



**EREF-2010**  
**Istanbul Preparatory Workshop, 11 May 2010**

**Knowledge Transfer for Development**  
**“Circulation of Scientific Talent**  
**and Communication with Diasporas”**

**Draft-Recommendations**  
**1/6/2010**

Text of Recommendation		EU	Country / Region	Stakeholders
<b>1</b>	<p>Mobility of scientific talent and circulation of researchers are not a new phenomena while in the post industrial, information society they have greatly increased and have become a subject of government policies trying to enhance the local human capital base with “imported brains”.</p> <p>Countries which made <b>these policies an integral part of their development efforts</b> and maintain consistent regime of encouraging and streamlining immigration of highly skilled personnel enjoy important benefits. This is not limited to classical immigration countries (US,</p>	<b>X</b>	<b>X</b>	

	<p>Canada, Australia) but successfully applied also by several other advanced countries, such as Switzerland, Sweden, the Netherlands, Luxembourg and others.</p> <p>All governments and EU should <b>pay more attention to the opportunities</b> of highly skilled and researcher mobility and develop appropriate policy measures to serve their specific needs and prevent excessive brain drain.</p>			
2	<p>Many European countries who are traditionally suffering <b>loss of highly skilled personnel</b> (this represents 20% of European emigration) <b>and researchers</b> have tried but failed to prevent or reduce this loss and in many cases even didn't attempt to do so assuming that they cannot reverse the trend. The loss of human capital has been particularly heavy for countries in transition. Though the reasons for emigration are rather complex (e.g. European researchers earn on average 50% less than their counterparts in the US, but this is not the most important motive for leaving), most governments failed to recognize the scope of the problem, having accepted that they cannot change the conditions which cause emigration.</p> <p>Experience shows that there are many <b>instruments which can influence highly skilled and researchers to stay</b> in their country of residence: facilitating career advancement, fiscal advantages, support for creating spin-off companies, development of centres of excellences, clusters, competence centres, and offering adequate repatriation packages, including social security issues, etc.</p>		X	X
3	<p>Optimal migration policy does <b>not attempt to limit outflow</b> of highly skilled and researchers (which is virtually impossible), or stigmatizing them, but aims at influencing migration flows with the target to achieve <b>balanced circulation and return</b> of respective people who come back with additional knowledge, valuable experiences and important personal contacts.</p> <p>Moreover, this will be achieved only if <b>appropriate conditions</b> (housing, education facilities, work environment, etc) are created for people interested to return to their country of origin.</p> <p>Following the logic of business models, governments are advised to decide about their diaspora policies and <b>expenses in comparison to expected benefits</b> for the country. So far it seems that only the major immigration countries are doing this, but it would be equally interesting for countries of emigration.</p>		X	X
4	<p>In order to facilitate mutually <b>beneficial communication</b>, authorities on both sides of migration should take a more <b>pragmatic – nonpolitical attitude</b> towards this issue, on the basis of which they will be able to see the full potential of benefits from cooperation with diasporas based on their genuine interest to act as a bridge between their old home and new country of residence.</p> <p>It is important that authorities of emigration countries – to be properly serviced by special agencies and dedicated programmes – should understand that diasporas are entitled to <b>contemplate any type of communication and cooperation</b> with their old country in the context of <b>their own, legitimate interests</b>. Their “patriotic sentiments” can be only an additional motivation and not a substitute for expecting normal benefits and rewards for their contribution in solving problems of their old home country. Migrant associations have to point out this very clearly and without reservations to the respective government representatives.</p>		X	X
5	<p>Highly skilled and scientific members of diasporas are particularly important in knowledge transfer and can play an important role in international cross fertilization of knowledge and technology. Given the fact that distinguished experts and scientists are increasingly “light-</p>		X	

	<p>footed” and are offered specially attractive conditions in countries of proactive migration policies, authorities in emigration countries <b>should make extraordinary efforts to motivate them for fruitful cooperation and communication</b> with their countries of origin.</p> <p>Though governments should have their own institutions dealing with migrant policies, and resolving their practical problems, other bodies are needed to communicate with migrants, and they also deserve some public funding.</p>			
6	<p>Researcher mobility will obviously continue to increase, but only a part of it grows into migration proper (long-term change of residence). Authorities and research establishments in countries facing brain drain should make <b>systemic efforts that migration remains a limited part of mobility of the researchers</b>. This will be achieved if their expertise and particularly excellence is properly recognized in the home environment. These efforts should also include a contribution to generate appropriate working conditions (beyond salary), such as: possibilities of marketing innovations, freedom to maintain contacts with international peers, support for participation in conferences and seminars, and other conditions comparable to countries of immigration.</p> <p>Distinguished professors living and working abroad could still contribute to quality training in their country of origin through “<b>migrant faculties</b>” and thereby complement local faculty members. Exchange of academics in this context should receive dedicated support also through European mobility programmes.</p>		X	X
7	<p>Thanks to the internet, <b>knowledge networks</b> have become a <b>normal instrument of cooperation and communication</b> at regional, national and international level. They provide benefits to their members almost irrespective of their residence. The available information communication technologies have made these networks a productive and efficient link among highly skilled professionals, researchers and scientists from all corners of the world.</p> <p>Highly skilled migrants from less developed countries easily integrate into these networks, and often create special (ethnically defined) networks at the level of respective immigrant community. These networks can offer valuable services to their country of origin and therefore <b>deserve the support of authorities</b>, however this support should <b>not limit full autonomy and freedom of action of these networks</b>.</p> <p>It is important to learn from relevant experiences of some of the more successful networks, such as:</p> <ul style="list-style-type: none"> <li>• GlobalScot - a programme involving about 500 high-placed Scots all over the world (a part of Scottish Enterprise – Scottish Economic Development Agency);</li> <li>• Transfer of Knowledge Through Expatriate Nationals - TOKTEN, Lebanon (global network supported by UNDP)</li> <li>• ChileGlobal</li> </ul> <p>On the other hand, several networks, such as Red Caldas (Network of Colombian Researchers Abroad, established already in 1991) have at some point achieved important results, but specially if excessively centralized, when public funding was reduced, experienced serious weaknesses and demonstrated their fragility. In order to secure autonomous functioning and stability, these networks should avoid being <b>excessively centralized and heavily dependant on public funding</b>.</p>		X	X
8	<p>Meyer and Brown distinguish the following <b>types of networks</b>:</p> <ul style="list-style-type: none"> <li>• student/scholarly networks;</li> <li>• local associations of skilled expatriates;</li> </ul>		X	X

