

AFRICA-EUROPE

ADEPT

DIASPORA DEVELOPMENT PLATFORM

YOUNG DIASPORA LEADERS AND AFRICAN DIASPORA

COMMON POSITIONS ON INTEGRATION IN EUROPE AND ANTI-DISCRIMINATION IN EMPLOYMENT LAW AND PRACTICE



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ADEPT

ADEPT is registered in Belgium as a not-for-profit international association (AISBL), with the aim to 'improve and enhance the capacity and impact of the African diaspora organisations that are involved in development activities in Africa'.

The ADEPT aim is pursued through delivery of services to diaspora organisations and individuals in Europe and Africa. ADEPT will work and engage with 84 countries (28 EU countries, plus Switzerland and Norway, and 54 African countries). In particular, ADEPT will assist Africa Diaspora-Development Organisations (ADDOs) to:

- Optimise their development engagement in Africa
 - Professionalise their organisations and activities
 - Create effective partnerships in Europe and Africa
 - Expand and improve their development activities in Africa
 - Influence the policy and practice of development cooperation
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Disclaimer:

The opinions expressed in the report are those of the authors and do not necessarily reflect the views of the EC, SDC, GIZ, or ICMPD.

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Executive Summary

This research consultancy seeks to understand the experiences of the African Diaspora in Europe and takes a two-pronged approach. It focuses on Young Diaspora Leaders and on Diaspora Integration in Europe and Anti-Discrimination in Employment Law and Practice. These two strands are inter-related as they focus on a group with a common origin. The research on Young Diaspora Leaders reveals the challenges, opportunities and barriers that hinder or facilitate Young Diaspora Leaders. The research on Diaspora Integration in Europe and Anti-Discrimination in Employment Law and Practice sets out to develop a set of Common Positions to be put before stakeholders as a basis of future policy and advocacy work.

The African Diaspora in Europe is a highly diverse community spanning different countries of origin, migration trajectories, socioeconomic background, immigration status, age, gender, diaspora linkages, to name a few of the points of diversity. There is strength in unity and there is also strength in acknowledging and building on the diversity within the African Diaspora. This can fine tune our knowledge base, foster community solidarity and strengthen strategic allegiances within the diaspora and in Africa. The youth diaspora reflects the diversity within the diaspora and it is imperative that proactive measures are taken to foster youth leadership. The findings from this research reveals that youth welcome opportunities to engage in diaspora development initiatives. Many are interested in accessing training to bring their own ideas to fruition. Diaspora youth are also at the forefront of critical efforts to re-define integration and social inclusion Europe.



The struggle for equal employment rights, protection and redress from discrimination is an important standard of the research. The European Union acknowledges through policy initiatives that employment is a key marker of integration outcomes. The findings in this report reveal that discrimination in employment is still at unacceptably high levels. Discrimination occurs when accessing employment, in the workplace, through unfair dismissal and when work is remunerated at a different rate to others doing a similar job. These are a few examples. The current European legislative framework covers direct and indirect discrimination. There is a need for more advocacy at the national and European level to strengthen the legislative framework and improve employment and thus integration outcomes for the African diaspora community. This is the focus of the draft Common Positions at the end of the report.

We hope that you find this synthesis report contributes knowledge as well as practical frameworks to take forward the cause of Young Diaspora Leaders and draft Common Positions that can strengthen advocacy work on Anti-Discrimination in Employment Law and Practice.



Introduction

This synthesis report brings together the findings from the research consultancy on Young Diaspora Leaders and African Diaspora Common Positions on Integration in Europe and Anti-Discrimination in Employment Law and Practice. The research consultancy was commissioned by ADEPT with the following main aims:

- Young Diaspora Leaders: to conduct action research to analyse the practical barriers, challenges and deterrents against engagement and identify how to mentor and support potential diaspora-development leaders amongst the African diaspora youth in Europe.
- Common Positions on Africa Diaspora Integration in Europe and Anti-Discrimination in Employment Law and Practice: to support ADEPT to develop a framework for drafting, updating, editing and adopting common positions on these specific policy issues; and to create policy alliances with a diverse range of partners and stakeholders; and to use adopted common positions for substantive policy advocacy and lobbying.

This research consultancy is a timely intervention in the current environment. Integration in Europe is increasingly a matter of concern to policy makers and the population at large. Minority communities are at the forefront of European-wide integration debates. Debates often fuelled by right-wing populist discourses that target people with a migration background, as a threat to the coherence of European identity.

The African Diaspora is one of the most vulnerable groups to racism in Europe and continues to suffer a range of challenges that hinder integration.¹ These include access to equitable employment, social mobility, education and training, health outcomes, social inclusion, poverty, access to decent housing, immigration

¹ ENAR (2015) Afrophobia in Europe: ENAR Shadow Report 2014-2015. European Network Against Racism: Brussels.



and residency status. These challenges are further exacerbated for those who follow the Muslim faith due to rising Islamophobia, as well as other vulnerabilities due to disability, sexual orientation, age and gender. These factors intersect with immigration status as members of the African Diaspora in Europe include citizens, third country nationals, refugees and asylum seekers, the undocumented, students, labour migrants (highly skilled and low skilled), those who have entered through family re-unification, marriage, naturalized citizens and subsequent generations born in Europe.

The focus on Africa Diaspora Integration in Europe and Anti-Discrimination in Employment Law and Practice intersects with that on Young Diaspora Leaders potential as diaspora development leaders. The two parts of the research consultancy are interrelated as across Europe there is increased policy interest into migrant youth or those who have a migration background.² This includes their participation in the labour market, social inclusion and education outcomes.³ There is currently very limited research on these two themes which target an important minority community in Europe, and in addition contribute to the knowledge base on African Diaspora and Development.

Statistical data and policy measure parameters that relate to the African diaspora do not fully reflect the diversity within communities, their everyday realities and self-definitions. For example, in this research we adopt a broad definition of the African Diaspora to include those people who claim a link to Africa, as place of birth and ancestral homeland. There are two parts to this broad definition. Firstly, it includes those born in Africa or who have one or both parents born in Africa, as well as those who claim ancestral heritage to Africa and this is not limited by generation. Secondly, the African diaspora in Europe is not restricted to those who hold the citizenship of a European member state, EEA or candidate country. It includes citizens, foreign-born, third country nationals, refugees and asylum seekers as well as undocumented migrants residing in Europe to reflect the legislative framework. A central finding of this report is the importance of context identity, diversity and self-identification and this is a finding of the research that I address later in the report.

Youth is another potentially problematic categorisation as its use in policy may not reflect the experiential dimension. In different societies, countries, organisations and multi-lateral bodies the definition of youth varies. For example, the European Union adopts a definition of 15-24 years old such as in its report on youth unemployment⁴ yet also adopts 15-29 years old in other reports. The African Union Youth Charter definition for youth is 15-35 years old; the United Nations definition for youth for statistical reasons is 15-24 years old, whilst UN Habitat (Youth Fund) defines youth as 15-32 years old⁵. The research on Young Diaspora Leaders was carried out with young people aged between 18 and 30 years old who are part of the African diaspora in Europe. We did not conduct research with youth below 18 years old to comply with ethical guidelines for research with children and young people.⁶ To compensate for the age threshold we asked interviewed respondents to reflect on their experiences as children.

2 Eurostat (2009) Youth in Europe a Statistical portrait

3 Eurostat Young people – migration and socioeconomic situation http://ec.europa.eu/eurostat/statistics-explained/index.php/Young_people_-_migration_and_socioeconomic_situation

4 Eurostat Youth Unemployment http://ec.europa.eu/eurostat/statistics-explained/index.php/Youth_unemployment

5 Youth Definition <http://www.un.org/esa/socdev/documents/youth/fact-sheets/youth-definition.pdf>

6 NCR (2011) Guidelines for Research with Children and Young People. NCB Research Centre



Methodology

This research consultancy utilises quantitative and qualitative research methods. A literature review was conducted to identify key issues and policy frameworks that relate to potential and actual Youth Diaspora Leaders, Diaspora integration in Europe and Anti-discrimination in employment law and practice. The aim was to systematically assess policy documents, grey literature, including online sources focusing at the local, national and regional level.

