

MAPPING AND MOBILIZING THE
RWANDAN DIASPORA
IN EUROPE

FOR DEVELOPMENT IN RWANDA:

COMPARATIVE REPORT

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COMPARATIVE REPORT

Prepared by

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PREFACE

Rwanda has significant diaspora communities in various countries across the world, and they play an increasingly important role in the development of the country. Realizing the potential of the Rwandan diaspora in the development of the country, the Government of Rwanda wishes to see the diaspora being integrated into national development frameworks. However, to date, a number of factors have hindered the full engagement of the Rwandan diaspora in the country's development, including the Government's limited knowledge about the diaspora communities (their socioeconomic profile, patterns of engagement and others) and a lack of information among the diaspora about the development opportunities in Rwanda. To respond to this need, the International Organization for Migration (IOM) has supported the Government of Rwanda by coordinating the Rwandan diaspora mapping exercises in four focal European countries, namely Belgium, Germany, the Netherlands and the United Kingdom. The findings of these mapping exercises are a contribution to the *Migration Profile of Rwanda* and guide the design of potential diaspora engagement programmes to enable the diaspora to participate and engage in the development process of the country. The results of the mapping exercises are presented in the following country-specific reports completed in 2019:

- *Mapping the Rwandan Diaspora in Belgium* (Sean O' Dubhghaill);
- *Mapping the Rwandan Diaspora in Germany* (Katerina Kratzmann);
- *Mapping the Rwandan Diaspora in the Netherlands* (Alain Nkurikiye);
- *Mapping the Rwandan Diaspora in the United Kingdom* (AFFORD).

This comparative report gives an overview of the combined sociodemographic characteristics of the Rwandan diaspora in Europe, summarizes the aggregate results and recommendations, and examines convergences and divergences across the four focal countries. The mapping exercises and desk-based review provide the evidence base for shaping diaspora engagement programme interventions in Rwanda, guiding the Government of Rwanda's future strategies and policies and enabling diaspora members to participate and contribute to the development of the country.



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LIST OF ABBREVIATIONS

EDPRS	Economic Development and Poverty Reduction Strategy
IOM	International Organization for Migration
MINAFFET	Ministry of Foreign Affairs and International Cooperation
MINECOFIN	Ministry of Finance and Economic Planning
NST	National Strategy for Transformation
TVET	technical and vocational education and training



EXECUTIVE SUMMARY

The Rwanda diaspora is present across the world and its members increasingly contribute to the development of Rwanda. The International Organization for Migration (IOM) is supporting the Government of Rwanda in its diaspora mobilization by coordinating mapping exercises of the Rwandan diaspora in four focal European countries, namely Belgium, Germany, the Netherlands and the United Kingdom. The aim of the mapping exercises is to provide the evidence base for shaping diaspora engagement, programmes and interventions for the development in Rwanda, and for guiding Government of Rwanda's future strategies and policies. The master methodology consisted of four phases: desktop review, quantitative survey, qualitative focus group discussions and key informant interviews, and comparative analysis. In total, there were 589 participants, of whom 88 per cent were survey respondents and 12 per cent were key informants.

Official national statistics indicate that 47,357 Rwandans live in the four focal countries in Europe. This sizable number corresponds to 13.7 per cent of the global Rwandan migration stock. Belgium hosts most Rwandans abroad, followed by the United Kingdom; the Netherlands and Germany host smaller numbers. Rwandans living in the focal European countries are dispersed across their territories, with pockets concentrated in selected locations. Their profile indicates that there is gender balance and that they are a young demographic, with the 20–40 age bracket being the most dominating group. The majority are either married or single.

Overall, the sociodemographic profile of participants in the mapping exercises mirrors the official composition of the Rwandan diaspora. Additionally, the respondents are very highly educated, with 68 per cent being educated to degree level, and the vast majority of 69 per cent are employed, including 14 per cent who are self-employed. Almost one in three participants, representing 74 per cent of the sample, is actively involved in formal or informal sociocultural, professional or other networks, social media networks included.

Among the Rwandan diaspora who participated in the mapping exercises, there is a high level of awareness of government priorities, including the agenda to engage with Rwandans abroad, as shown by the fact that 70 per cent of the participants have indicated that they are familiar with the main government policies even though they are less knowledgeable of specific initiatives and programmes. There is also a very high interest in contributing to development, with 82 per cent expressing volition to engage in the development of the home country.



Rwandan professionals have skills that cover various sectors, and they are interested in knowledge and skills transfers as well as in volunteering and professional opportunities in Rwanda, especially if these were flexible enough to be tied to their visits to the country on short- and medium-term bases. With the exception of mining, the skill set of the respondents matches the Government's technical and vocational education and training priority areas such as construction, hospitality, information and communications technology (ICT), and renewable energy. However, respondents mentioned many more sectors of expertise including business, education, financial services, health, management, retail, social care and transport, among others.

Members of the diaspora also contribute to national development through financial contributions: 77 per cent regularly send remittances to Rwanda and 48 per cent, almost half of them, remit on average between EUR 100 and EUR 500. Most remittances are sent to families, with 87 per cent of the participants reporting that remittances sent to families are used for consumption. However, a significant minority of the respondents, 21 per cent, have sent remittances for investment, mostly in land, property or family business.

Cross-country comparisons reveal the existence of some convergences and several divergences. In spite of different migration histories and host country contexts, the profiles of Rwandan communities in the four European countries are strikingly similar in terms of sociodemographic characteristics, motivations and practices of engagement with the diaspora and the country of origin. Some divergences are observed across the four focal countries. A key difference is in the sizes of the Rwandan communities, with the largest constituent in Belgium, small ones in Germany and the Netherlands, and an expanding cohort in the United Kingdom.

Differences in the sizes of migrant communities seem to have had an impact on the levels of commitment to diaspora networks, which is more prominent in Belgium and the United Kingdom where larger numbers of Rwandans reside. Different education and employment pathways for Rwandans in the diaspora reveal an additional difference across the focal countries. The highest educational qualification for most of the diaspora in Germany and the Netherlands tend to be secondary school education/vocational degree as compared with undergraduate/postgraduate degree as the highest educational qualification in Belgium and the United Kingdom. Regarding involvement in the development of the country of origin, participants in the Netherlands expressed their willingness to be involved in "transnational entrepreneurship", respondents in Belgium indicated their interest in the feasibility of a diaspora venture capital programme and diaspora members in the United Kingdom demonstrated their willingness to invest in diaspora bond schemes piloted by the Central Bank of Rwanda.



Rwandan women in the diaspora are expected to fulfil two roles – to work and be homemakers, and those with children feel a special responsibility for passing on Rwandan culture, values and identity to their children. They are involved in networks and interested in contributing to the development in their home country. Their motives for investing are varied, which include the wish to provide for their families in Rwanda. Differently, young people are generally less involved in the development of the country of origin, but many are interested in volunteering and career development opportunities.

There are a number of challenges to the mobilization and integration of the diaspora into national development. Obstacles include constraining conditions in the home country, such as lack of accurate and timely information, limited encouragement, inadequate support, lack of opportunities and administrative hindrances. Lack of time, financial constraints and personal commitments, combined with the risk of relocation, are additional obstacles that hinder the diaspora's full engagement in development.

Following are the main recommendations to address obstacles and increase incentives:

1. **Improve information flows** through the use of an online registration site, the development of skills-sharing platforms, and the creation of targeted promotional campaigns (e.g. for students, recent professionals and those close to retirement) and their dissemination across the subsections of the diaspora.
2. **Harness knowledge and skills transfers** by identifying priority skills to be matched with those of Rwandans abroad, devising a mentoring platform to enable professional progress and volunteerism, and developing targeted campaigns for recruitment.
3. **Mobilize remittance flows and investments** by putting in place monetary and non-monetary aid in the form of legislative, administrative and practical support to those interested in remitting and investing. These initiatives include the provision of accurate and independent online resources about investments in different sectors, monetary incentives and reductions in remittance transfer costs and taxation.
4. **Connect the Rwandan communities abroad** by fostering greater connections among members of the diaspora, showcasing diaspora talent to potential investors and promoting contacts for trade and investment.

Recommended pathways for targeted interventions are as follows:

1. **Set up and pilot new development engagement schemes and extend the successful ones.** Examples of these schemes are a job brokerage service targeting Rwandans abroad and a pilot programme leading to the development of a diaspora venture capital programme to promote partnerships between investors and individuals with technical know-how.



2. **Develop skills transfer programmes and volunteering/professional pathways** through the creation of e-learning and online mentoring platforms and structured volunteering pathways such as a national diaspora volunteering service.
3. **Put in place financial incentives and investment portfolios** to reduce remittance transfer costs, increase tax relief and provide access to credit. Other proposals are to set up crowdsourcing and microfinancing investment projects and implement remunerated skills-sharing pathways.
4. **Expand outreach activities and support community initiatives nationwide** to reach those who reside outside the main cities. For instance, offer Kinyarwanda language classes for young Rwandans in the diaspora, or set up dedicated networks to connect Rwandan professionals who specialize in different sectors, students and alumni with one another, and to inform them about employment opportunities.

These are the specific recommendations for the Government of Rwanda and its diplomatic missions:

1. **Improve mechanisms for communication and dissemination** by publicizing funding, training and development opportunities (through independent websites, online platforms and applications); sharing accurate and up-to-date information; and disseminating awareness campaigns on opportunities back home.
2. **Extend community outreach efforts.** In partnership with diaspora groups, the Government of Rwanda and its diplomatic missions should strengthen the capacity of Rwandan community organizations in the diaspora, extend community outreach activities outside major cities and offer virtual services to Rwandans abroad.
3. **Promote skills transfer, volunteerism and employability.** The Government of Rwanda should identify priority skills, develop online skills-sharing platforms, implement training-of-trainer courses and offer remunerated skills-sharing pathways, and facilitate the creation of a job brokerage service.
4. **Set up frameworks to facilitate remittance flows and investments** through greater diversity of formal remittance pathways and access to savings, loans, and health insurance products linked to remittances. In partnership with the private sector, the Government of Rwanda should develop accurate and independent online resources on investing in different sectors in Rwanda, as well as on how to invest in the country.
5. **Offer legislative, administrative and practical support** through business networks and co-ventures between enterprises based in host countries and emerging ventures in Rwanda. Additionally, the Government of Rwanda, together with the business development services sector, could encourage

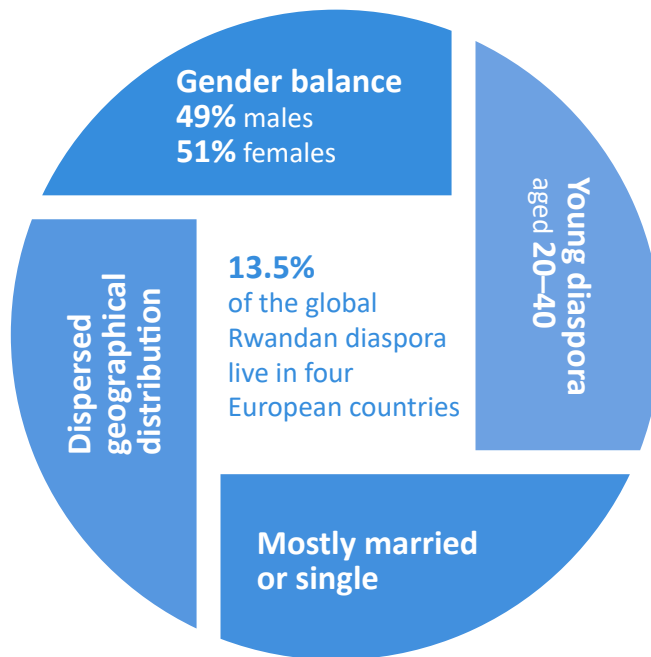


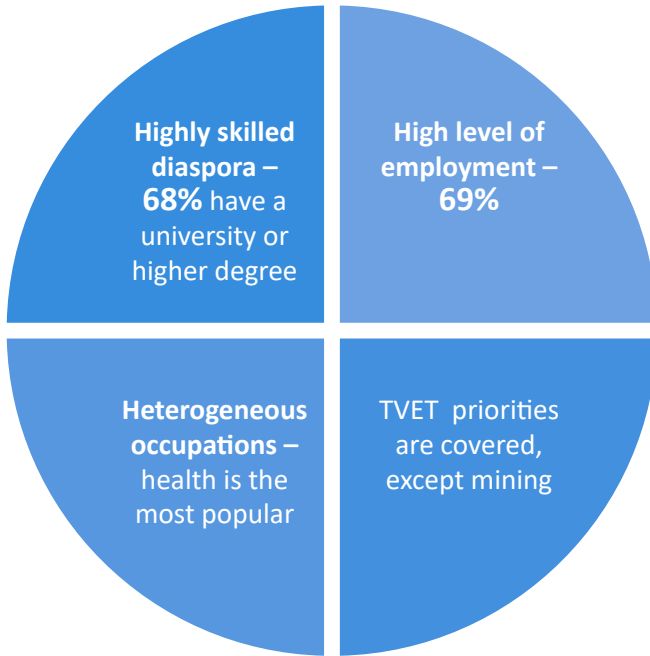
companies looking to invest or extend their operations in Rwanda to partner with diaspora entrepreneurs.

