banks, monetary transfer structures), the weak banking system, bureaucratic and administrative constraints, migrants' precarious status in destination countries (i.e., migrants in irregular situation), among other factors. Besides the high remittances transfer fees of formal financial structures, the "taxation of remittances transfers through controlling exchange rate or retaining a share of transferred funds" and the "restrictions on cash earnings" are some of the hindrances when using formal channels for money transfer. Such constraints and others (such as exchange rate gaps) hinder the volume of remittance transfers and their development contribution to origin countries.

It is challenging to have a comprehensive and reliable estimate of the volume of remittances transfers directed to origin countries because of gaps in accurate, reliable, disaggregated, and up-to-date data, difficulties with counting remittances transfers through informal channels, definitional, conceptual, and methodological challenges, the problem with harmonizing nomenclatures of the balances of payment and difficulties with differentiating money sent by migrants with other forms of remittances transfers.

Remittance transfers are underpinned by various motives (pure altruistic behavior, personal interest, tacit arrangements with families left behind in the origin country, and savings endeavors). However, the multiple motives underlying remittance transfers and the difficulty of developing a general theory on remittance transfers are due to the plurality of causes and determinants.

The estimation methods of remittances transfer through official channels hardly apply to money transfers through informal channels. Difficulty with estimating remittances transfers through informal channels, difficulty with estimating money sent by irregular migrants, the sensitivity of issues related to earnings and incomes, the complexity of migratory trajectories, and definitional and methodological challenges are some of the many constraints that hinder estimating the volume of money sent by migrants.

Remittance transfer issues are fundamental to the migration and development nexus debates. While some scholars argue that remittance transfers can contribute to socioeconomic development and poverty reduction in origin countries, others underline the fact that money sent by migrants is mainly used for household consumption and seldom on the so-called "productive" investments (wealth creation, employment, and investment); thereby limiting the development potential of remittance transfer.

Policies and measures to strengthen the development potential of remittance transfers often emphasize using such remittances for jobs, wealth creation, and investment in key development sectors of origin countries. However, remittance transfers used for household social reproduction (food, consumption, etc.) are misleadingly considered "unproductive" investments as they can contribute indirectly to job creation and access to social protection in the context of weak or limited State structures regarding employment creation and social protection. Moreover, there is an increasing trend towards migrant and

diaspora associations involved in remittance transfers directed to local development projects (for instance, building health centers, water supply, and developing agricultural projects).

Remittances transfers are unequally redistributed according to household types (whether the households have or do not have members from diasporas or are rich or economically powerless). While remittance transfers play a fundamental role in fighting against poverty and improving the living conditions of families, they can contribute to producing or reproducing socioeconomic inequalities. Some analytical frameworks consider remittance transfers a vicious cycle resulting in the left behind's chronic dependency upon the money sent by migrants and diasporas.

The fundamental stake in the policy is maximizing the development potential and the critical role of remittance transfers while addressing the challenges and constraints underlying remittance transfers that may impede inclusive and sustainable socioeconomic development. Remittance transfers outdo international development assistance, foreign direct investment, and investment portfolios and represent a primary source of sustainable external financial flows for the African continent.

Reduced costs of remittance transfers could significantly contribute to the enhanced volume of remittances. The recommendations to increase the volume of remittances transferred and their development potential to the benefit of origin countries revolve around the following elements:

- Address the constraints that impede the increased volume of remittance transfers, including the high-cost fees related to monetary transfers.
- Secure the remittances transfers to promote their role in investment promotion.
- Use the remittance transfers to promote job, wealth creation, and investment opportunities while strengthening the role of remittance transfers in improving the living conditions of families and in poverty reduction.
- Explore the potential of “diaspora bonds” as a development financing alternative mechanism.
- Develop effective policies and measures and a favorable environment for diaspora mobilization and engagement for national development.
- Enable regular labor migration opportunities that could contribute to an increased volume of remittance transfers (promote more migration for more remittances).
- Develop policies and measures promoting the use of remittances transfer for local development and, overall, to address concrete national development priorities of origin countries.
- Address the data gaps on remittance transfers, including using remittance transfers for investment, creating small and medium enterprises, micro-credit, and enhanced savings capabilities.
- Develop and implement policies aimed at strengthening the development potential of remittance transfers, such as reducing the costs of remittance transfers, fostering the role of remittance

transfers in boosting investment in real estate, information communication technology, reducing inflation rate, strengthening the exchange rate, and positive impacts on the macro-economic environment, etc.