Two online surveys targeting the two strands of the consultancy were designed to reflect the main aims of the research and issues identified in the literature review. The surveys were sent out to over 900 African Diaspora Development Organisations (ADDOS) using different databases and networks. In addition, recipients were asked to disseminate the survey within their networks. Social media and personal networks were also used to further disseminate the survey. In total 100 surveys were completed for Young Diaspora Leaders and 65 surveys were completed for Diaspora integration in Europe and Anti-discrimination in employment law & Practice. The relatively low completion rate of online surveys reflects some of the challenges of adopting this methodology. The higher uptake of the survey on Young Diaspora Leaders reflects their familiarity and use of digital and social media.

The surveys conducted in this research consultancy do not claim to be statistically representative of the African Diaspora in Europe. They make a useful contribution in gathering data on this specific population group within the broad parameters of identity stated in the introduction to this report. This allows for members of the community to self-identify and go beyond narrow parameters such as country of birth or parents' country of birth used in many large-scale population surveys. These often omit dual heritage and multiple generation members of the African Diaspora. Not all European countries collect data on race,



parameters are not standardised across the region and the focus on diaspora development linkages is seldom found. The social and spatial dimensions of integration measured through attitudinal surveys are also difficult to standardise if context is not addressed.⁷ The quantitative data gathered for this research provides a useful context for the qualitative data gathered through interviews

The survey data is supplemented by 40 interviews conducted with key informants. 20 of these interviews were carried out for the Young Diaspora Leaders strand and 20 interviews were conducted for the Anti-discrimination in Employment Law and Practice strand of the consultancy. The questions in the qualitative interviews mirror the surveys to help gain a more nuanced understanding of respondents' experiences. The challenges of conducting the interviews reflects similar challenges in carrying out the survey. Respondents had time and availability constraints. The final total includes respondents in France, Germany, United Kingdom, Sweden, Belgium, Norway, Italy, Spain, Netherlands, Malta and Poland. Countries of origin include Ghana, Nigeria, Senegal, Morocco, Uganda, Democratic Republic of Congo and Sierra Leone. This gives a snapshot across most of Africa except Southern Africa. There is a good spread of European countries except the Balkans, Baltic States and Turkey. At 2 per cent asylum seekers are underrepresented in the sample and no refugees or undocumented migrants took part in the survey. This low turnout is unsurprising given the vulnerability of these groups. Overall 54 per cent of women and 46 per cent of men took part in the research.

⁷ OECD (2015) Indicators of Immigrant Integration 2015: Settling In. OECD Publishing.



Time, migration and diaspora development linkages

The African Diaspora is one of the most visible minority groups in Europe and is testament to one of the oldest migration corridors linking the two continents. This has been termed the Africa<>Europe double engagement, stretching from the slavery period to contemporary times.⁸ Time is a crucial and often neglected dimension of the African Diaspora in Europe and this has many different implications. Time reflects length of residence in a country and the steps needed to achieve immigration milestones i.e. from asylum seeker, to status determination, residency and/or citizenship. Time also reflects life-stage, age, childhood, youth, working life, retirement and the elderly. Life-stage includes family caring responsibilities, whether one has children or not, or is in a relationship or not. Time relates to social mobility across different spaces. The experience of migration often means that life projects, qualifications, professional, cultural and language competencies need re-booting each time people move. Time relates to the history and maturity of the African Diaspora in different European countries. Some countries such as France and the United Kingdom have a long-standing engagement with Africa linked to former colonial empires. Other countries for example in Eastern Europe, have a more recent increase in migration and engagement with Africa.

The African Diaspora is highly heterogenous, has a diverse range of linkages and experiences across different European context. This shapes African diaspora communities. The experiences of individual members of diaspora communities from the same source country in Africa can vary greatly depending on the European country of residence. Time reflects different stages of migration. For example, pioneer migrants with no prior contacts or connections to Europe. New asylum seekers compared to those stuck

⁸ Grillo, R., & Mazzucato, V. (2008). Africa<> Europe: A double engagement. *Journal of Ethnic and Migration Studies*, 34(2), 175-198.



for many years in the asylum system of different European countries. The category youth that includes second and third generations born in Europe, and youth born in Africa who arrive as young adults. It is a multicultural phenomenon and includes those with dual, mixed and multiple heritages. Place matters yet experiences do not neatly map onto binary divides such as rural/urban, highly skilled/low skilled. Living in an area with a high migrant population does not automatically lead to increased solidarity. Living in a large city potentially offers more opportunities to interact in a cosmopolitan milieu; yet it can also mean increased harassment through racial profiling. Socioeconomic position, the attainment of language skills and cultural competencies does not automatically shield diaspora members from experiencing discrimination and xenophobia. Time is intrinsically tied to feelings of home and belonging.

African diaspora development linkages reflect the diversity and complexity within the community. Diaspora development linkages are correlated to monetary remittances which are higher than Foreign Direct Investment (FDI) in many African countries, albeit currently following a trend of slow growth and some decline in the current economic climate.⁹ Nevertheless, the vital contribution of remittances to the development of the continent is evidenced in projects such as the African Institute for Remittances led by the African Union (AU). This has support from the European Commission, the World Bank in co-operation with International Organisation for Migration (IOM) and the African Development Bank.¹⁰

Recent studies demonstrate the benefits of adopting a more inclusive sophisticated approach to remittances, diaspora and development. Proposals include:

- paying attention to the different levels of diaspora linkages;
- access to networks within Europe as well as in Africa to facilitate diaspora development initiatives;
- access to training and capacity building;
- partnerships with national and international organisations;
- access to finance, social enterprises, development projects; and
- access to advocacy.¹¹

Social remittances are often a neglected dimension of remittance sending behaviour even though they have the potential to contribute positively to development. It is important to acknowledge the importance of social remittances which are the ideas, values, practices, identities and social capital that flow in both directions between Africa and Europe.¹² This can positively impact the capacity and development engagement of the African youth diaspora in Europe.

9 Ratha, D. et al. (2016) World Bank; Trends in Remittances 2016: A New Normal of Slow Growth

10 World Bank (2014) Kenya to Host African Institute for Remittances Secretariat: Institute to be fully operational in 2015

11 IOM & Migration Policy Unit (2012) Developing a Road Map for Engaging Diasporas in Development

12 Levitt, P. (1998) 'Social remittances: migration driven local-level forms of cultural diffusion'. *International Migration Review* 32(4): 926-948.



Analytical Framework

In the sections that follow I present the analysis of the data and the key findings that emerge from this research consultancy. The findings are grouped through a SWORG analysis: Strengths, Weaknesses, Opportunities, Risks and Gaps.

The key headings are:

- Strengths: Integration, identity and social inclusion
- Weaknesses: Communication, capacity and co-ordination of African Diaspora in Europe
- Opportunities: Youth leadership and diaspora engagement with Africa
- Risks: Racism, xenophobia and discrimination
- Gaps: Knowledge gaps and strategic alliances

This provides a flexible framework to accommodate strategic discussion and input from key stakeholders at different levels of engagement. The framework can be used at a regional level to provide oversight at the European and African level. It can be operationalised at the national level and at the grassroots local community level. This is useful because it enables key stakeholders including ADDOs to take account of specific context factors at different scales of engagement. The framework can accommodate the heterogeneity of the community. It is possible for findings and best practice from different spectrums of the Diaspora to be input through the framework and contribute to strategies at the local, national and regional level. This can facilitate co-ordinated assessment and evaluation of different initiatives. The aims are to facilitate dialogue and incorporate feedback mechanisms that support capacity building, sustainability, strategic alliances that strengthen African Diaspora Development interventions and partnerships.