6. **Revise and enhance the diaspora policy**, and designate government representatives to be specifically responsible for supporting diaspora development activities.

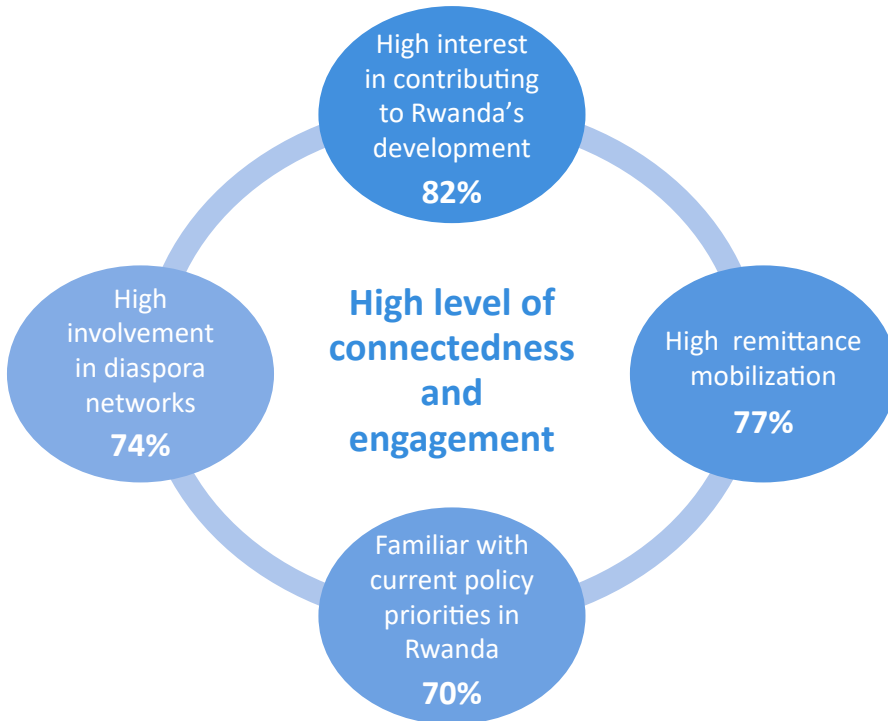
Given the current high potential to mobilize the Rwandan diaspora in Europe, the Government of Rwanda would benefit by putting in place information and communication strategies as well as financial and non-monetary support to capitalize on the willingness and readiness of this underutilized resource for development.

VISUAL REPRESENTATION OF THE DIASPORA PROFILE, ENGAGEMENT AND RECOMMENDATIONS





Level of connectedness and engagement in the development of Rwanda





Recommendations to address obstacles

Obstacles

Host country:
Time, financial constraints and family obligations

Home country:
Lack of information, encouragement and support

Diaspora:
Lack of opportunity and risk of relocation

Proposals to address obstacles

Improving information flows

Connecting the Rwandan communities abroad

Harnessing knowledge and skills transfers

Mobilizing remittances and investment

Pathways for targeted interventions

Engagement schemes

Skills transfers

Financial initiatives

Community mobilization

Expectations from the Government of Rwanda

Improve communication and information dissemination

Foster greater community engagement

Promote skills transfer, volunteerism and employability

Facilitate remittance flows and investment

Offer legislative and practical support

Enhance policy



1. INTRODUCTION

For decades, Rwandans have been migrating to different parts of the world for political, social or economic reasons. As a result, Rwanda has significant diaspora communities across the globe, and they play an important role in the development of the country through financial transfers, technology, knowledge and skills transfers, and the promotion of the image of Rwanda. Realizing that the diaspora is a underutilized resource, the Government of Rwanda is committed to mobilizing the diaspora members and integrating them into national development, and many Rwandans who live abroad are interested in contributing to the development of their country of origin.

However, to date, a number of factors have hindered the maximum utilization of the Rwandan diaspora in the country's progress, including the Government's poor knowledge about the diaspora communities (their socioeconomic profile, patterns of engagement and others) and a lack of information among the diaspora about the development opportunities in Rwanda. To respond to this need, the International Organization for Migration (IOM) is supporting the Government of Rwanda by coordinating the Rwandan diaspora mapping exercises in four focal European countries – Belgium, Germany, the Netherlands and the United Kingdom – in 2018–2019. The results of the mapping exercises are presented in the following country-specific reports:

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This comparative report gives an overview of the combined sociodemographic characteristics of the Rwandan diaspora in Europe, summarizes the aggregate results and recommendations, and examines convergences and divergences across the four focal countries. The mapping exercises and comparative review provide the evidence base for shaping diaspora engagement, programme and interventions for the development in Rwanda; guiding the Government of Rwanda's future strategies and policies; and enabling diaspora members to participate in and contribute to the development of the country. The results of the mapping exercises are also included in the diaspora section of the *Migration Profile of Rwanda*, which describes all migratory activities within and outside the country.



1.1. RWANDANS ABROAD AND THEIR CONTRIBUTION TO DEVELOPMENT

The global stock of Rwandan migrants is estimated to be between 250,000 and 500,000, ranging between 2 per cent and 5 per cent of the total Rwandan population. According to the Rwanda Ministry of Finance and Economic Planning (MINECOFIN), 345,800 Rwandans were estimated to be living abroad in 2013, compared with 263,400 in 2010 (World Bank, 2013). The Global Knowledge Partnership on Migration and Development (KNOMAD) assessed their number to be slightly higher than the one reported in official statistics at 354,800 (3.1% of the population) in 2016 (KNOMAD, 2017), while according to UNICEF (2014), this figure stands much higher at 452,406 worldwide (3.84% of the population).

The top five destination countries for Rwandans (in decreasing order in terms of the number of immigrants hosted) are the Democratic Republic of the Congo, Uganda, Burundi, the United Republic of Tanzania and Congo. In Europe, the top five destination countries (in decreasing order) are France, Belgium, the Netherlands, Switzerland and Germany (World Bank, 2013). While countries in East Africa host the largest numbers of Rwandans, a significant minority are found in Europe. Not all those who become international migrants continue to have links with the country of origin, and, in this context, the term “diaspora” refers to Rwandans who maintain an ongoing connection with their home country and contribute financially and socioculturally to national development.

The global Rwandan diaspora’s financial contribution through remittances entering Rwanda is significant and increasing. Remittances account for approximately 2.4 per cent of the country’s GDP at USD 181 million (World Bank, 2018). A report released by the International Fund for Agricultural Development (IFAD) (Ponsot et al., 2017) estimates that remittances contributed by the Rwandan diaspora amounted to USD 163 million in 2016, reflecting 34.4 per cent growth for the period 2007–2016.

A survey by the National Bank of Rwanda shows that remittances from the Rwandan diaspora all over the world represent almost 50 per cent of the foreign currency exchanged at the Kigali exchange market (Ministry of Foreign Affairs and Cooperation, 2009). According to a report published by the National Institute of Statistics of Rwanda in 2013, 14 per cent of the Rwandan population, equal to 0.6 million individuals, sent or received remittances during the previous six months. Rubyutsa (2012) describes a three-tiered structure that remittance payments to Rwanda follow:

First, individual – mostly small and regular – financial transfers to support relatives back home; second, money sent to friends or relatives in the country of origin to finance economic investments; and third, individual or collective philanthropic support to development projects (p. 122).



The main remittance corridors to Rwanda are those from neighbouring countries, mainly the Democratic Republic of the Congo, Uganda, Burundi and the United Republic of Tanzania. In 2014, the amount of remittance inflows from African countries was USD 149 million and that from other non-African countries was USD 30 million, corresponding to 16.8 per cent of the total remittance inflows (World Bank, 2015). These significant monetary flows are indicative of the increasing involvement of the global diaspora in the economic development of the home country, and that includes the contribution of the Rwandan diaspora in Europe.

1.2. INSTITUTIONAL AND POLICY FRAMEWORKS FOR DIASPORA ENGAGEMENT

Realizing the potential of the Rwandan diaspora, there has been a strong political will from the Government of Rwanda to mobilize the Rwandan diaspora. With this view, in 2001 the Government created a desk in charge of the Rwandan diaspora matters within the Ministry of Foreign Affairs and Cooperation (MINAFFET) (now known as the Ministry of Foreign Affairs and International Cooperation), which was progressively reinforced to become the Diaspora General Directorate in 2008. The Rwanda diplomatic and consular missions have also been given explicit instructions to mobilize the Rwandan diaspora in their respective host countries and have been helping Rwandans abroad to organize themselves, facilitating them to acquire consular documents and regularize their stay in their host countries.

As part of its institutional and policy frameworks for diaspora engagement, MINAFFET devised the Rwanda Diaspora Policy in 2009 with a view to mobilizing and integrating the Rwandan diaspora into national development and to fostering communication links within the Rwandan communities abroad. In the Rwanda Diaspora Policy, the definition of “diaspora” centres around willingness and readiness to contribute to the development of the country:

Individuals originating from one country, living outside that country, irrespective of their citizenship or nationality, who, individually or collectively, are or could be willing to contribute to the development of their country. Descendants of these individuals are also included in this definition [...] In the Rwandan context, Rwandan diaspora refers in general to all Rwandans who left their country voluntarily or were forced to live in other countries of the world and are willing to contribute to the development of Rwanda (Ministry of Foreign Affairs and Cooperation, 2009:6).



It is understood that the Government of Rwanda is planning to revise its diaspora mobilization policy. The policy sets out these three guiding pillars, each with its own specific objectives: work towards the cohesion of the Rwandan diaspora; equip Rwandans in the diaspora with accurate information about their nation; and engage the Rwandan diaspora in the socioeconomic development of the country.

The diaspora engagement policy also sets out how the Government wishes to see the diaspora being integrated into national development frameworks. Existing policy arrangements are the National Vision (to date Vision 2020) and MINECOFIN's Economic Development and Poverty Reduction Strategy II (EDPRS 2) from 2013 until 2018. Recently, the Government of Rwanda has formulated the National Strategy for Transformation (NST 1) 2017–2024, which will be guided by the new Vision 2050 and the associated 2035 targets (Government of Rwanda, 2017). Among the priorities of NST 1 is to expand services delivered to the diaspora community and sensitize the Rwandan diaspora to promote unity and reconciliation, increase participation in national development programmes and mobilize friends of Rwanda.

Transfer of skills and knowledge is an important contribution made by the diaspora to the socioeconomic growth of the country. EDPRS 2 identifies specific technical and vocational education and training (TVET) skill sets needed for the development of the country. The levels of abilities identified are twofold: one is more professionally inclined, while the other is more oriented to tradecraft and apprenticeship. Key sectors in need of building critical proficiencies for economic transformation include transport, energy, mining, hospitality, ICT and trade logistics.

More specifically, the TVET Policy formulated by the Ministry of Education in 2015 underscores the need for developing skills for a knowledge-based society and stipulates that major emphasis will be placed on vocational and technical training fields (Ministry of Education, 2015).

The Government plans to continue to promote TVET in the NST 1. In this regard, the proportion of students pursuing TVET will increase from 31.1 per cent in 2017 to 60 per cent by 2024 to address the challenge of mismatch in labour market demand. Critical skills required in the labour market will be identified to inform training programmes in TVET and scale up the number of TVET graduates with skills relevant to the labour market. NST 1 will support, too, priority subsectors with high potential for growth and employment, including agro-processing, construction, light manufacturing, horticulture, tourism, knowledge-based services, mining and processing of mining products, creative arts, aviation, transportation and logistics. Through the development of skills ecosystems, the Government plans to establish Rwanda as a globally competitive knowledge-based economy.