- **Diaspora mobilization and engagement for homeland development: constraints and opportunities and policy implications**

In this presentation, Ibrahima Amadou Dia underlined the knowledge gaps in the Diaspora's profile. Contrary to the dominant narrative that tends to see diasporas as monolithic or uniform, they are fundamentally characterized by their heterogeneity because of various migration motives, competencies, qualifications, and migration status, among other elements. The contribution to homeland development is not only the realm of diasporas' professional, scientific, or intellectual members. Low or unskilled diaspora members also play a significant role in developing their country of origin.

Furthermore, notwithstanding African diasporas' significant development potential for the benefit of origin countries, several constraints hinder their contribution to homeland development. Diaspora communities also need to be supported by governments from origin and destination countries against the backdrop of increasing precarity and socioeconomic vulnerability, xenophobia, and discrimination. Countries of origin should enable a conducive environment for diasporas' mobilization and engagement for the development of countries of origin. Strong partnerships between origin and destination countries are vital for maximizing African diasporas' development contribution and minimizing the challenges confronting diasporas communities.

Remittance transfers represent a fundamental dimension of diasporas' contribution to the development of countries of origin. Beyond remittance transfers, diasporas can contribute to homeland development through investment opportunities, exports, tourism, knowledge and skills transfers, social capital, social development, and humanitarian and philanthropic activities, to name a few. Diasporas can play an advocacy role, act as soft power to increase the origin country's international visibility, and establish international partnerships to benefit the countries of origin.

However, diasporas' contributions can have adverse consequences on the development of the country of origin, for example, by supporting rebel groups in conflict and insecurity situations, which can destabilize the foundations of national stability and cohesion. Moreover, the limited support of the State, precarious employment, and migration status (for instance, a migrant in irregular situations) can lead to diaspora members' socioeconomic vulnerability and hinder their contribution to homeland development. Diaspora members are often enthusiastic about contributing to developing their country of origin. However, diaspora members' individual and informal initiatives tend to be more predominant than collective ones (activities carried out by diaspora organizations and associations) using formal or official channels (through partnerships with central and local authorities).

The policy recommendations for diasporas' mobilization and maximizing their contribution include the following elements:

- Facilitate a better integration of diaspora communities in host countries and ensure respect for their rights to strengthen their contribution to the development of the country of origin.

- Strengthen cooperation between origin and host countries on migration, diaspora, and development.
- Create a conducive environment for diasporas mobilization and engagement.
- Create a dialogue between diasporas and governments at various levels (central, provincial, regional, municipal, and community).
- Carry out a cartography of diasporas to identify their profiles, competencies, qualifications, places of residence, etc.
- Create a database of diasporas' skills and qualifications and identify schemes to connect skilled diasporas to development policies and programs to respond to concrete development needs in the countries of origin.
- Support diasporas organizations in their development initiatives geared to countries of origin and their activities to strengthen cooperation between origin and destination countries.
- Develop visa and migration policies to promote circular migration.
- Strengthen the role of embassies and consulates in diasporas mobilization and engagement for the benefit of origin countries.
- Support in strengthening diaspora members' and organizations' capacities to enhance their contribution to homeland development, including knowledge transfer and exchange of experience among diaspora members.
- Integrate diasporas into national development policies and strategies.
- Strengthen political will to foster diaspora engagement for national development through attractive policies, programs, and measures.
- Maximize the volume of remittance transfers and their role in developing the country of origin.
- Promote knowledge and technology transfer and mobilize diasporas' competencies and skills for developing the country of origin.