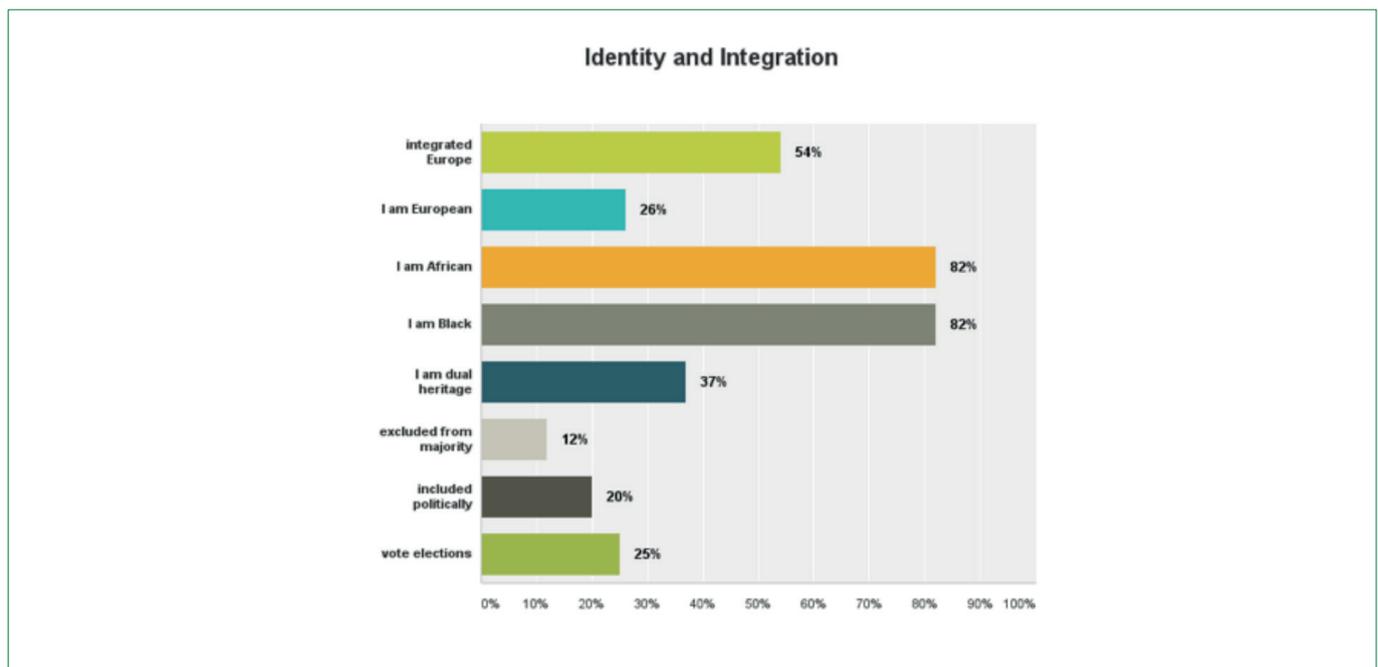


Strengths: Integration, identity and social inclusion

Integration is a contested notion that has several definitions at the policy level and different interpretations at the community and individual level. In different European countries policy targets and measures structural integration through different indices including employment and education outcomes. In 2004 the European Union (EU) adopted the Common Basic Principles for Immigrant Integration Policy.¹³ In 2010 the EU adopted the Zargoza declaration to develop a set of common indicators to monitor and evaluate the success of integration policies and tools across Member States in: Employment; Health; Education; Social Inclusion; Active Citizenship. The EU regularly collects regional quantitative data to monitor migrant integration but acknowledges that this data fails to capture hard to reach communities. This data is available on the Eurostat website to monitor and inform integration policies and has contributed to reports such as the recent joint OECD/EU publication *Indicators of Immigrant Integration 2015: Settling In*.^{14 15}

In everyday life people who are part of the African Diaspora in Europe claim or reject identity and integration in ways that are difficult to capture in these large-scale surveys. Figure 1 below outlines the data from the African diaspora youth survey.

Figure 1:



13 European Website on Integration: <https://ec.europa.eu/migrant-integration/the-eu-and-integration/eu-actions-to-make-integration-work>

14 Eurostat (2015) Statistics Explained: Migrant Integration Statistics Overview. http://ec.europa.eu/eurostat/statistics-explained/index.php/Migrant_integration_statistics_-_overview

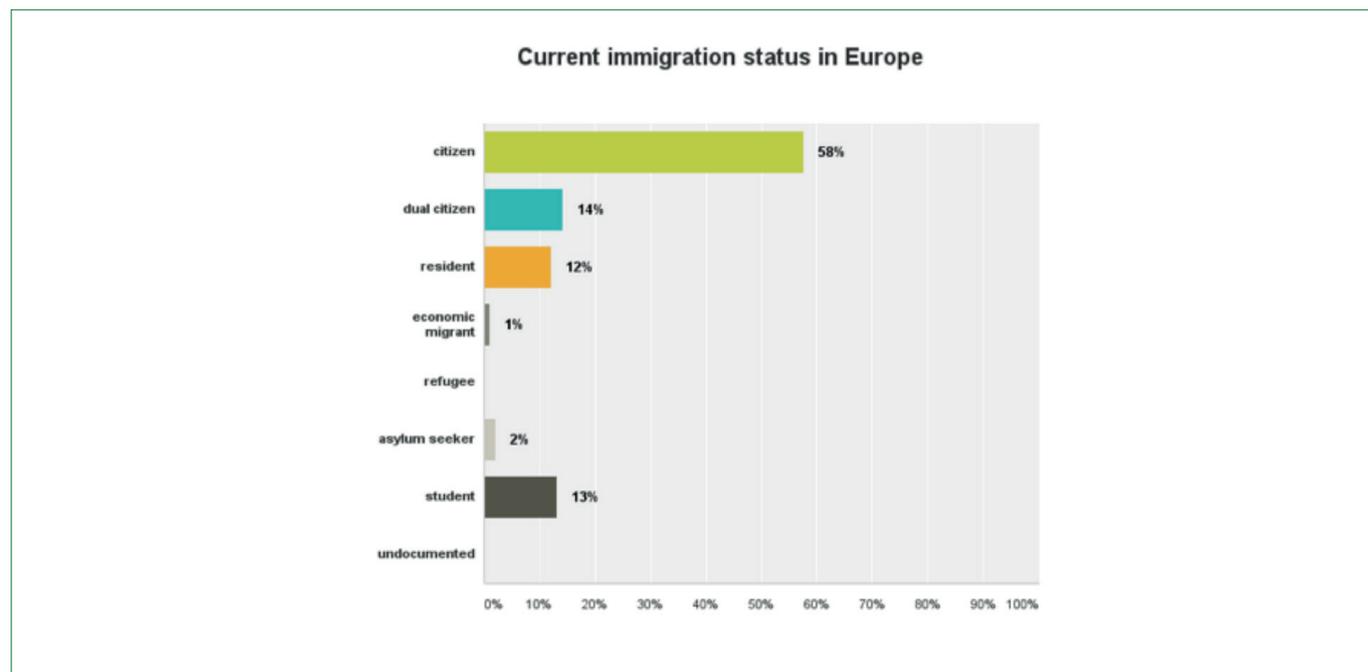
15 European Website on Integration (ibid).



Respondents could select multiple responses. 82 per cent selected that they are both African and Black. Interestingly only 26 per cent selected European a lower percentage than the 37 per cent who claim dual heritage. In our survey 54 per cent indicate that they feel integrated in Europe. This helps us to trace diaspora and race identities and how they intersect with a sense of integration in Europe.

We also asked respondents their current immigration status in Europe. The answers are illustrated in the chart Figure 2 below. Respondents could only select one answer.

Figure 2:



The highest percentage of respondents claim citizenship a similar figure to those who felt integrated in Europe. This suggests a strong relationship between feeling integrated and immigration status. However, the interview data reveals a far more nuanced picture of the different struggles for integration across Europe. Box 1 illustrates this active process of re-defining of integration.



Box 1: Re-defining Integration

France: [Female age 30, born in France African-Caribbean heritage]

Yes, I am African because my father comes from Senegal but I am also Caribbean because my mother comes from Martinique. I think I am these three identities, French, Senegalese and Martinique. My generation we are more critical about the notion of integration for example. The generation before they wanted more to integrate but for us as we are already born in France and we are already citizens, we also don't care about this question. It is also about indicating the diversity and diverse origins and say that nevertheless we are French. In France, you really have this idea that integration is that you really just leave your difference and other identity and you get the another one which is the French one, which is the best and which is universal. Some people of my generation they have another discourse which is: 'we can be French but be different'. And be Black, African, African origin, Caribbean origin, but it does not make us less French than others.