2. METHODOLOGY, AIM AND OBJECTIVES

Country-specific mapping exercises were conducted in Belgium, Germany, the Netherlands and the United Kingdom in 2018–2019, with the aim of providing the evidence base for better informing diaspora engagement programme interventions in Rwanda and guiding the Government of Rwanda’s future strategies and policies. The main overarching objectives of the master methodology that guided the mapping exercises in the focal countries are as follows:

1. Estimate the number and composition of the diaspora in the area studied (profession, gender, age, skills, volume and location);
2. Outline the different levels of the diaspora members’ awareness of the opportunities and facilities available in Rwanda;
3. Present a clear picture of the gaps in the diaspora’s awareness and knowledge of Rwanda’s social and economic situation;
4. Provide a list of expectations in terms of improved policy and other facilities that would help the diaspora members participate in the country’s development;
5. Provide data on which fields participants have been trained in and their interest in skill-sharing in Rwanda;
6. Identify the areas in which participants would like to contribute to Rwanda’s development and how this might be actualized.

Country-specific mapping exercises took place between March 2018 and March 2019, and a comparative analysis of aggregate main findings was conducted between March and June 2019. The master methodology consisted of four phases, namely desk-based review, quantitative survey, qualitative focus group discussions and interviews with key informants, and comparative analysis.

2.1. PHASE 1: DESK-BASED REVIEW

A desk review was undertaken in each country in order to better understand the Rwandan migratory context and its history, to delineate the sociodemographic profile of Rwandans in Europe, and to illustrate their contribution to the economic and social progress of their country of origin. The literature review also provided information on the Government of Rwanda’s framework for mobilizing and integrating the diaspora into the development of Rwanda.



2.2. PHASE 2: QUANTITATIVE SURVEY

The second phase consisted of online and offline surveys to ascertain the size, gender composition, age distribution, educational training and professional expertise of the Rwandan diaspora. The survey also provided data on the respondents' interest in skills-sharing as well as the obstacles, the opportunities, and their expectations in terms of improved policy and other support that would help them participate in the country's development. Rwandan embassies and high commissions provided contact details for diaspora networks and online platforms, and outreach events were used to supplement the response rate. As purposive sampling was used, it is important to note that the sample is not representative of the Rwandan diaspora population in Europe. The sample is more likely to reflect the opinions of an attentive group who may be more engaged and more informed about the challenges that hinder contributions.

2.3. PHASE 3: QUALITATIVE FOCUS GROUP DISCUSSIONS AND INTERVIEWS WITH KEY INFORMANTS

The third phase involved three to four focus group discussions, with an average of five participants.¹ Interviews with key informants, an average of 17 interviews per country, were conducted to identify areas in which participants would like to contribute to Rwanda's development and how this might be actualized. Diaspora outreach events also took place in Belgium and the United Kingdom.

2.3.1. Privacy and ethics in phases 2 and 3

Ethical guidelines based on the IOM Data Protection Principles² were followed during phases 2 and 3. The tenets of voluntary participation, anonymity and confidentiality were respected. Respondents were informed that their participation was voluntary and that they could withdraw their involvement at any point. Collection of information was anonymous and personal details were not required, and confidentiality was also upheld during focus group discussions and interviews.

¹ Information on the number of participants in focus group discussions is available for Belgium and the United Kingdom only. No focus group discussions took place in Germany.

² Further details about the IOM Data Protection Principles can be found here: http://publications.iom.int/system/files/pdf/iomdataprotection_web.pdf.



2.4. PHASE 4: COMPARATIVE ANALYSIS

A comparative analysis of the country-specific diaspora mapping exercises was commissioned to highlight the main findings and recommendations. The desk-based review of the existing data sets and reports for the four focal countries examined areas of comparison, differentiation and convergence, and provided consolidated recommendations to be used to inform future diaspora engagement projects and the Government of Rwanda's strategies and policies.

2.4.1. Limitations

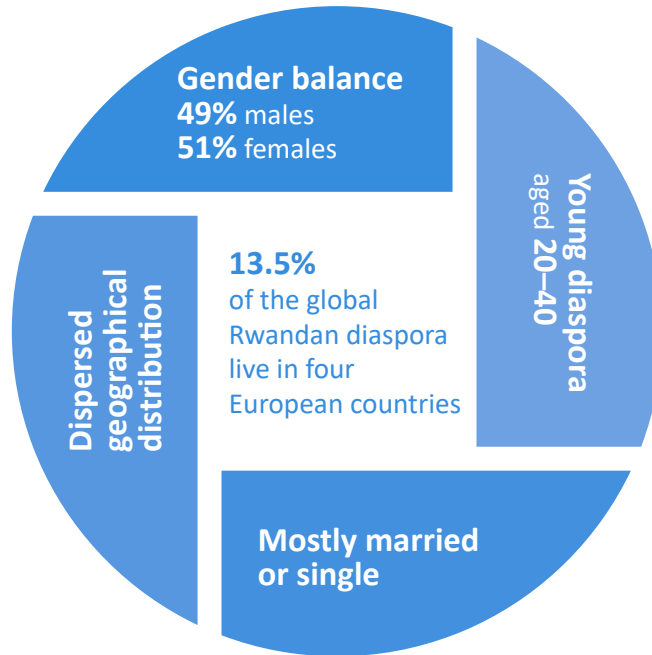
The small sample size and the use of purposeful sampling limit the generalizability of the mapping exercises to the Rwandan diaspora living in Europe. Minor limitations outlined in the country-specific reports include survey fatigue, lack of trust in the neutrality of the research teams, issues with linguistic translation, doubts that the participants' identities will remain anonymous, and lack of faith in the successful implementation of the findings and recommendations of the reports.

Inconsistencies in data gathering and information gaps across countries limit the comparability of the findings of the reports. Variations in information are to be expected, as each country worked with its own country-specific methodology that was derived from but did not completely overlap with the master methodology. First, to ascertain the precise numbers of Rwandans residing in individual European countries was difficult due to different definitions and criteria used to record the size and sociodemographic profiles of individuals of Rwandan origin living in Europe in official reports (see Table 1 in the [Appendix](#)). Efforts were made to infer estimates and draw general comparisons from available statistics.

Second, the existence of information gaps across countries (see Table 2 in the [Appendix](#)) made specific comparisons unachievable in a number of instances. To counter this limitation, shared overarching themes were identified, and convergences and divergences across available data were examined. Third, different wordings used in the survey questions, combined with different categories listed in multiple-choice answers, made direct comparisons across questions at times unworkable. To overcome this limitation, similar questions/answers were combined and new categories were created to enable aggregate calculations. For future cross-country mapping exercises, it is recommended that consistency in the development of the methodology be embedded from its inception, especially for survey questions.



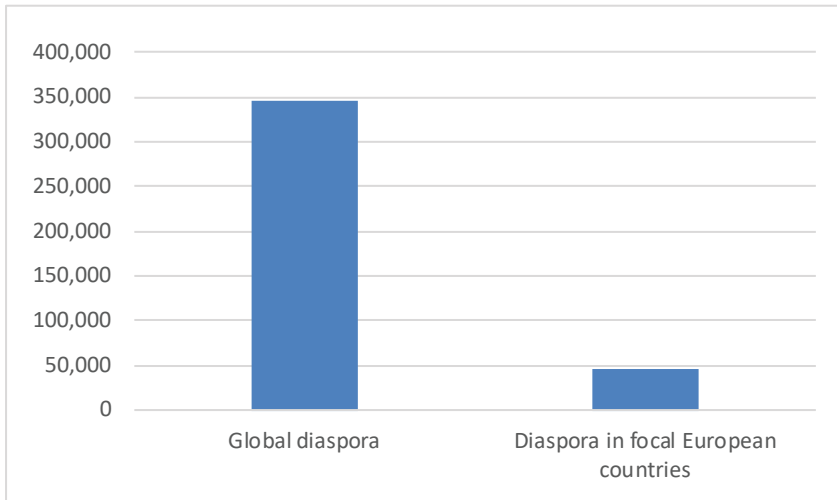
3. PROFILE OF THE RWANDAN DIASPORA IN EUROPE



The number of Rwandans living in the four focal countries in Europe comprises almost one sixth of the global Rwandan migration stock. Belgium hosts most of Rwandans, followed by the United Kingdom, the Netherlands and Germany. As presented below, an overview of the composition and relative distribution patterns of the Rwandan diaspora in Europe shows that there is gender balance and that they are a young demographic, with the 20- to 40-year-olds representing the largest group of respondents by age. The majority are either married or single, and a minority are cohabiting, divorced or widowed. They hold varied migration and citizenship statuses and many hold permanent residency/citizenship. Rwandan communities abroad are dispersed across the territories of host countries, with pockets concentrated in selected locations.



Figure 1. Rwandan diaspora in four focal countries and globally



Note: The figure shows official national statistics.

With a population of almost 12 million people, Rwanda is the most densely populated country in Africa. According to MINECOFIN, there were 345,800 Rwandans living abroad in 2013 compared with 263,400 in 2010 (World Bank, 2013). European countries' official statistics indicate that 47,357 individuals live in the four selected European countries. They account for 13.7 per cent of the global migration stock.

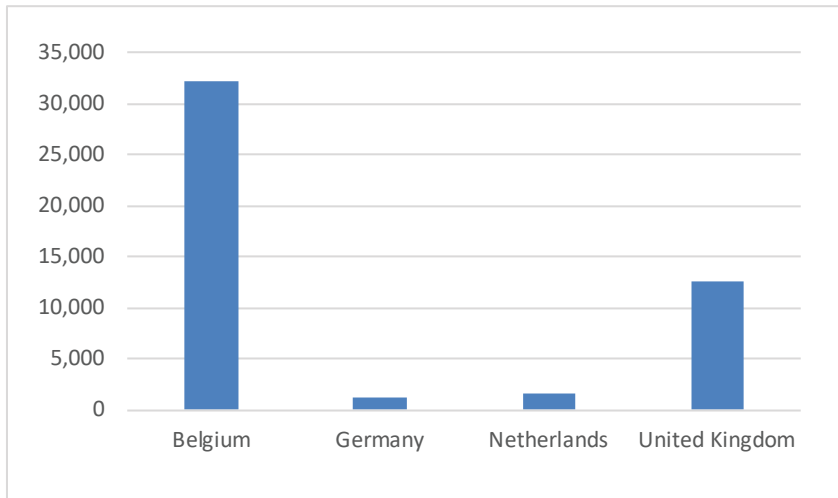
3.1. HISTORY OF MIGRATION MOVEMENTS TO EUROPE

Migration of Rwandans to Europe can be classified into three phases: pre-1994, 1994–2000 and 2000–present. Migration in the pre-1994 period was likely to be very small in countries like the United Kingdom, Germany and the Netherlands – those few Rwandans who migrated for study or employment – as the largest number of this group are found in Belgium (and France), which could be attributed to historical ties and linguistic affinities. In Germany, for instance, a small number of around 70 to 150 people moved from the 1960s to the 1980s; they were mainly international students as no visa was needed for studies and visitors could stay for six months in Germany. In the United Kingdom, the largest group of migrants is likely to have moved in the 1994–2000 phase, followed by migrants in the 2000–present period. In Germany, a steep increase in Rwandan migration was recorded in 1996/1997, after which the stock decreased. As a result of these different chronological waves of migration, the Rwandan diaspora can be further categorized into three constituencies: those who support government priorities, those who do not support the current government, and those who are ambivalent or indifferent. These distinctions are expressed and recognized by Rwandans themselves.



3.2. RWANDANS LIVING IN BELGIUM, GERMANY, THE NETHERLANDS AND THE UNITED KINGDOM³

Figure 2. Rwandans in Belgium, the United Kingdom, the Netherlands and Germany



According to national official statistics,⁴ Belgium hosts most Rwandans, at 32,137, which corresponds to 9.3 per cent of the global Rwandan migration stock. The United Kingdom follows, hosting approximately 12,500 (taking the average of the 10,000 to 15,000 range), which accounts for 3.6 per cent. Smaller numbers of Rwandans reside in the other two countries – 1,575 in the Netherlands, accounting for 0.46 per cent; and 1,145 in Germany, constituting 0.34 per cent.

3.2.1. Gender

The aggregate gender split of Rwandans living in the focal countries is balanced, with 49 per cent males and 51 per cent females. In the Netherlands, men represent 50.1 per cent and women constitute 49.9 per cent of the Rwandan residents; and in Germany, males account for 52 per cent and females hold a share of 48 per cent. In Belgium, male Rwandan residents hold 45 per cent and females represent 55 per cent.

³ When no data is reported for a specific country, it means that no data on the Rwandan diaspora is available in national statistics (see the [Appendix](#)).

⁴ The statistics offices of the focal countries are as follows: StatBel in Belgium, Statistisches Bundesamt (Federal Statistical Office) in Germany, CBS in the Netherlands and the Office for National Statistics in the United Kingdom.