	<ul style="list-style-type: none"> <li>• expert pool assistance;</li> <li>• intellectual/scientific diaspora networks;</li> <li>• other talent networks</li> </ul> <p>Each type of network is <b>suitable to perform only certain functions</b> which should be assessed in its specific context, and should enjoy properly adjusted type(s) of support by authorities - allowing it to perform optimally.</p> <p>Leadership of these networks has a particularly challenging task in attracting and mobilizing members, as well as in managing the network in an <b>open and inclusive manner. Women</b> can often fulfill this role <b>better than men</b>.</p> <p><b>Government support, especially funding, is essential</b> to these networks success, however this support should not be accompanied by tendencies to patronize them and interfere in their daily business.</p>			
<b>9</b>	<p>Countries of emigration share an interest in migrant networks' success and should therefore provide to them <b>stable and condition-free support</b> which can take one of the following forms:</p> <ul style="list-style-type: none"> <li>• financial support of general or project specific nature;</li> <li>• facilitation of communication between migrant networks and its members with respective national institutions;</li> <li>• support to migrant network information systems, and linking them to national information systems;</li> <li>• proactive supply of information concerning developments in and cooperation possibilities with country of origin;</li> <li>• training of diaspora activists involved in management of migrant networks.</li> </ul> <p>Governments should establish a framework that supports a portfolio of diaspora initiatives – following the logic of venture capital – allowing some to succeed and others to learn from their failures.</p>		<b>X</b>	
<b>10</b>	<p>Migrant networks can perform the <b>following functions</b>:</p> <ul style="list-style-type: none"> <li>• identify areas of potential scientific cooperation through collaborative research projects between research groups in the country of origin and research groups working abroad;</li> <li>• supporting graduate training abroad and facilitating students' return;</li> <li>• supporting visiting fellows and exchanges of researchers;</li> <li>• engaging in information and dissemination activities;</li> <li>• communication with specialised knowledge networks.</li> </ul> <p>Network leadership should design programme of activities realistically and in accordance with resources available. Unless proper conditions exist for a very ambitious approach, a gradual policy of network development is recommended.</p>			<b>X</b>
<b>11</b>	<p>Both countries of emigration and immigration can provide important support to productive communication with diasporas.</p> <p><b>Countries of immigration</b> should view activities of immigrants and their organizations as a possible vehicle of bilateral collaboration and a bridge between business and research communities of two respective countries.</p> <p><b>Countries of emigration</b> should take the same attitude and provide support and encourage</p>		<b>X</b>	

	<p>communication with their diasporas through following types of activities:</p> <ul style="list-style-type: none"> <li>• <b>Organizing special events</b> in the country and facilitating contacts with relevant institutions and individuals;</li> <li>• <b>Maintaining interest of migrants</b> for relevant developments and achievements in their country of origin, as well as for its language and culture (particularly 2<sup>nd</sup> and later generations);</li> <li>• <b>Stimulating contacts</b> between migrants and representatives of country of origin, specially through diplomatic, consular, commercial and S&amp;T representations.</li> </ul>			
12	<p>Expatriate businessmen can be important investors – bringing to their country of origin funds, innovative technologies and introductions to new markets, however this is not to be expected simply as their “patriotic duty”. Rather expatriate businessmen can be involved in relevant project partnerships.</p> <p>Their profit motive should not be treated discriminately vis-à-vis other <b>foreign investors</b> (this should ironically make them second rate citizens). Authorities concerned should rather show appreciation for their former compatriots being interested in developing business with their country of origin.</p> <p>Expatriate consultants (primarily first generation) offer added value and should therefore be engaged on projects in their countries of origin. Politics, particularly party-politics, should not interfere with diaspora investment.</p>		X	
13	<p>Though it is time consuming and can never be complete and updated, emigrant countries should develop and <b>maintain databases</b> with all updated contact data of significant migrant organizations and community leaders in order to maintain good contacts and develop activities of support to these organizations.</p> <p>Emigration countries should create comprehensive and reliable information systems about the <b>conditions for reintegration</b> (online and printed diaspora handbook).</p>		X	
14	<p>Mass media in countries of emigration, as well as in those of immigration <b>should report more systematically and objectively</b> on achievements of distinguished migrants, their networks and organizations. This should improve public image of migrants and create better conditions for their engagement in collaboration between their countries of origin and new countries of residence.</p>		X	X
15	<p>Following its strategic objective to enhance European knowledge-based competitiveness, the European Union should strive to <b>harmonize Member States’ support measures directed towards expatriate knowledge networks and support their effective performance.</b></p>	X		