United Kingdom: [Male, 20, born in UK, Nigerian heritage]

I am definitely not European, definitely not British. I identify as Black and African. This is something that has changed over the years. When you are young you are oblivious to the ways of the world as you grow up you see things for what they are and you identify with who you are. Maybe when I was 10 years old I would identify as British because that made sense, but now looking at it I'm not as British as I think I am. Obviously being a different colour from the majority of people you feel different, maybe not in London but when you go out in the country you see the difference, you stand out. Most definitely there is a lack of political representation, as Black people, African people we are not quite as organised as other groups. Organisation is key to getting things in the political sphere, so they don't really care about us because we will vote whatever. Because we don't have the power that other groups have who organise.

Sweden: [Male, 45, born in DR Congo]

One first has to establish what we mean by integration. Is it a psychological state of mind, emotional a sense belonging, or is it socioeconomic establishment in this environment? Psychological aspect I would say that this is my home, I have a context where I live with family and friends and my own network who I feel at ease. But when we talk about the whole narrative of how it feels to be Swedish in Sweden Black people are not included in that narrative and of course we know this. And in this culture, this is something that is not expressed directly but it is something that you learn and appreciate as you become part of this culture. And for a lot of people this is troubling. This is something that makes us feel that we do not belong that we are not part of these societies. We have a country that is nominally open and actually preaches the values of tolerance and openness but in practice in people's minds, there are Swedish people and there are people who are less Swedish people

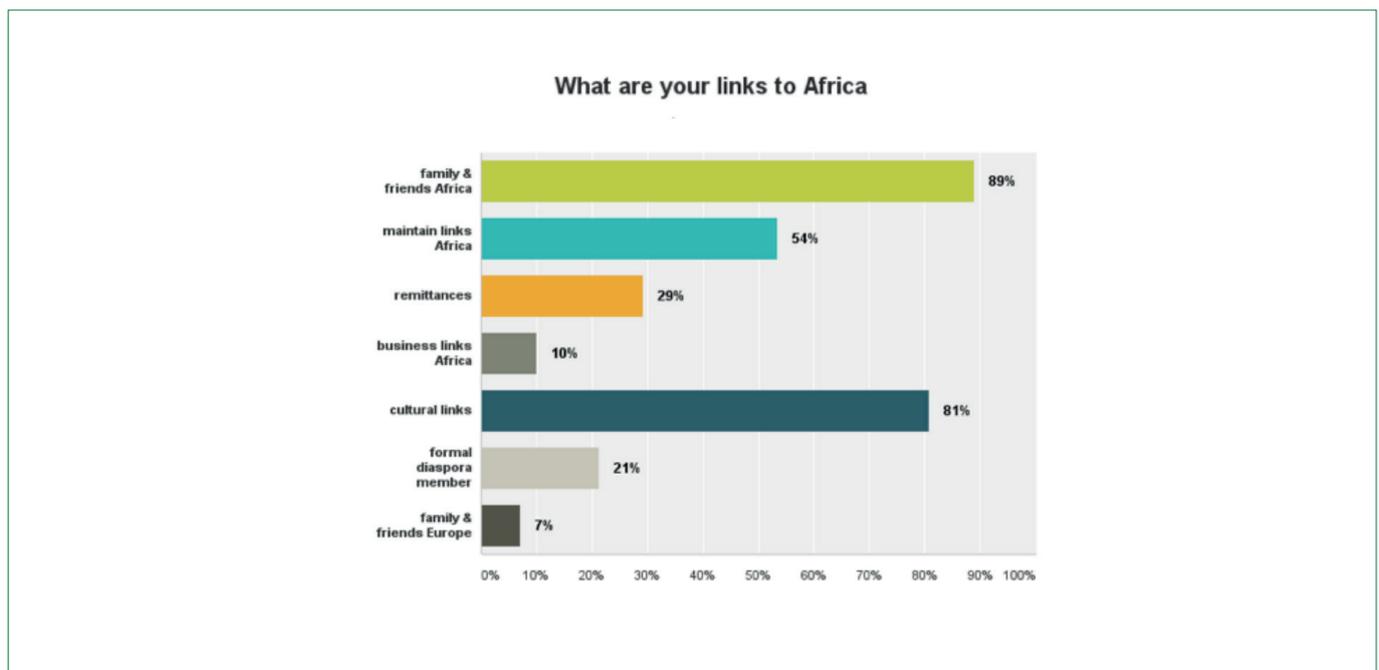
I select these examples because they illustrate the issue of context. Across Europe a range of voices are challenging indices that measure integration. The Swedish example illustrates how citizenship is not a transparent indicator for integration. Processes of acculturation require uptake of 'Swedish values' that validate equality. However, the same time these 'values' actively silence issues of race and hierarchies of who has a stake at the heart of the nation. This is mirrored in the United Kingdom where a young person born in Britain rejects this identity. The French example reflects on the long battle for integration across generations and recent critical struggles that reject the policy notion of integration. A similar movement exists in Germany that turns the spotlight on the gaps in social history that put Black people in Germany as recent immigrants when they have been part of the national story for a much longer time. Many of these struggles particularly for diaspora youth are fundamentally political stances. They offer different interventions into the debate on African Diaspora integration in Europe at the policy and community levels.



Weaknesses: communication, capacity, co-ordination of Diaspora groups

We asked our youth respondents what types of linkages they have with Africa. A picture emerges which shows 89 per cent with family and close friends in Africa and mirrors the high percentage who self-identify as Black and African. Over 80 per cent maintain African culture in their day to day lives through language, food, music and film. Nearly 90 per cent still have close friends and family living in Africa:

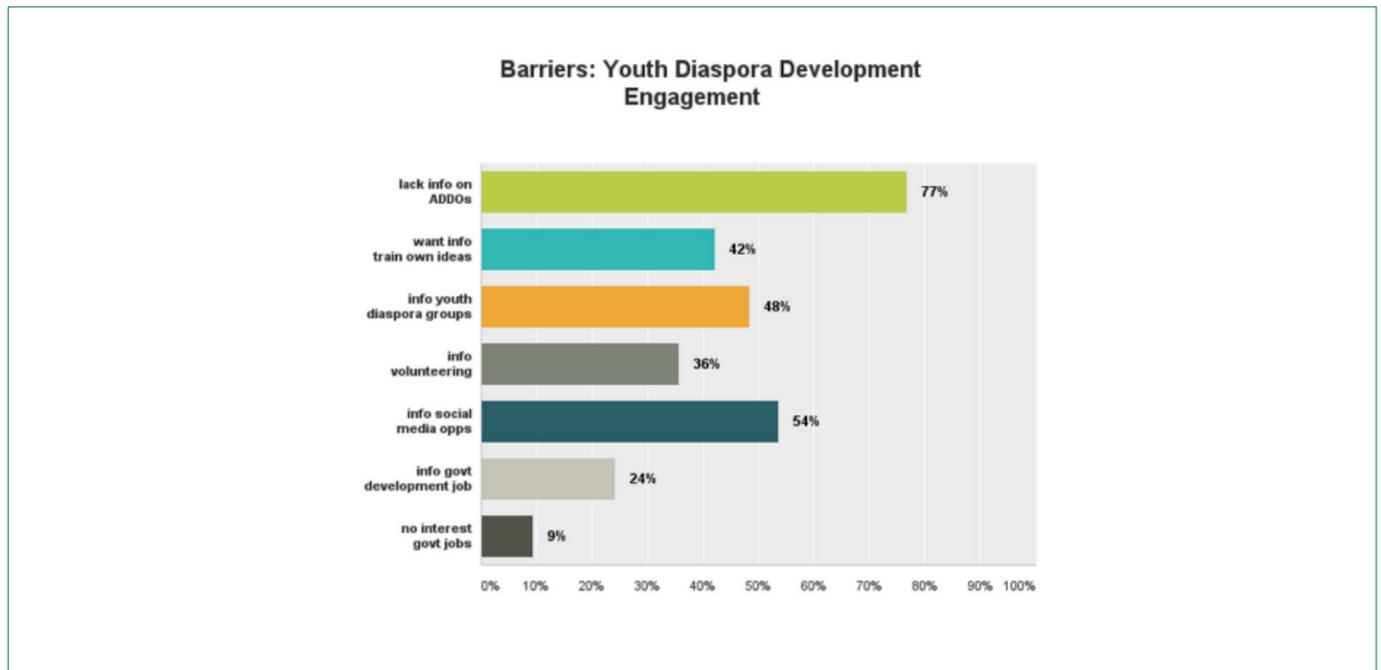
Figure 3:



Cultural links is a broad sub-sector that includes music and food, two things that contribute directly and indirectly to diaspora development engagement. 54 per cent maintain active links with Africa and nearly 30 per cent send remittances. A much lower number 21 per cent have formal diaspora membership either through an association, ADDO, alumni, religious or cultural group. It is important to understand why this figure is so low. There is an opportunity to strengthen this figure and have more youth diaspora engagement in development. Figure 4 illustrates the responses for the question on perceived barriers to diaspora engagement.