3.2.2. Age

The Rwandan population abroad is a young demographic, with the 20- to 40-year-olds representing the largest group across Belgium, Germany and the Netherlands. In Belgium, the population shows a sharp incline in the 20–25, 25–29 and 30–34 years old brackets, and a quite staggered decline in the 40+ category. Of the 1,145 Rwandan nationals living in Germany at the end of 2017, the 20–40 age group dominated the picture. In the Netherlands, the majority of the first diaspora generation is young, aged between 20 and 50 years and peaking in the age range of 30–40. The second generation is quite young, below the age of 20.

3.2.3. Marital status

The majority of Rwandans living in the four focal countries are either married or single, with a minority cohabiting, divorced or widowed. In Belgium, 34 per cent of Rwandan residents are married (with and without children), 23 per cent are living alone, 23 per cent are single parents and 9 per cent are not married with a child. In Germany, 63 per cent are single, 24 per cent are married, 2 per cent are divorced, 2 per cent are widowed and 9 per cent have other/unknown statuses. The high percentage of participants who are single is likely to be due to the skewed sample, which includes mostly students in Germany.

3.2.4. Geographical distribution

The geographical distribution of Rwandans living in the focal countries shows territorial dispersion across the countries, with some larger communities concentrated in selected locations. In Belgium, the contingent is more or less equally divided between the three regions of Belgium (Flanders to the north, Brussels Capital Region and Wallonia to the south). In Germany, Rwandan nationals are distributed all over the country with the main counties of residence being Lower Saxony, North Rhine-Westphalia, Rhineland-alatinate, Bavaria, Baden-Wuerttemberg and Hesse. The share of Rwandan nationals in the former eastern part of Germany – including Berlin – is rather small, because at the time when an increased number of Rwandans entered Germany the country was still divided into two parts and persons fleeing the genocide in Rwanda went to the former western part of Germany. In the United Kingdom, the largest community hubs are found in London, followed by Manchester, the Midlands and Scotland. Smaller numbers are distributed in the southeast of England and other regions of the United Kingdom.



3.2.5. Immigration and citizenship status

Immigration statuses recorded in official statistics of Rwandans in Europe are varied. This data indicates that Rwandans in the selected European countries hold multiple forms of residency, including citizenship of the host country. Many have permanent residency status and have lived in the host countries for years.

In Belgium, where 32,137 Rwandans are registered, 14,061 are classified as “immigrants”, those who acquired citizenship but were born overseas; 14,543 are “Belgians of foreign origins”, those who were born in Belgium but do not have the Belgian nationality; while the remaining 3,533 are classified as “foreigners” with no citizenship. The figure for exiles, refugees and asylees from Rwanda is very low: there were 64 individuals seeking protection in Belgium in 2017 and 49 in the first six months of 2018, a figure that has tapered off significantly to a 10-year low from its highpoint of 513 in 2011.

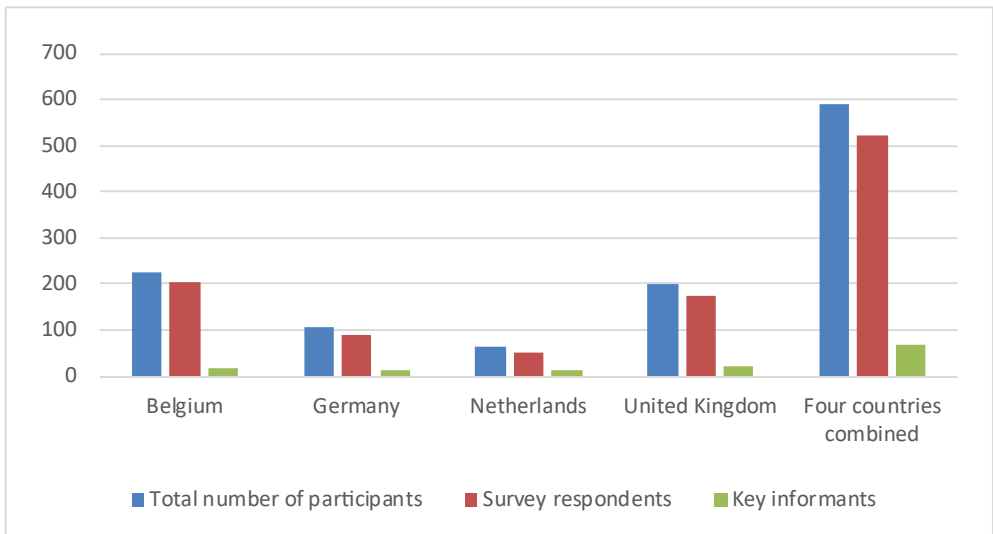
In Germany, where 1,145 Rwandans reside, 3 per cent are naturalized (no information is provided for other residency categories). In the Netherlands, 63 per cent of the total Rwandan diaspora population comprises the first generation and 37 per cent represents the second generation. From 2010 till 2017, the total Rwandan diaspora population grew by 8 per cent. In the United Kingdom, over 83.33 per cent of Rwandans officially resident in the United Kingdom were born in Rwanda, although only 17.66 per cent of the sample reported being Rwandan citizens (i.e. passport holders).



4. DEMOGRAPHIC MAKEUP OF SURVEY PARTICIPANTS

In total, 589 participants took part in the country-specific mapping exercises, with 521 (88%) survey respondents (an average of 147 survey participants per country) and 68 (12%) key informants (an average of 17 key informants per country). The percentages of the respondents across individual countries are as follows: Belgium, 38 per cent; Germany, 18 per cent; the Netherlands, 11 per cent; and the United Kingdom, 33 per cent.

Figure 3. Participants in the mapping exercises



4.1. SOCIODEMOGRAPHIC CHARACTERISTICS OF THE SURVEY PARTICIPANTS⁵

The sociodemographic characteristics of the survey participants overall mirror the official statistics presented previously, even though gender is slightly skewed in favour of male participants, with 54 per cent males and 46 per cent females. Specifically, 51 per cent of the respondents in Belgium were males and 49 per cent were females; in the Netherlands, 57 per cent were males and 43 per cent were females; in the United Kingdom, 55 per cent were males and 45 per cent were females. For Germany,

⁵ Survey data on certain sociodemographic characteristics is missing for some countries (see Table 2 in the [Appendix](#)).



while there is no precise information on the gender distribution of the survey participants, respondents' profiles in the online survey mirror the official statistics.

The age distribution for the survey is similar to that listed for the general migrant population, and it shows the presence of a young migrant diaspora. In Belgium, the two most significant cohorts who took part in the study were in the 30–39 (34%) and 40–49 age brackets (28%), with the 19–29 (21%) trailing behind, albeit only slightly, with small cohorts in the 50–59 category (10%) and very few over 60 (6.4%). Similarly, in the United Kingdom, the majority (43%) of the respondents were 31–45 years old, with the 18–30 age group following closely behind (38%) and a small percentage (18%) falling into the 45–60 category.

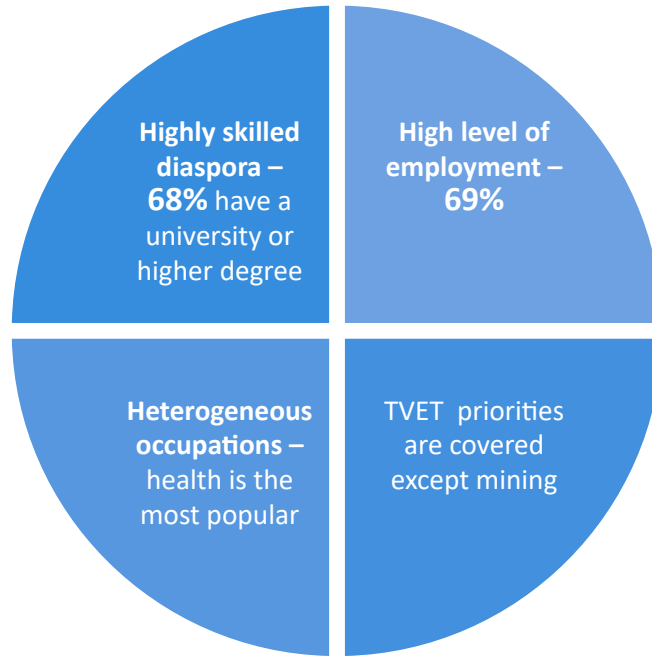
Similarly, in line with the national profile of the Rwandan migrant stock, participants were mostly married or single – 45 per cent married and 45 per cent single. In the sample of participants surveyed in Belgium, 44 per cent were single, 47 per cent were married, 6.4 per cent were divorced, 1 per cent were separated and 1.5 per cent were widowed. In Germany, most participants were single (63%), but this demographic is likely to be due to the cohort being composed mainly of students. The remaining participants were married (25%), divorced (2%) or widowed (2%). In the Netherlands, 41 per cent of the respondents were married and 49 per cent were single, 8 per cent were divorced and 2 per cent were widowed. In the United Kingdom, most respondents were married (46%) or single (43%).

In Belgium, a higher number of the respondents (61%) hold dual citizenship. More than half of Rwandans (55%) reside in Belgium on a permanent basis and only 10 per cent temporarily. In Belgium, 55 per cent of the respondents have been in the country for the past 10 years and 41 per cent for the past 20 years. In the United Kingdom, the majority of the respondents (71%) were born in Rwanda and 52 per cent stated that they had lived in other countries in addition to the United Kingdom or Rwanda. The majority have gained British citizenship (61%), a considerable number still hold Rwandan citizenship (41%) and a quarter hold dual nationality (25%). Most of the respondents, 59 per cent, have been in the United Kingdom for the last 20 years, and about a third, 32 per cent, have been in the United Kingdom for the last 10 years, while 9 per cent were born in the host country.

The demographics of the survey participants mirror those available in national statistics, and they reveal a similar profile of the Rwandan diaspora across the four European focal countries. Participants are relatively balanced with regard to gender; they form a young cohort; most are either married or single; and the majority hold residency status/citizenship in the host country where they have resided for many years. In terms of differences, Germany stands out because a higher percentage of participants are single, but this skewed finding is likely to be due to the presence of many students among the respondents.



4.2. EDUCATIONAL AND PROFESSIONAL BACKGROUNDS

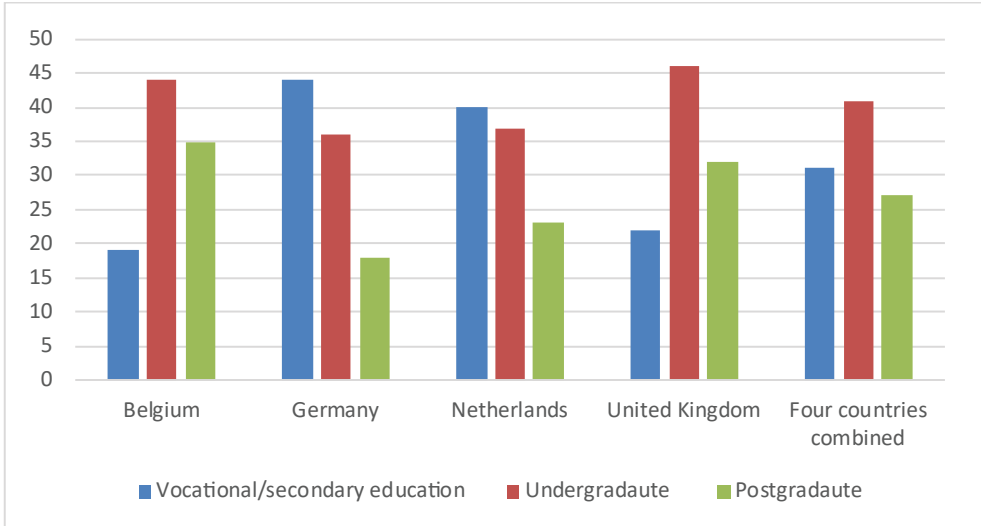


4.2.1. Educational level

Survey participants are very highly educated. Across the four selected countries, 68 per cent of the respondents reported to have attained degree-level and above education. Among them, 41 per cent possessed an undergraduate qualification and 27 per cent held a postgraduate qualification or research degree. A third of the respondents, 31 per cent, completed a high school degree or vocational training, with higher percentages found in Germany (44%) and the Netherlands (40%), and low ones in the United Kingdom (22%) and Belgium (19%). The remaining 1 per cent did not complete high school education or vocational training.