Figure 4:



There is clearly an opportunity for ADDOs to increase their visibility to the African youth diaspora in Europe. 77 per cent of respondents say they lack information on ADDOs even though they are interested in participating in diaspora development. 54 per cent are interested in having information on using social media for diaspora development initiatives. 42 per cent are interested in information on training to help fulfil their own ideas for diaspora development. A similar number 48 per cent are interested in information on diaspora groups that specifically target youth. There is far less interest in government led opportunities to access development jobs.

Diaspora organisations that target the youth diaspora and provide opportunities to engage in diaspora development are essential. Communication of activities and opportunities available to youth need targeted dissemination. New strategies are required to extend outreach work in many different types of spaces and places to reach as many young people in the diaspora as possible. This has funding and capacity building implications. Communication and outreach work needs to target building strategic partnerships with social enterprises in Africa to strengthen diaspora development platforms and networks.

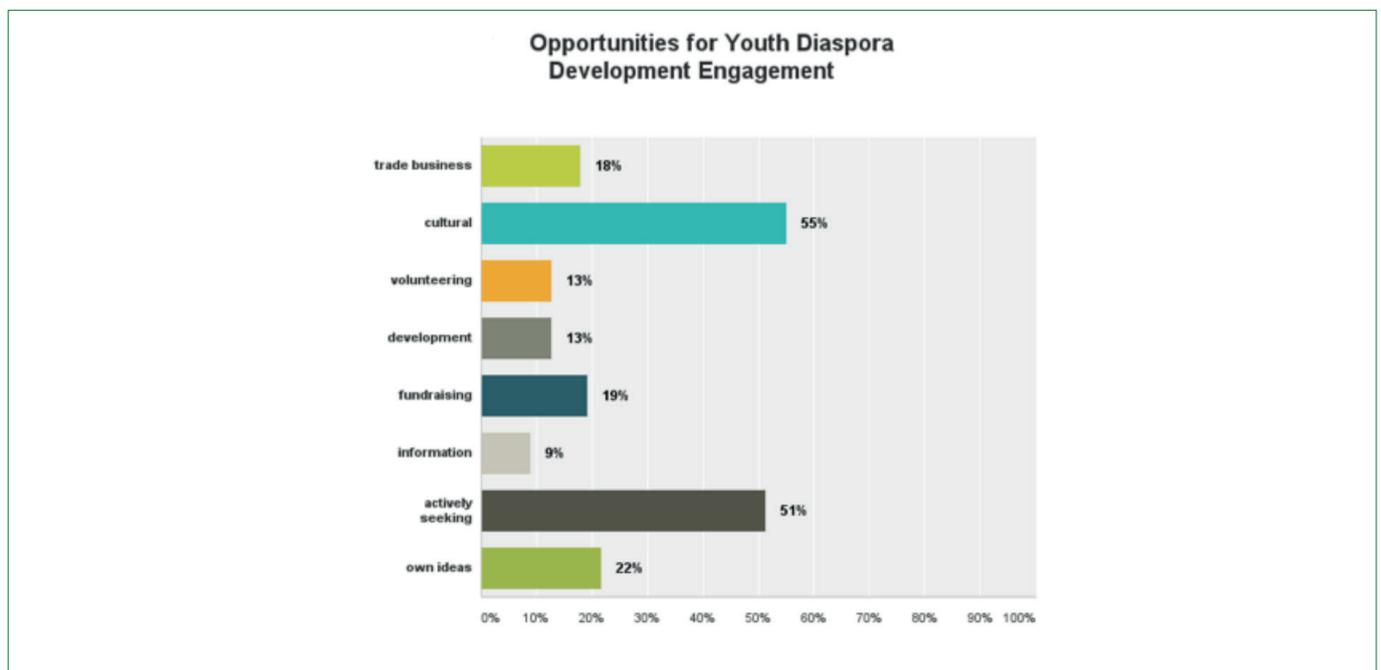
Youth diaspora development engagement gained through family and friends are very good opportunities yet they offer limited opportunities to engage in diaspora development. Knowledge and social capital gained stays within limited social networks. It is important to broaden diffusion of successful youth diaspora engagement that builds leadership, to support best practice, learn from mistakes and preserve knowledge that others can learn from. ADDOs and youth diaspora development networks can play an important role in co-ordinating and strengthening their role in capacity building youth diaspora leadership.



Opportunities: youth, leadership and diaspora engagement with Africa

Young Diaspora Leaders offer a unique opportunity to grow and develop diaspora engagement with Africa. It is important to analyse Figure 5 below together with the earlier graph Figure 1 on Identity and Integration. In Figure 1 over 80 per cent of respondents identified as Black and African. In the chart below, Opportunities for Youth Diaspora Development Engagement over half of the youth diaspora are engaged in development activities and actively seeking opportunities to engage in Africa's development. This is very encouraging as it indicates that there is room to grow the potential for diaspora development engagement and foster youth leadership.

Figure 5:



We asked African diaspora youth about current engagement in diaspora development initiatives and their areas of interest. Cultural initiatives are the highest category for engagement. This might reflect the growth and popularity of the creative industries including music, film and new media. It is also a sector that youth can access easily. They do not need membership of an ADDOs to participate. The visible success of Black people in the creative industries is an additional pull factor. Traditionally this economic sector has not been associated with Africa's development. Increasingly governments, multilateral bodies such as UNESCO and African based bodies such as Arterial Network promote and recognise the contribution of this sector.¹⁶ Just over 50 per cent of those surveyed are actively seeking opportunities for diaspora engagement. 22 per cent are interested in receiving training and support to develop their own ideas. Whilst 18 per cent have ongoing engagement through trade and business. Several youths are critical of volunteering

¹⁶ Arterial Network: <http://www.arterialnetwork.org/> see also 'African Creative Industries: The Sleeping Giant' <http://africanbusinessmagazine.com/uncategorised/african-creative-industries-the-sleeping-giant/>



initiatives perceived as conceived, managed and organised by Europeans. They felt that this denigrates the expertise of Africans, distorts labour markets, potentially take jobs away from locals and depresses wages.

Box 1: Social Media

Across Africa more and more people own and use a mobile phone or have access to a mobile phone. Social media platforms such as Facebook have seen a phenomenal rise in uptake. The digital divide remains a challenge but mobile phone use is particularly strong in urban areas which enjoy better connectivity. Youth are at the forefront of this technology revolution. Social media is a fast-moving flexible platform that lowers costs and facilitates access to resources for social enterprises in Africa and Europe. An excellent successful example is Wecyclers' waste management solution co-founded and led by a young Nigerian woman Bilikiss Adebisi-Abiola. The Wecyclers model solves Lagos megacity's urban waste challenge by motivating families to recycle plastic and aluminium through an SMS-based incentive program.¹⁷

ADDOs can play a role in linking African youth diaspora with opportunities to engage in development partnerships with dynamic social enterprises on the continent. These operate in a range of industry sectors and use social media in diverse ways as a cornerstone of their business model. Wecyclers currently offer internship and volunteer opportunities.