Figure 4. Educational attainment of survey respondents (%)



In the United Kingdom, half of the respondents reported having achieved degree-level education, and nearly 30 per cent possessed a postgraduate qualification or research degree. In the Netherlands, the highest levels of educational attainment of the majority of the respondents were a bachelor's or a postgraduate degree (60%) and also vocational training (40%). The Rwandan diaspora in Belgium is also a very skilled group, with two thirds possessing either a bachelor's or a master's degree. In Germany, the majority of the respondents indicated having a bachelor or a postgraduate qualification (54%), while a significant minority reported A-level (22%) or vocational training (20%) as the highest educational attainment. The data indicates that there is a high premium placed on intellectual achievement within the Rwandan communities in the diaspora.



4.2.2. Employment status

Across the four focal countries, most respondents were employed (69%) in paid jobs (55%), and some were self-employed (14%). A significant minority were students (22%) and a lower percentage were unemployed (8%).

Figure 5. Employment status (%)



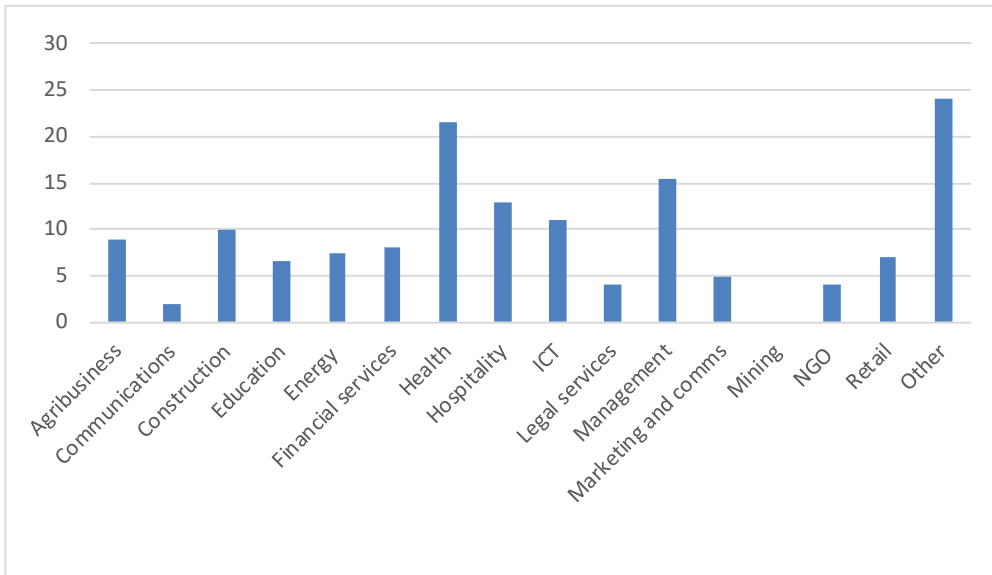
In Belgium, the majority were employed (64%) and a small percentage were self-employed (9%). Students comprised a significant minority (12%). A minority were retired (3%), out of work and looking for work (8%), or out of work and not currently looking for work (2%). In the Netherlands, 45 per cent of the respondents were employed with wages, 26 per cent were self-employed, 16 per cent were students and 13 per cent were unemployed. Half of the respondents in the German sample were students (50%) or employed (33%) and self-employed (9%). In the United Kingdom, most respondents were employed full-time (63%), employed part-time (15%) or self-employed (10%). A significant minority (11%) were students.

4.2.3. Professional expertise

Rwandans living in the four focal countries work across a vast range of occupational sectors: health and social care (21.5%), management (15.5%), hospitality (13%), ICT (11%), construction (10%), agribusiness (9%), financial services (7%), (renewable) energy (7.5%), sales (7%), education (6.5%) and many others. Health-related occupations correspond to one fifth of professions listed. The Government's TVET priority areas (i.e. agribusiness, construction, hospitality, ICT, renewable energy) are covered, with the exception of mining. Most importantly, the professional expertise of the Rwandan diaspora in Europe is much broader than the TVET priority sectors. It is also diversified across countries.



Figure 6. Professional expertise across the four focal countries (%)



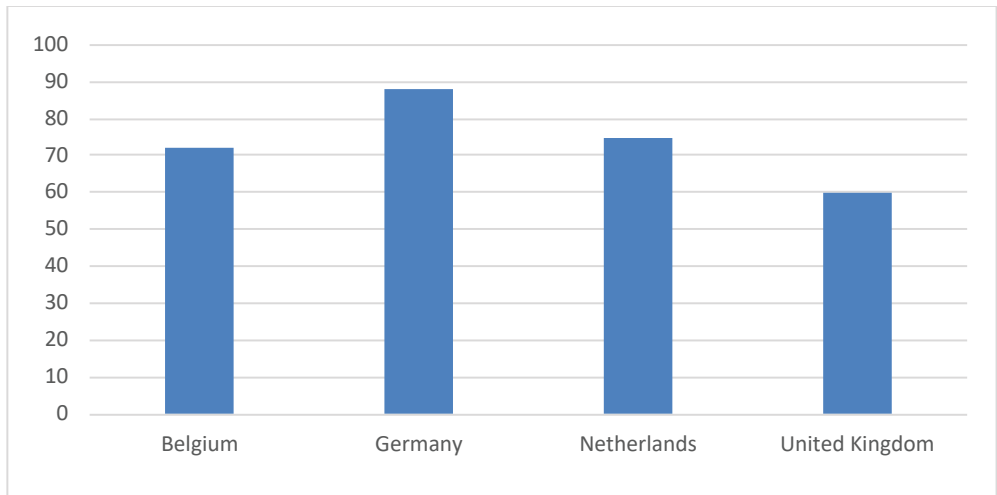
In the Netherlands, 28 per cent of the respondents were working in the health sector or studying subjects related to health care; 16 per cent were specialized in subjects related to agriculture; and 14 per cent were working in the hospitality and energy sectors. In the United Kingdom, among those who are employed, occupations vary, with approximately 20 per cent working in public, voluntary, or private sector management, and a further 10 per cent working in health or social care field; 10 per cent of the respondents were full-time students. In Belgium, the professional sectors, in which the diaspora is involved, include TVET professions, most notably construction (38%), ICT (8.5%), hospitality (6%) and agriculture (1.5%). They also comprise financial services (15%), health (13%), management (11%) and education (2%).



5. PROFILE OF RWANDAN DIASPORA NETWORKS

A high percentage of the participants are actively involved in formal and informal diaspora networks, averaging 74 per cent across the focal countries.

Figure 7. Membership of diaspora networks (%)



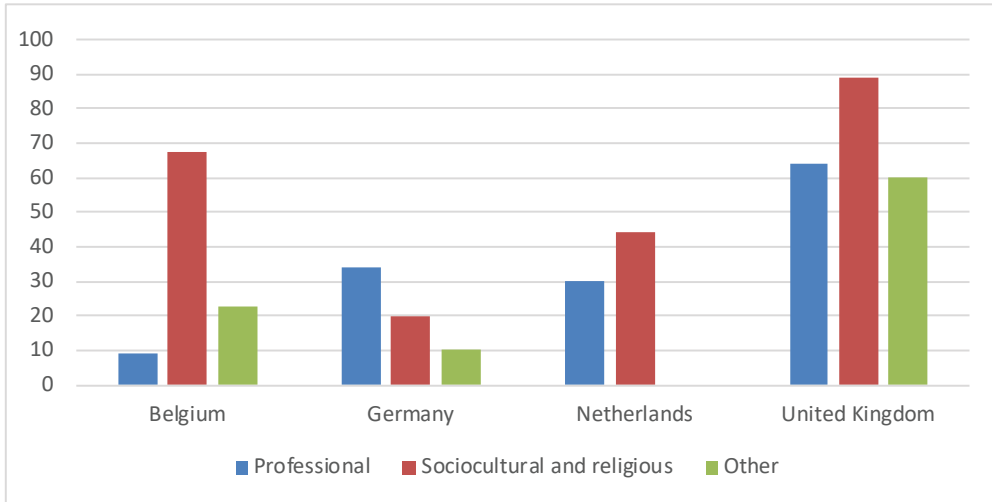
Rwandans participate mostly in faith groups, community organizations, student and alumni networks, and social media platforms. In ascending order, involvement in networks is high at 60 per cent in the United Kingdom, and increases further to 72 per cent in Belgium and 75 per cent in the Netherlands and up to 88 per cent in Germany.

5.1. VARIETIES OF DIASPORA NETWORKS

The Rwandan communities in the diaspora are mobilized through participation in a range of formal, informal, public and private networks. Three broad categories of diaspora networks are identified: sociocultural (religious/cultural/community), professional (professional/academic/student) and other, including Internet and social media-based networks. While sociocultural and community organizations are usually run entirely on a voluntary basis, they are an important communal meeting point and although they have limited capacity, they manage to provide some dissemination and referral services for community members in need. Differently, student or alumni networks appear to be private and informal in nature. It is also unclear as to whether they are community-specific or mainstream networks.



Figure 8. Varieties of diaspora networks (%)



Across the focal countries, involvement in networks varies. Participation in sociocultural initiatives is very high in the United Kingdom (89%) and Belgium (67.3%), whereas engagement in professional networks remains high in the United Kingdom (64%) but it is low in Belgium (9.3%). Engagement in sociocultural associations in Germany and the Netherlands is situated in the middle at 20 per cent and 44 per cent, respectively, as is partaking in professional networks at 34 per cent and 30 per cent, respectively. Involvement in Internet-based social networking is lower in Belgium at 16 per cent than in Germany where it stands at 29 per cent.



6. DIASPORA ENGAGEMENT IN THE DEVELOPMENT OF THE COUNTRY OF ORIGIN

High interest in contributing to national development
82%

High involvement in diaspora networks
74%

High level of connectedness and engagement

Familiar with current policy priorities in Rwanda
72%

Sectors include but are not limited to TVET

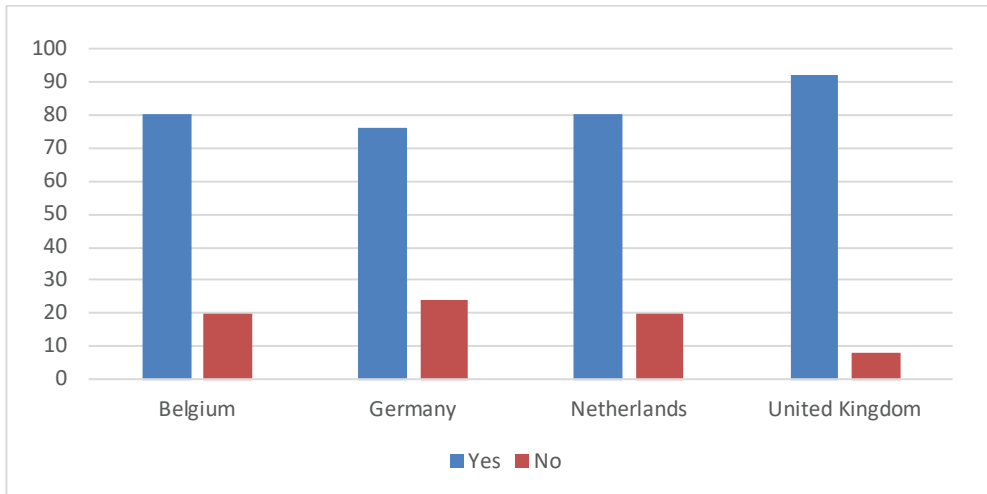
6.1. CURRENT AND PLANNED DIASPORA ENGAGEMENT

Among the Rwandan diaspora in the four focal countries, there is a high aggregate share (82%) of ongoing and planned diaspora engagement in the development of the home country.⁶ In individual countries, interest in development is highest in the United Kingdom (92%), followed by Belgium (80%) and the Netherlands (80%), and lastly Germany (76%). Development can take the form of assistance to family and friends, volunteering time, sharing skills and knowledge, or investment.

⁶ The percentages listed above are drawn from different questions about the current involvement (Belgium and Germany) and planned involvement (United Kingdom and the Netherlands) of the Rwandans in the diaspora. The questions are: Are you currently contributing to/investing in the development of Rwanda? (Belgium); Do you currently engage in development? (Germany); If you are asked to contribute to the education of Rwanda, would you go back for a limited period of time? (the Netherlands); and Would you return to Rwanda to take up professional or job opportunities? (United Kingdom)



Figure 9. Willingness to contribute to the development of Rwanda (%)



In Belgium, interest in contributing to vocational education and training in Rwanda is incredibly high, with almost 90 per cent of the respondents expressing their interest in skills transfer initiatives (40%), provision of online training courses (42%), and mentoring and consulting (28%).