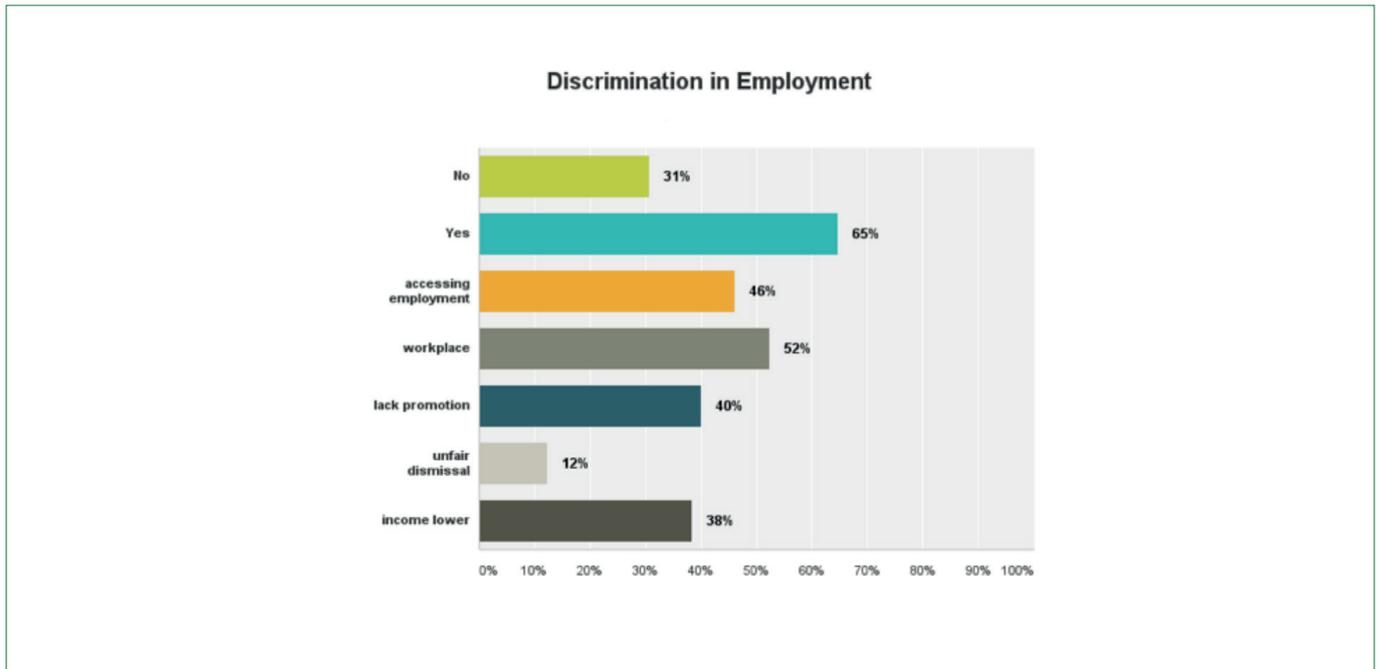
The African youth diaspora in Europe strongly identify with the continent, actively maintain links and wish to engage in diaspora development initiatives. Opportunities for engagement should cover a broad range of interests including cultural, economic, social enterprises and politics. In interviews youth expressed their interest in extending activism on environment and social justice issues. In the United Kingdom, several respondents mentioned Black Lives Matter as an inspirational movement. Social media offers opportunities to bridge and network across a range of sectors, communities and development initiatives. It is integral to the lifestyle of youth in Europe and Africa. Flexible and dynamic diaspora development engagement can offer diaspora youth and youth in Africa opportunities to develop leadership skills and to put their fresh critical perspectives, energies and ideas at the forefront of Africa's development.

17 <http://wecyclers.com/>



Risks: Racism, xenophobia and discrimination

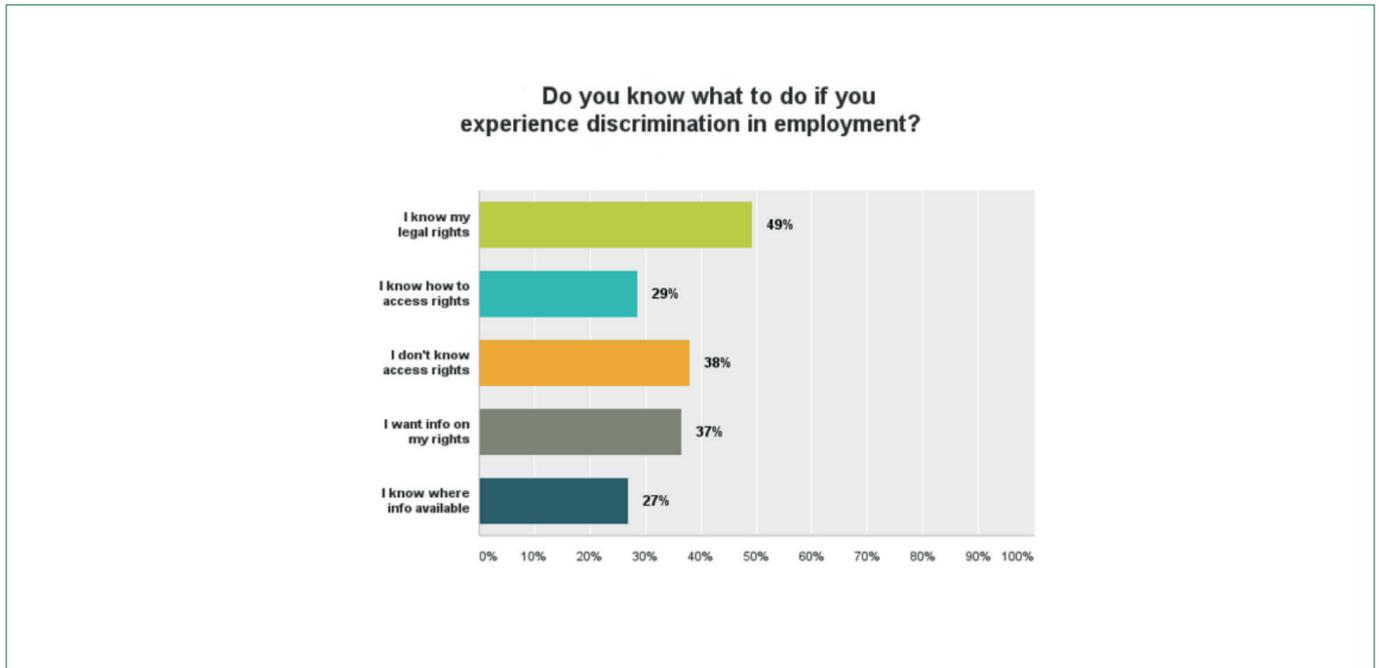
Racism and discrimination in employment continues to be a significant issue for the African Diaspora in Europe. This area is regulated by a clear legislative framework as outlined in the draft Common Positions in the final section of this report. Nevertheless, across Europe discrimination is generally under-reported, ignored or normalised. Figure 6 in the chart below indicates that almost two thirds of our respondents said that they had suffered from discrimination.

**Figure 6:**

In the chart 65 per cent say they experienced discrimination in employment compared to 31 per cent who said they had not. Discrimination ranges from accessing employment, discrimination in the workplace and a lack of promotion. Over 10 per cent claim they have been victims of unfair dismissal at one point in their working life. The qualitative interviews reveal a more complex picture as respondents explored their experiences of discrimination. Many said they had learnt to ignore discrimination particularly indirect discrimination in the workplace. This is often framed as ‘humour’ making it difficult to prove or contest. Nearly 50 per cent of respondents said they knew their legal rights yet they made the distinction between knowing your rights and exercising your rights (see Figure 7 below). Many respondents say that they are aware of few successful prosecutions for anti-discrimination. In those few cases where workers pursued legal redress compensation levels have been very low and the backlash and impact on future employment high.