In Germany, those persons who participate in development activities reported that they mostly supported the local community, sponsored education/schools and sent remittances, and, to a lesser degree, they were involved in knowledge transfer and construction. Most engagement initiatives start with a personal tie and the identification of needs in the area where a member of the diaspora was born and/or went to school and/or has family.

In the Netherlands, Rwandans are already supporting various sectors in the homeland, such as education (37%), health (26%), construction (14%), hospitality (12%) and financial services (10%). While 80 per cent of the participants have expressed their willingness to support the Government of Rwanda in its development agenda, 95 per cent have not yet had the opportunity to participate in development.



Similarly, the vast majority of Rwandans who live in the United Kingdom contribute to Rwanda’s development. They make financial contributions to family or local community initiatives (88%), volunteer their time when they visit (78%), are involved in faith group activities (63%) and partake in political activism (20%). They combine visiting family and some voluntary activities. Examples of volunteering efforts are building or repairing a house, digging a community well, or taking part in communal agricultural activities such as clearing fields or helping with harvests. Returnees usually travel with money and goods to take back to family or donate to the local community. The most common items are clothes (13%), books (11%), electrical or IT equipment (9%), medical supplies (6%) and even cars (3%).

6.1.1. Sectors of development engagement

There is a long list of sectors of engagement that include but are not limited to the Government’s TVET priority areas. They include four of the five TVET areas, namely construction, renewable energy, ICT and hospitality. There is no expertise or interest in mining. Most importantly, many more sectors are mentioned (see table below).

Sectors of development engagement

	Belgium	Germany	Netherlands	United Kingdom
TVET priority sectors				
Construction	✓	✓		✓
Hospitality	✓	✓	✓	✓
ICT	✓	✓		✓
Mining				
Renewable energy				✓
Other sectors				
Agriculture	✓	✓	✓	✓
Business	✓			
Education	✓	✓		
Financial services	✓			
Health	✓	✓	✓	✓
Management				✓
Retail	✓			
Social care		✓		✓
Transport	✓			



6.2. KNOWLEDGE AND SKILLS TRANSFERS

Participants across the focal countries expressed interest in knowledge and skills transfers although their volition is mediated by personal, professional and social constraints in both the host and home countries.

In Belgium, respondents were highly interested in contributing to vocational education schemes (89%) that prepare people to work in various jobs, such as a trade, a craft or as a technician. Survey respondents were interested in contributing through involvement in skills transfer initiatives (40%), providing online training courses related to the respondent's sector (14%), mentoring or consulting (28%), and investing financially (17%).

In Germany, only 10 per cent of Rwandan residents had ever taken part in vocational training as a teacher. The main areas in which the 10 per cent of persons engaged in vocational training expressed an interest in are agriculture, health and teaching. Almost 50 per cent survey respondents were interested in taking part in short-term vocational training in Rwanda. Sixty-seven per cent said that they can teach vocational skills or specialist knowledge and 50 per cent reported that they can work in a consultancy capacity.

In the Netherlands, respondents expressed their willingness to support technical and vocational programmes in different sectors, such as scientific, resource-based, technological, business, investment-based, philanthropic, economic, cultural and social. As the diaspora is diverse and might be interested in other areas for development, it may be difficult to attract diaspora interest in vocational training. Furthermore, participants expressed concerns about leaving their current occupational and social obligations in the Netherlands to take up a temporary programme in Rwanda. Participants would need to know whether the proposed programmes would offer the same benefits that they enjoy in their current positions.

Additionally, respondents have to fulfil financial obligations, including debt, mortgages, retirement savings and health insurance in the Netherlands, and participation in development projects would have to be considered with a view to securing an income in Rwanda that would cover those costs. Moreover, they also stressed that most of them were not experienced in providing educational training, and they wondered whether the programme would include a training-of-trainer course to equip them with the skills needed for this programme. For some diaspora members who do not have jobs or for students who have graduated recently, such programmes could be an opportunity to provide unemployed diaspora with job opportunities and experience to work back home.



In the United Kingdom, too, Rwandan professionals with skills in a range of sectors were interested in working in their country of origin, in a way that builds on their existing patterns of engagement in terms of both business and investment. They were interested in taking part in skills transfer and volunteering initiatives in Rwanda, especially if these were flexible enough to be tied to their visits to the country on short- and medium-term bases (1 week to 6 months). Younger diaspora cohorts were interested in internship or career opportunities, while older cohorts were more interested in providing temporary support that fits into their vacation time/longer placement.

6.2.1. Focusing on government priorities (technical, vocational, education and training)

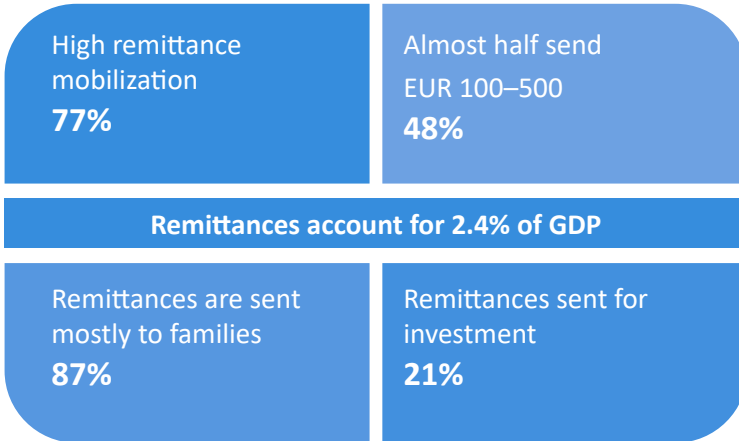
TVET sectors of interest to the Government of Rwanda include construction, ICT, hospitality, mining and renewable energy. Respondents have educational and professional experience in all TVET areas except mining. They also have an interest in contributing to these sectors. However, as indicated above, TVET priority sectors are only few among a much broader range of sectors in which Rwandans in the diaspora have expertise and interest in contributing.

For Rwandan communities living in the Netherlands, opportunities for engagement in the development of the education sector were identified. However, even though they were professional in their fields, participants were not confident in possessing the competence or knowledge required to provide vocational training, and they recommended that support to improve these competencies be made available.

In the United Kingdom, while the numbers of professionals working in the five TVET sectors of particular interest to the Government of Rwanda were low in absolute terms, Rwandans had training and gained experience in these sectors, with the exception of mining. Equal percentages of the respondents completed technical and vocational education and training in ICT (13%), finance/fintech (12%) and teaching (12% if primary and secondary teaching were combined). Fewer had formal apprenticeship in hospitality and tourism (6%). Of the five TVET sectors of interest, 10 per cent of the respondents worked in ICT, 6 per cent in hospitality and tourism, and 2 per cent in construction and renewable energy. In addition, significant numbers of respondents worked in education, health and social care, and management roles.

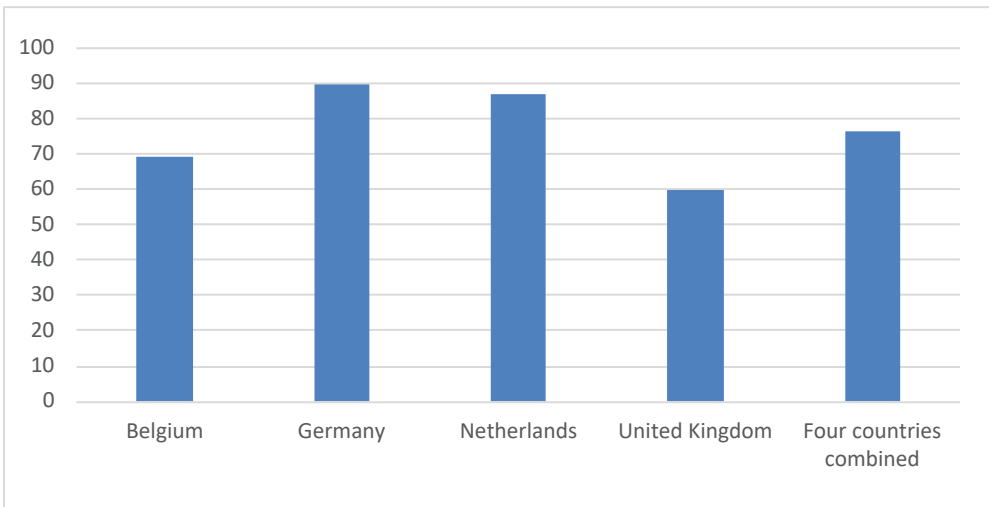


6.3. REMITTANCES



More than three quarters of survey respondents (77%) across the four countries sent remittances to Rwanda, and most of them (48%) sent on average between EUR 100 and EUR 500.

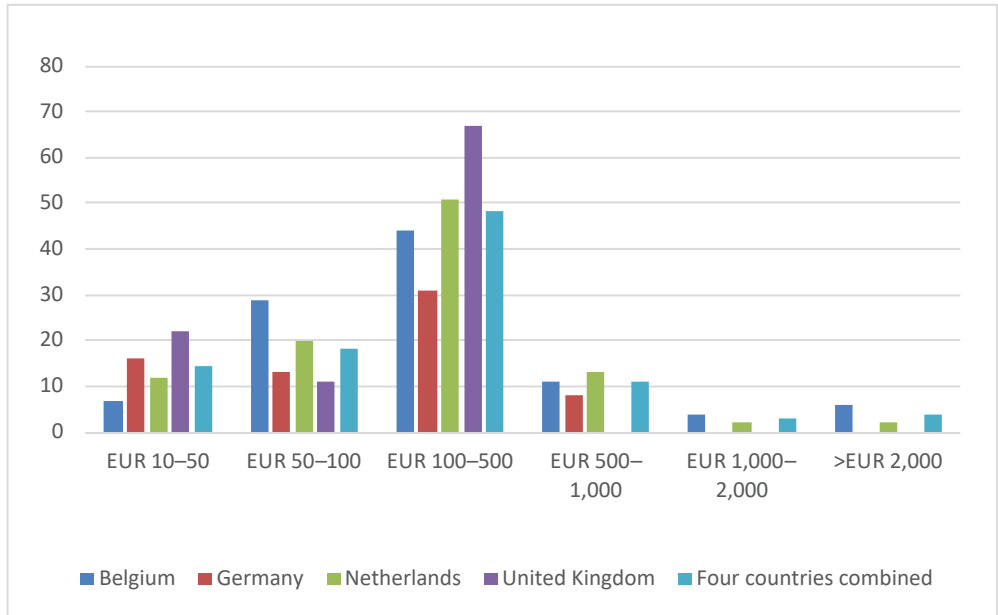
Figure 10. Sending remittances regularly (%)





The average aggregate amounts of remittances sent across the four countries are EUR 10–50 (14%), EUR 50–100 (18%), EUR 100–500 (48%), EUR 500–1,000 (11%) and over EUR 1,000 (a small minority 3–4%).⁷

Figure 11. Amounts transferred (%)

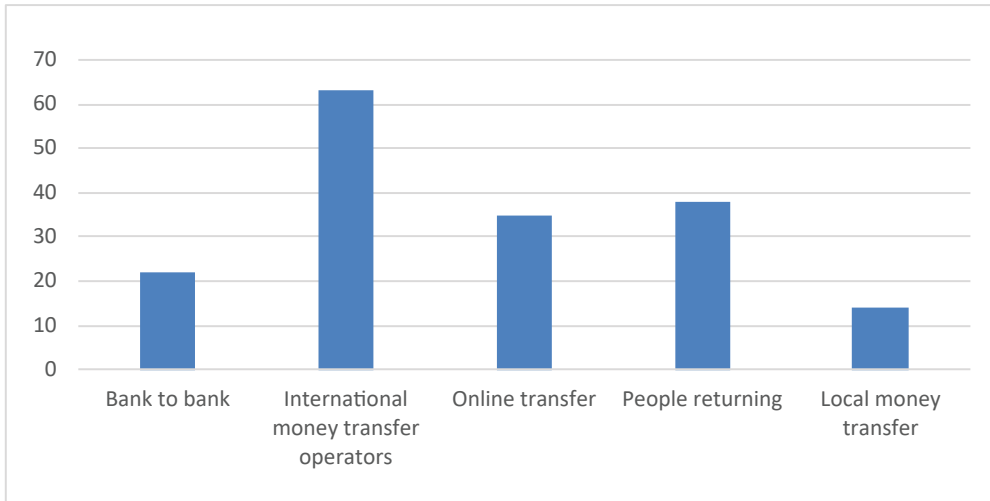


The most cited transfer channels across the four countries are international money transfer operators (63%), followed by online money transfers (38%), people returning (38%), bank transfer (22%) and lastly local money transfer (13%). Most remittances (87%) were sent to families for consumption.

⁷ The average aggregate for remittances is drawn from slightly different questions: What amount do you usually send? (Belgium); How much money do you send to Rwanda? (Germany); How much remittances were sent on average (the Netherlands); How much money do you transfer per month on average? (United Kingdom)



Figure 12. Transfer methods across the four focal countries (%)



In Belgium, 77 per cent of the respondents remitted money for family members, while 54 per cent sent remittances for consumption and 30 per cent sent money for investment. The most cited sectors in which remittances contribute are education (35%), health (26%) and agribusiness (11%). Examples of contributions are the finance of the education of nieces and nephews and charitable contributions to access to health care through a syndicate.

In Germany, over 90 per cent of the respondents sent remittances to Rwanda. The amounts of remittances and frequency of transfers vary. Most respondents sent remittances to family members (89%); others transferred money to friends (32%) and some sent remittances to finance persons (11%). Almost half of the participants (42%) transferred funds to support education (16%), health (11%) and agriculture (8%). A quarter of participants had investments in Rwanda (25%), mostly in property and agriculture.

In the Netherlands, 87 per cent of the respondents sent money to their families for consumption purposes, 3 per cent remitted money to their friends and 8 per cent sent remittances for investment purposes. Fifty-three per cent sent less than 5 per cent of their disposable income and 43 per cent remitted between 6 per cent and 10 per cent of their income.

In the United Kingdom, the majority of the survey respondents, 60 per cent, regularly sent remittances to Rwanda, although this drops to 42 per cent in the 18–30 years of age category. By far, the most popular reason for remittance payments is supporting the family (98%), followed by education costs (74%), health costs (70%), and buying land or property (39%). A further 20 per cent sent remittances for investing in business.



Across the four countries, a high percentage – almost three quarters – of the survey respondents sent remittances to Rwanda, and almost half of them sent on average between EUR 100 and EUR 500. Most remittances were transferred to family members to support mainly with education, health and agriculture. While most remittances were sent for consumption, it is worth noting that a small minority of participants across the focal countries also sent remittances for investment.

6.4. INVESTMENTS

Rwandans living in Europe sent remittances not only for consumption but also for investment and for maximizing business opportunities. An aggregate 21 per cent of the respondents across the four focal countries sent remittances for investment, mostly in land, property or business. The percentages across individual countries are: 30 per cent in Belgium, 25 per cent in Germany, 20 per cent in the United Kingdom and 8 per cent in the Netherlands. The data indicates that a minority have already invested and many more are open to the possibility of becoming “transnational entrepreneurs”.

In Germany, 25 per cent of the respondents had investments in Rwanda, especially in property and agriculture. In the Netherlands, key informants expressed their willingness to financially invest in the private sector in Rwanda. Some of them had already invested in real estate and were interested in shifting and expanding their portfolios to other sectors such as agriculture and tourism. However, they were also aware of the existence of a number of challenges to directing investment in the private sector, such as deal sourcing and portfolio management. As the diaspora is based outside the country, it is not easy to find good investment opportunities, to conduct proper due diligence on the deals and to manage those investments from a distance.

Rwandans living in the Netherlands also emphasized their willingness to establish micro-, small and medium enterprises in the country. They suggested that in order to promote and enhance such “transnational entrepreneurship”, the Government of Rwanda could consider working together with diaspora business networks and support them in getting access to funding to kick-start their activities. The Government of Rwanda could also liaise with the Embassy of the Netherlands in Kigali to set up initiatives, such as tax relief, to enhance the attraction of business opportunities back home.

Rwandan communities living in the United Kingdom were open to investments and business prospects, too. While most survey respondents had not invested in businesses in Rwanda (66%), a significant proportion, one third, had done so. Of those who had, most invested in land (38%), property (30%) or family business (22%). Barriers to investment are lack of relevant information (29%), lack of access to capital (19%), limited time (17%), risk (9%) and lack of access to credit (5%). Respondents also expressed interest in investing in a Rwandan diaspora bond piloted by the Central Bank of Rwanda (71%). When asked how much they would be willing to invest, 14 per cent said they

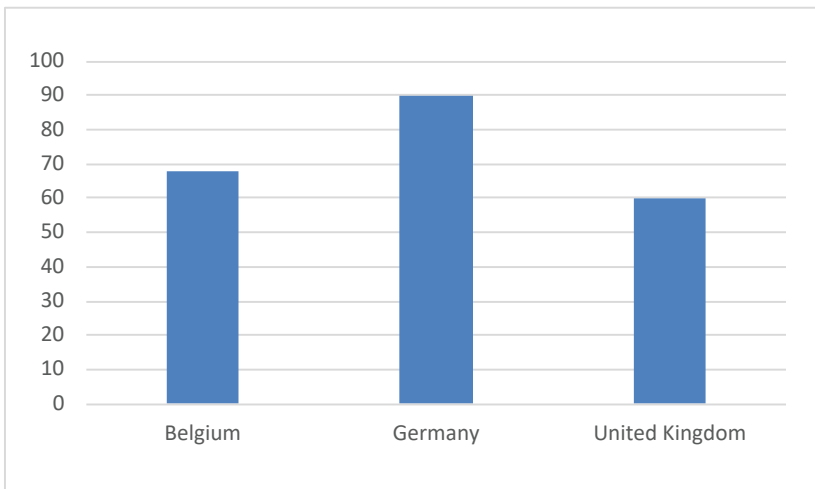


would be interested in investing 500 pounds, a further 6 per cent said they would be interested in investing 1,000–2,000 pounds and 3 per cent would be interested in investing more than 2,000 pounds.

6.5. AWARENESS OF GOVERNMENT POLICIES AND PROGRAMMES

Among the Rwandan diaspora, there is a high level of awareness of current government priorities. An average of 73 per cent of the respondents are familiar with Vision 2020, EDPRS and the diaspora policy across Belgium, Germany and the United Kingdom (no data is available for the Netherlands). However, there is less detailed knowledge about individual government initiatives and limited awareness of the specific TVET sectors that the Government of Rwanda wishes to focus on.

Figure 13. Awareness of government policies (%)



Note: No specific statistical data is available for the Netherlands. Qualitative information indicates that participants in the Netherlands are aware of key government policies.

In Belgium, 80 per cent of those surveyed are familiar with the Vision 2020 document and over 55 per cent of the diaspora members surveyed are aware of the EDPRS. Less than 25 per cent are aware of any development activities/projects in Rwanda supported by the State of Belgium.



In the United Kingdom, most interview respondents are aware, in particular, of Vision 2020 and the designation of Rwandans abroad as the “sixth region” of the country. They obtained information from statements from the Government of Rwanda (42%) and through word of mouth (37%). Similarly, the participants are aware that the Government of Rwanda is seeking to engage Rwandans in the diaspora for national development and that there is a diaspora policy for the country but they lack much detailed knowledge about what initiatives actually exist and their awareness of the specific TVET sectors that the Government of Rwanda wishes to focus on is limited.

In Germany, the participants are well aware of the social, political and economic situation in Rwanda through the Embassy, personal visits, access to news, social media and WhatsApp groups. Most participants (86%) know the EDPRS and even more (93%) are aware of Vision 2020. Furthermore, 61 per cent know about the development initiatives in Rwanda supported by Germany even though they do not necessarily know the specific projects. It is also commonly known to the diaspora community in Germany that the Government of Rwanda supports investment from abroad, and there is high interest in this subject.

In the Netherlands, 72 per cent of the respondents mentioned that they needed government support in setting up development programmes and they recommended that the Government of Rwanda revise and enhance its diaspora policy and conduct awareness campaigns around opportunities back home.

6.6. CURRENT MOTIVATIONS, PRACTICES AND BARRIERS

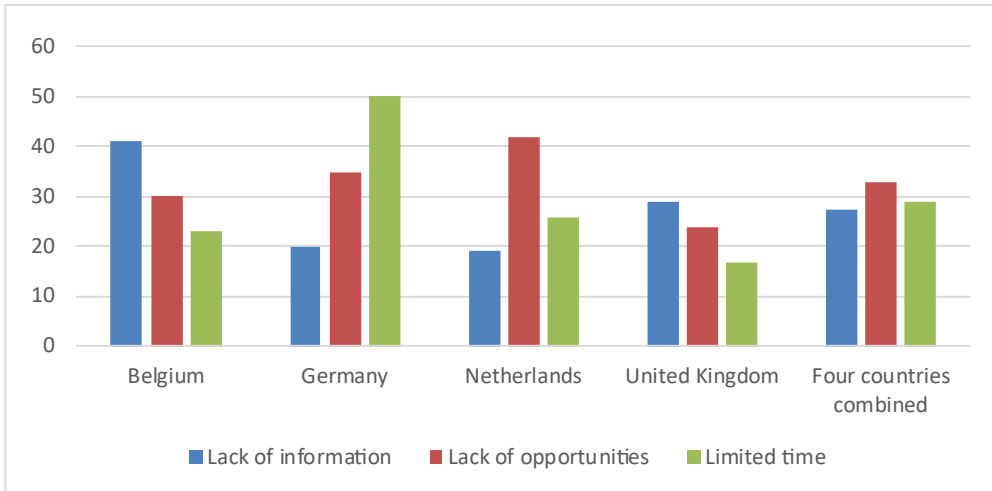
As indicated previously, motivation to contribute to the development of Rwanda is strong among members of the Rwandan diaspora in Europe: almost all respondents contribute financially, and a significant minority are involved in projects. Interest in the transfer of skills is also high. In light of the daily realities of life in the diaspora, with work and mortgage commitments, the participants prefer engagements to be flexible, short-term, that can be undertaken during visits combined with holidays, or longer-term appointments for young Rwandans in the diaspora who look for placement experience or employment.

In Belgium, the respondents prefer to engage during their annual leave/holidays or from a distance through e-learning transfers of knowledge. Readiness to contribute ranges from the immediate present to the near future, which is usually contingent on family and work situations or upon completion of studies for students. The timing also extends to the distant future, such as after retirement. In Germany, to the question of when one would be able to participate in a vocational training, answers vary widely from one week to six months, with some preferring the summer and others the winter.



Barriers to involvement in development are cited by participants across the focal countries.⁸ The aggregate scores indicate that lack of opportunity (33%), limited time (29%) and lack of information (27%) are the main hindrances.

Figure 14. Barriers to diaspora engagement (%)



Lack of information about available opportunities was listed by 41 per cent of the respondents in Belgium, 20 per cent in Germany, 19 per cent in the Netherlands and 29 per cent in the United Kingdom. Limited time was reported by 23 per cent of the survey takers in Belgium, 50 per cent in Germany, 42 per cent in the Netherlands and 29 per cent in the United Kingdom. Lack of opportunities to participate in nation-building projects/investments was identified by 30 per cent of the respondents in Belgium, 35 per cent in Germany, 42 per cent in the Netherlands and 27 per cent in the United Kingdom. The list of obstacles includes insufficient funds and lack of capital, family obligations, lack of knowledge about how and what to invest in, lack of individual skills and security issues. While there is interest and willingness to participate in the development of Rwanda, a number of challenges prevent the actualization of the diaspora members' ambitions.

⁸ The questions are slightly different across countries. In particular, the question in the United Kingdom refers to obstacles to investment, while in the other countries the questions ask more generally about obstacles to engaging in development.



7. COMPARATIVE ANALYSIS

7.1. CONVERGENCES AND DIVERGENCES ACROSS EUROPEAN COUNTRIES

Cross-country comparisons reveal the existence of some convergences and several divergences in sociodemographic profiles, motivations, practices and patterns of engagement with the development of the country of origin among the Rwandan communities in the focal European countries.

Convergences

Similar sociodemographic profiles	High interest in national development
Good awareness of general government priorities but poor awareness of specific TVET priority sectors	Interest in taking part in skills transfers and volunteering initiatives in Rwanda especially if these were flexible

In spite of different migration histories and host countries' contexts, the profiles of Rwandan communities in the four European countries are strikingly similar. Even though the areas of comparison might not align like-for-like due to the diverse focus of each report, it is clear that there are many convergences in sociodemographic characteristics, motivations and practices of engagement with the diaspora and the country of origin.

Overall, in terms of sociodemographic characteristics, the Rwandan diaspora is a gender-balanced community, mostly composed of married and single individuals. It is a young diaspora whose members are highly educated and employed. They are scattered across the territories of the host countries, with some large communities concentrated in selected locations. Rwandan communities abroad are quite settled;



many members hold some form of permanent residency in the host country and the great majority are employed and work in heterogeneous occupations. Rwandans in Europe are also quite connected with other members of the transnational diaspora. Across the focal countries, they participate in sociocultural, professional and other, most notably social media, networks.