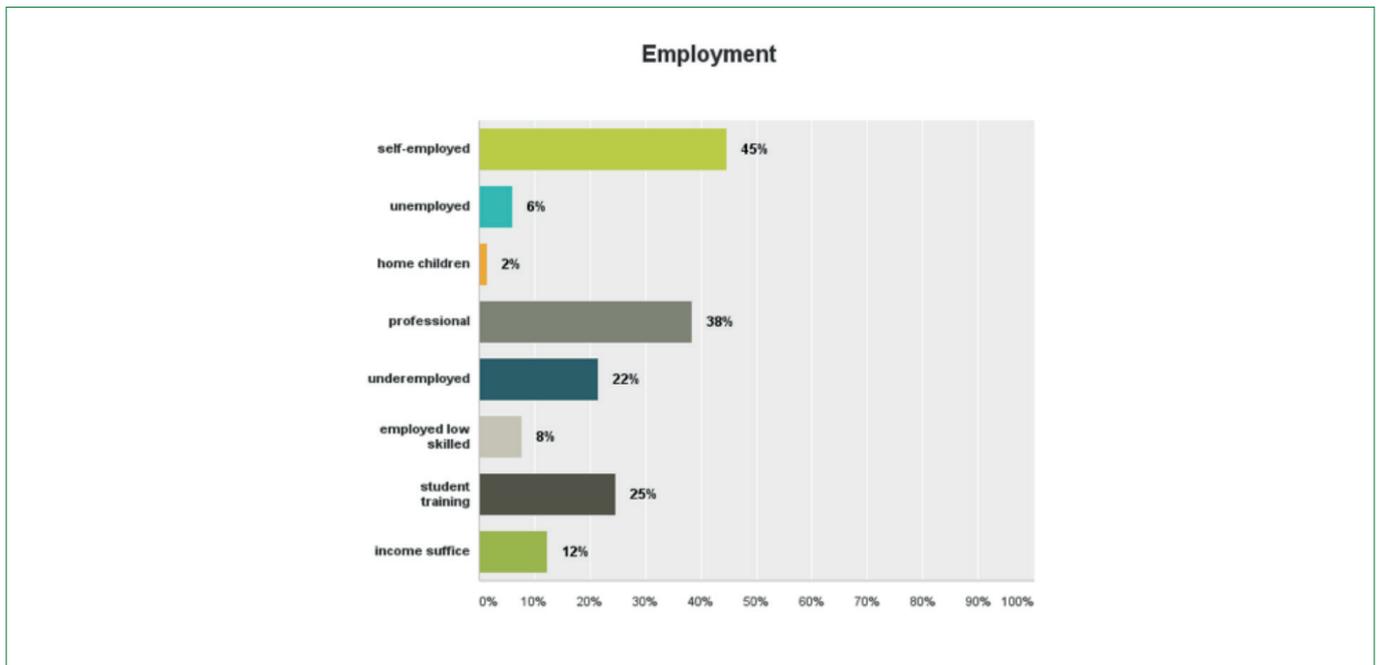


Figure 7:



Discrimination in employment is experienced at all levels of the labour market. Figure 8 below highlights the employment sectors occupied by our respondents. This answer allowed for multiple answers and it is interesting to note that the highest category 45 per cent are self-employed.

Figure 8:





Those in the self-employed category it either their only job or supplementary to their normal job. In interviews some respondents said they had turned to self-employment to overcome the challenges of discrimination in the workplace, particularly lack of promotion or advancement; and access to employment commensurate with qualifications and experience. Self-employment is also an avenue for diaspora members who need to supplement their income. They are engaged in a range of activities including diaspora and development initiatives, working from home in small enterprises such as catering, hairdressing, mini-cab, translation services etc. Only 12 per cent of respondents feel that their income is sufficient. 38 per cent are working as professionals which illustrates that skill level does not make people immune to experiencing discrimination in employment.

Intersectionality of multiple vulnerabilities, gender, religion (particularly Islam), spoken language accent, sexuality are some examples that respondents identify that exacerbate discrimination in the labour market. This is an important issue that needs specific attention. Some countries in Europe take gender parity far more seriously than racial discrimination. What is even more worrying is when measures to combat discrimination are labelled discriminatory i.e. discriminating against the majority white population. Many respondents spoke about the 'muzzling' effect this has and how they find it difficult to discuss openly issues of racial discrimination in the labour market in mixed audiences. There are also examples of solidarity across communities particularly youth who are at the vanguard of actively confronting discrimination, racism and xenophobia in Europe. Youth are also at the vanguard of integration debates and what constitutes European identity.



Gaps: Knowledge gaps

There are several knowledge gaps that this research consultancy reveals that reflect the diversity and heterogeneity of the African Diaspora in Europe. In this section I give a summary of the most urgent knowledge gaps that need concerted attention.

- **Generation:** more work needs to be done to bridge the gap between generations. There is still a disconnect between the experiences and aspirations of the older generation and the youth generation. Generation also relates to different migration waves to Europe who each time need to respond to a changing socioeconomic, political and cultural environment. One interviewee in Norway notes that there are very few mechanisms to tap into the knowledge of the first generation or pioneer migrants and too often the focus is on youth. This is an important point as youth belong to a community context that includes all generations, and not all youth have access to the older generation. Youth is not a static category. It is an age-defined life stage and it is important to adopt holistic approaches.
- **European countries, diverse contexts:** the heterogeneity of the diaspora needs more explicit acknowledgement. We also need to acknowledge the very different contexts that the diaspora inhabit in very diverse European countries. We need to collate and build our knowledge base on the challenges and opportunities that the African Diaspora face in these diverse contexts. Different countries have taken different policy approaches to their migrant populations and these have changed both negatively and positively over time. In the United Kingdom Brexit is a timely reminder of the consequences of anti-immigrant and anti-immigration rhetoric and the rise in right wing populist discourse. A significant percentage of those surveyed in the Young Diaspora Leaders and Anti-discrimination in employment



law and practice indicated that they are nervous of the current political climate.

- Identity and community solidarity: more work needs to be done in a range of forums to facilitate discussion on identity and community solidarity. Whilst conducting the research youth particularly those with Caribbean, dual and multiple heritage wondered if they qualified to participate in the research. I had to explain to them the broad definition of the African diaspora that we adopt, even then some self-selected to opt out of the research. We need to explicitly acknowledge and create spaces to discuss the diversity within the African diaspora. We need to engage with these discussions as they will strengthen communities and weaken internal xenophobia. Immigration status is another fracture point with a distinction between new migrants, asylum seekers and refugees, and the established African diaspora with citizenship and permanent residency. More needs to be done to develop strategies for community engagement at the local level and foster solidarity.



Conclusion

This synthesis report presents the findings from this research consultancy. The aim is to contribute insights that can help strengthen the African diaspora in Europe and engagement with diaspora development initiatives in Africa. The consultancy had a specific focus on Young Diaspora Leaders to understand the challenges, opportunities and potential of the youth diaspora in Europe. There is a famous saying that 'Africa is not a country' and it is important to also repeat that 'Europe is not a country'. The policy dimension in Europe means that Europe enjoys a measure of policy cohesion at the EU level. Nevertheless, despite adopting equalities and non-discrimination legislation racism and xenophobia remain important challenges. These are the focus of the draft Common Positions in the section that follows.

On the negative side the findings from this research indicate that the struggle for integration in Europe continues for the African Diaspora. On the positive side the African diaspora in Europe retains strong links and identification to the continent. The negative experiences of discrimination alienate some members of the diaspora from their identification with Europe. At the same time members of the diaspora feel integrated because over time they have invested in 'learning the culture' of their host European country. This learning in some respects takes the form of accepting that direct and indirect discrimination is part of life in Europe. This challenge is illustrated in the reluctance that many feel to pursue cases of discrimination in employment.

The African youth diaspora have great potential to occupy leadership roles and be Young Diaspora Leaders. This research reveals the very diverse aspirations and strategies that youth employ to engage with diaspora and development. It is important to view development as a dual process, developing the diaspora in Europe as well as developing diaspora development engagement with Africa. It is equally important to identify and build networks with youth in Africa engaged in development and social enterprise initiatives. Diaspora youth in Europe reflect the heterogeneity of the community, the differences within European countries and the diversity within the actual category of youth. This diversity spans age, socioeconomic position, language and cultural competencies and whether they arrived in Europe as young adults or are the second and subsequent generations.

Identity is an important component of integration outcomes and claims. The findings from the surveys and interviews reveal that this is a complex relationship with different dimensions including psychological, emotional, socioeconomic, political and cultural. The energy of the youth can be harnessed to develop flexible open strategies that facilitate dialogue and strengthen communities. The energy of the pioneer migrant generation can equally be harnessed to facilitate knowledge transfer and bridge important gaps. Discrimination in the labour market is a perennial issue that reflects the societies in which African diaspora communities reside. It is therefore important to not only facilitate rights and access to anti-discrimination legislation. It is also important to prosecute cases of anti-discrimination and achieve fair redress and compensation. This is key to the struggle for better integration in Europe. In the words of one of our interviewees: 'Integration is about being considered on the same footing as the locals, to have a local citizenship, accepted as a local by the local with equal rights.'



ADEPT African Diaspora Common Positions on:

Recognition of Dual citizenship African Diaspora Integration Anti-Discrimination in Employment in Europe

- **Diaspora Consultations:** In 2016, ADEPT conducted research and consultations with the African diaspora in Europe on three important and topical issues, namely: Dual citizenship and its recognition by African states; Integration of the African diaspora in Europe; Anti-discrimination in EU employment law and practice. Draft common positions were presented at ADEPT's Sixth Diaspora Development Dialogue (DDD6) in December 2015, and then further revised on the basis of the consultations, input, views and recommendations of diaspora respondents, practitioners and development partners.
- **Influencing Policy and Practice:** These Common Positions will be uploaded on to the ADEPT website and endorsements sought from ADDOs in the ADEPT network in the summer of 2017. These endorsements will strengthen ADEPT and other partners to use the Common Positions to advocate and negotiate policy change and influence development action in Africa, Europe, and beyond, leading to increased opportunities for diaspora-development engagement and action in countries of origin and residence.

1. Common Position on Recognition of Dual Citizenship

We, the African diaspora in Europe, are committed to strengthen our ties to countries of origin and/or heritage in Africa, and to increase the contributions we make to national development in these countries. To this end:

- 1.1 We acknowledge that the majority of African states currently recognise dual or multiple citizenship status of the diaspora; or extend citizenship rights, responsibilities and privileges to their respective diasporas, even where there are restrictions in relation to participation in in-country politics and access to certain public offices of state;
- 1.2 We note that in an increasingly interconnected and globalised world, historical reservations about dual or multiple citizenship have increasingly lost their validity, whereas the development benefits of dual or multiple citizenship are widely recognised;
- 1.3 We acknowledge the African Union's Sandton Declaration that the African diaspora worldwide constitute the 'Sixth Region' of Africa, and that the diaspora is encouraged to contribute to the development of countries of origin and/or heritage;
- 1.4 We urge all African governments to renew their recognition of the transnational nature of the African diaspora, both within Africa and beyond.
- 1.5 We encourage and actively seek to expand and enhance the role of the diaspora in the development of countries



of origin and/or heritage, through deployment of their financial, intellectual, social and other resources;

- 1.6 We urge that the African governments that do not recognise dual or multiple citizenship status for their respective diasporas, to commit to implement legislation facilitating dual and multiple citizenship, by 2020;
- 1.7 We urge all African governments to recognise dual or multiple citizenship to its diaspora, with full set of citizenship rights, privileges and responsibilities, in order to strengthen their ties to countries of origin or heritage, and facilitate their optimum involvement in national development.

Brussels – 3 April 2017.

2. Common Position on African Diaspora Integration in Europe

We, the African diaspora in Europe, are committed to strengthen our ties to countries of residence in Europe, and to increase the contributions we make to national development in these countries. To this end:

- 2.1 We urge continued commitment and full implementation across Europe of the Common Basic Principles for Immigrant Integration Policy (CBP) adopted in 2004 by the European Union; noting that the CBP provide the foundation for policies to be drawn up by Member States and enacted at local and regional levels;
- 2.2 We regret that despite the adoption of CBP more than a decade ago, full implementation has not taken place in all Member States, whilst integration remains an urgent issue, particularly for the African diaspora in Europe;
- 2.3 We also commend the 2010 Zargoza Declaration adopted by the EU to develop a set of common indicators to monitor and evaluate the success of integration policies and tools across Member States in the fields of Employment, Health, Education, Social Inclusion, Active Citizenship;
- 2.4 We urge all development stakeholders to recognise the diversity and different socioeconomic, political and cultural contexts that exist within the African Diaspora in Europe, so as to develop targeted responses to the multi-dimensional integration challenges faced by diaspora individuals and communities in Europe;
- 2.5 We note that there are members of the African diaspora in Europe who do not participate in formal diaspora activities and networks, and are hard to reach; that integration barriers include life-stage and lifestyle challenges, language deficiencies, and precarious employment; that innovative, collaborative outreach work is needed to optimise integration for sectors of the African diaspora in all parts of the Europe;
- 2.6 We commit to promote the use of the sector expertise and grassroots knowledge of the diverse African Diaspora in Europe, as a key method for understanding and assessing the challenges, barriers, opportunities and options for diaspora integration;
- 2.7 We urge stakeholders to work together with the African diaspora community and organisations



to develop effective tools for community-level monitoring of the implementation and efficacy of integration strategies, policies and initiatives, such that migrants and diaspora become and are recognised as agents for their own development;

Brussels – 3 April 2017.

3. Common Position on Anti-Discrimination in Employment in Europe

We, the African diaspora in Europe, as active European citizens and residents, are committed to strengthening anti-discrimination policies and practices, and challenging discrimination in employment law and practice. To this end:

- 3.1 We urge continued commitment and full implementation across Europe of the Racial Equality Directive and the Employment Equality Directive, both adopted in 2000 by the European Union; noting that EU reports on these Directives have indicated lack of relevant monitoring data from many Member States;
- 3.2 We regret that after more than 15 years since these EU Directives were adopted, the African diaspora and other minority groups in Europe continue to face unacceptable discrimination in employment practices;
- 3.3 We note that these EU Directives need to be implemented in letter and spirit; that implementation should reflect the specific African diaspora and minority circumstances in the localities and regions within each country;
- 3.4 We urge EU Member States that are not fully compliant with the Directives, and/or has disproportionately high levels of diaspora unemployment or under-employment, should learn lessons from compliant countries and those countries with fair and high levels of diaspora employment and labour integration;
- 3.5 We note that discrimination causes socioeconomic loss to EU Member States as the skills, talent and professional competencies of the African diaspora and other minority groups are unused or underused; this national loss is in addition to the natural unfairness and negative personal effects discrimination has on individual victims and affected communities;
- 3.6 We urge EU Member States to maintain adequate funding for mandatory national equality bodies; and urge these bodies to use a diverse range of appropriate methodologies to assess, analyse, evaluate and address the direct and indirect discriminatory employment practices affecting the African diaspora in Europe and other minority groups;
- 3.7 We urge governments, businesses, trade unions and other stakeholders to consult and work with the African diaspora community and organisations in Europe to design, implement and normalise practical schemes that effectively facilitate optimum employment and fairness for all;

Brussels – 3 April 2017.



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Trainees
 at DDD1,
 Copenhagen,
 Denmark,
 November 2014

INTRODUCTION TO ADEPT

ADEPT emerged out of the pilot Africa-Europe Platform [AEP] project which ran from 2010 to 2013, as part of the Joint Africa-EU Strategic Partnership [JASP], agreed at the 2007 Lisbon summit. The ADEPT transition project ran from July 2014 to July 2017 and was implemented and managed by AFFORD (UK), with funding from the European Commission, Swiss Agency for Development and Cooperation (SDC), and International Centre for Migration Policy Development (ICMPD). ADEPT has been registered in Belgium as an AISBL since 2017.

ADEPT SERVICES & ACTIVITIES

1. **Monthly Digest (newsletter)** of current funding opportunities, jobs and policy events
2. **Monthly Webinar** engagement with ADEPT Executive Director and guest speakers
3. **Accredited Training** on 'Advocacy', 'Optimising Diaspora Return' and 'Planning & Fundraising'
4. **Diaspora Fellowships** for young diaspora professionals (21 to 35), based in Europe
5. **Capacity Development Support (CDS)** for ADDOs, through experienced consultants
6. **Diaspora Technical Support (DTS)** for partners in Africa, through diaspora experts
7. **Pool of Diaspora Consultants** offered to institutional partners seeking diaspora expertise
8. **Diaspora Development Dialogues (DDD)** with governments, civil society and institutions
9. **Social Media Engagement** for information dissemination and ongoing interaction
10. **High-Level Forum** participation at EU, AU, UN, GFMD and other global bodies and processes
11. **Policy Research and Consultation** to reach common positions on policy and strategic matters
12. **Directories and Databases** of members, ADDOs and diaspora-development partners
13. **Showcasing Best Practices** and innovations in diaspora development action
14. **Multimedia Campaigns** to provide positive narratives of Africa and of migrants and diasporas



High Level Panel of ADEPT's Second Diaspora Development Dialogue (DDD2), Valletta, Malta, 28 May 2015 – L to R: Gibril Faal (ADEPT), Martine Cassar (IOM Malta), Minister Abdramane Sylla (Mali), Khady Sakho (FORIM/ADEPT), Minister George Vella (Malta), Amb. Hanna Simon (Eritrea)



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DIASPORA DEVELOPMENT PLATFORM