The Rwandan diaspora in Europe shows a high level of interest, volition and engagement in the economic and social development of the country of origin. Most members of the diaspora regularly send remittances home, mostly to families and friends for consumption, and there is evidence of existing investment back home. Among the Rwandan diaspora, there is a high level of awareness of current government priorities, mainly Vision 2020, the EDPRS and the diaspora policy, but less detailed knowledge about individual initiatives and limited awareness of the specific TVET sectors that the Government of Rwanda wishes to focus on.

Participants in the mapping exercises are interested in the transfer of skills and knowledge. While the number of professionals whose educational and professional expertise matches the Government's TVET priorities is low, nevertheless in each country there are Rwandans with experience in all the sectors, with the exception of mining. It is, however, worth noting that their areas of proficiency are much broader than the five TVET sectors that have been identified by the Government of Rwanda as of particular interest. Covering a broad range of skills across sectors, they are interested in taking part in skills transfers and volunteering initiatives in Rwanda, especially if these were flexible enough to be tied to their visits to the country on short- and medium-term bases (one to six months).

Divergences

Different numerical sizes	Higher levels of commitment to diaspora networks among larger communities
More participants have gained vocational/secondary school degrees in Germany and the Netherlands while more respondents have university degrees in Belgium and the United Kingdom	Transnational entrepreneurship in Belgium and willingness to invest in diaspora bond schemes in the United Kingdom



Some divergences are observed across the four focal countries. A key difference is in the sizes of the Rwandan communities, with the largest constituent in Belgium, small groups in Germany and the Netherlands, and an expanding cohort in the United Kingdom. Colonial histories explain the presence of a large community of thousands of Rwandans in Belgium while shifts in geopolitical alliances following the end of the 1994 genocide and the return of Rwandan refugees from the region, including from Commonwealth countries, have fostered conditions that are favourable to the migration of Rwandans to the United Kingdom. Bilateral and development agreements (such as removal of visas for Rwandans going to study in Germany) may explain the presence of small Rwandan communities in Germany and the Netherlands.

Another divergence pertains to the level of engagement in diaspora networks. Differences in the sizes of migrant communities seem to have had an impact on the levels of commitment to diaspora networks, which is more prominent in Belgium and the United Kingdom where larger populations of Rwandans reside. Given that most of the respondents in the German mapping exercise are students, it follows that their engagement in student networks is very high. Their involvement in faith-based networks is low compared with that of the respondents in the other countries.

Different education and employment pathways for Rwandans in the diaspora reveal an additional difference across the focal countries. More participants have gained vocational/secondary school qualifications in Germany and the Netherlands than those living in Belgium and the United Kingdom, who tend to hold higher education (undergraduate and postgraduate) degrees. In Germany, where many respondents are current students in the higher tertiary education (thus, their highest educational achievement is secondary school qualification), only a minority of them have taken part in vocational training and have expertise in TVET sectors. In the Netherlands, the participants have professional expertise in renewable energy to a higher education degree than the qualification in the same field of those in other countries.

With regard to involvement in the development of the country of origin, the reports examine different issues that are shaped by host society contexts and diaspora dynamics. In Germany, the participants indicated that scholarship and exchange programmes between Germany and Rwanda (e.g. work in a German company for a certain time and return to Rwanda to use the gained knowledge) would be of interest to them. In the Netherlands, the participants expressed their willingness to establish micro-, small and medium enterprises to foster transnational entrepreneurship for the country's economic development. In Belgium, the feasibility of a diaspora venture capital programme is recommended rather than re-engaging in diaspora mutual funds. Differently, UK data shows Rwandans' willingness to invest in diaspora bond schemes piloted by the Central Bank of Rwanda.

Lastly, there are specific gendered and intergenerational experiences among the Rwandan diaspora, which are summarized in the next section.



7.2. GENDER DYNAMICS: WOMEN IN THE DIASPORA

While the previous sections describe the motivations and practices of the diaspora in general, this section highlights gender dynamics and focuses on specific experiences and issues that are most relevant to women in the diaspora in the United Kingdom and Germany for which there is data available.

In the United Kingdom, female respondents noted that life for Rwandan women in the diaspora can be hard, not least because they are expected to fulfil two roles – to work and to be homemakers who have to take responsibility for childcare, cooking and other house chores. Women with children feel a special responsibility for transmitting Rwandan culture, values and identity to their children. Female professionals reported that they did not experience barriers to their career or professional advancement as women and they too expressed interest in investing in Rwanda. Their motives for investing are varied, which include the wish to provide for their families in Rwanda (i.e. generate an income and/or get jobs for family members), the desire to acquire an additional income for those who own a business in the United Kingdom and also to have a retirement plan.

In Germany, women in the diaspora are members of diaspora networks which not only support general initiatives but also organize meetings for women only. This is the case for the association Rwandan Diaspora in Germany (Rwandische Diaspora in Deutschland, RDD), which operates as a platform for the exchange of information and engagement in development activities. In addition to the biannual meetings, its executive committee hosts an extra meeting for Rwandan women living in Germany once a year. Apart from belonging to formal diaspora networks, women in the diaspora are organized in informal networks, without an affiliation to an association. They build their own circle and social community, which communicates over WhatsApp and meets once a year to debate relevant topics. Rwandan diaspora networks are also instrumental in supporting women's cooperatives and projects targeting women in Rwanda. For instance, one such initiative collected donations worth EUR 4,500 in Germany to support women to breed pigs in Rwanda. In Germany, the women groups are still getting themselves organized and they can be supported to put their ideas into practice in the future.

In conclusion, women in the diaspora have a significant role to play in the development of the country, but this resource is underutilized.



7.3. GENERATIONAL DIFFERENCES: YOUNG PEOPLE OF THE DIASPORA

The overall age distribution of individuals of Rwandan origin living in the four focal countries indicates that a young diaspora is interested in returning but lacks opportunities and information.

In Belgium, the respondents reported that while young people were encouraged to return, the information and the means to convert their wishes into realities were lacking. For young graduates, an obstacle to partake in the development of Rwanda is represented by a lack of exposure to real-world situations in the home country. In general, young people are singled out as needing of non-monetary (legislative and practical) as well as monetary support and government assistance.

In the Netherlands, the participants recommended introducing exchange, internship and traineeship programmes for young Rwandans in the diaspora. Such programmes would help the young diaspora members apply their newly acquired knowledge and expertise and to connect to the homeland.

In the United Kingdom, detailed information on the younger 18–30 cohort shows that they are integrated into the host country, with many younger respondents having multiple identities – Rwandan but also British and broader European. Almost half of the respondents who came to the United Kingdom as young adults stated that they had been motivated to migrate for educational progression, professional development and self-advancement. While more than half of the young respondents spoke Kinyarwanda, both adult and young participants expressed the need for Kinyarwanda classes to improve language competency among the young ones.

The young diaspora members are less likely to travel yearly to Rwanda and to send remittances other than occasionally, or in response to family emergencies. There is a clear pattern of remittance levels dropping off with each younger generation of Rwandans in the United Kingdom, as their connection with the country is more distant. The younger ones typically have not worked in Rwanda previously; they have also not invested in the country; and most have not (yet) sought to find career or investment opportunities in Rwanda.

Nevertheless, the younger members of the Rwandan diaspora indicated their interest in volunteering and career development opportunities in Rwanda to gain professional experience and “give back” to the country. At the same time, the respondents expressed concerns about the financial viability of such a move and about not knowing where they can find out about such opportunities.



Rwandan students, recent graduates and young professionals could be encouraged to undertake specialized training in sectors that are in high demand or of strategic interest to the Government of Rwanda, which could be delivered in partnership with higher education and vocational institutions in the United Kingdom and Rwanda. Others suggested the creation of a national diaspora volunteering service to coordinate both long- and short-term volunteering placements, especially for young Rwandans abroad. To this purpose, development initiatives should be marketed at different subgroups among Rwandans in the diaspora, including recent graduates and young professionals in the United Kingdom.



8. RECOMMENDATIONS TO ADDRESS OBSTACLES TO ENHANCE ENGAGEMENT IN NATIONAL DEVELOPMENT

The participants made various suggestions to overcome barriers and increase incentives. These recommendations were addressed to multiple stakeholders, which included the Government of Rwanda and its diplomatic missions, the private and third sectors, and relevant associations in the diaspora.

8.1. PERCEIVED OBSTACLES TO ENGAGEMENT

General obstacles to engagement can be traced to constraining conditions in host countries, hindrances connected to being a member of the diaspora and most importantly barriers existing in the home country. Perceived lack of information, lack of encouragement and lack of support from the home country were cited most often together with time, financial constraints and family commitments in host countries. Geographical distance, anticipated risk of relocation and lack of opportunities to be involved hinder engagement among the diaspora, as mentioned by the respondents. A detailed list is as follows:

Home country			
Lack of accurate, targeted, timely information	Limited encouragement	Unavailability of adequate support	
Partial alignment with capabilities and needs	Absence of expression of the necessity to contribute to targeted areas	Lack of flexibility	Administrative obstacles



Host country

Time
constraints

Limited
financial
resources

Family
commitments

Ongoing
mortgage
payments

Diaspora

Distance
between
Rwanda
and
Europe

Risk of
relocation
and
transiton

Lack of
programmes
in the
diaspora
promoting
knowledge
transfer

Lack of
opportunity in
the diaspora
to engage
in nation-
building
projects

The respondents expressed a desire to return to Rwanda to contribute to the development of the country with their professional skills – if the roles and terms and conditions were beneficial to them. Indeed, their interest in volunteering was assessed against the realities of supporting families and paying mortgages in the host countries, and the difficulties in receiving remuneration that is comparable to that paid in Europe. Those returning for brief visits during their holidays expressed displeasure at the lack of opportunities to volunteer their time on a short-term basis, while those skilled professionals who return to support the development of the country have to face multiple challenges to perform their tasks, including lack of equipment and inadequate technology.

While almost all members of the younger 18–30 cohort residing in the United Kingdom expressed an interest in taking up job opportunities in Rwanda, they also voiced concerns about the financial viability of such a move and were at a loss about where to find existing opportunities. Thus, those who expressed a strong interest in volunteering or working in Rwanda wanted to learn more about what opportunities exist, how to find out about them and how to make best use of them.



8.2. RECOMMENDATIONS TO ADDRESS OBSTACLES AND INCREASE INCENTIVES

The key recommendations integrated from those expressed by the participants in individual countries are as follows:

- Improve the flow and accuracy of information;
- Connect the Rwandan communities abroad and strengthen community links;
- Harness knowledge and skills transfers; and
- Mobilize remittance flows and investments.

These recommendations call for stakeholders, and especially the Government of Rwanda, to increase administrative, financial and practical support.

Improving information flows	<ul style="list-style-type: none">• Design online registration platforms (skills, job interests, etc.)• Develop online skills-sharing platforms• Publicize funding, training and organizational development opportunities• Disseminate promotional campaigns around opportunities back home targeted at different groups
Harnessing knowledge and skills transfers	<ul style="list-style-type: none">• Identify priority skills for matching with Rwandan students and professionals• Devise a mentoring platform to capitalize upon diaspora talent• Develop targeted campaigns for recruitment
Mobilizing remittances and investments	<ul style="list-style-type: none">• Facilitate legislative, administrative and practical support• Offer monetary assistance• Foster and formalize transnational entrepreneurship• Develop online resources to guide investment across sectors• Encourage companies looking to invest or extend their operations in Rwanda to work with diaspora entrepreneurs• Implement initiatives to reduce remittance transfer costs• Support inward investment and taxation



Connecting the Rwandan communities abroad

- Put diaspora members in touch with each other
- Extend current community outreach in the diaspora
- Showcase diaspora talent, investors and entrepreneurs
- Foster investment and trade contacts

The participants made recommendations to address obstacles and increase incentives. Propositions call for expanded and accessible information flows; strengthened community links in the diaspora; and increased administrative, financial and practical support. The respondents recommended that the Government of Rwanda, working together with the third sector and diaspora organizations, harness knowledge and skills transfers and foster greater connections among members of the Rwandan communities abroad, showcasing diaspora talent to potential investors.

Lack of reliable and up-to-date information was mentioned as a significant obstacle to engagement. In order to **improve information flows**, the accuracy, timing and frequency of communication flows would need to be ameliorated. This improvement could be achieved through the use of online registration sites; the development of government-run and community-level skills-sharing platforms; and the creation of targeted promotional campaigns, including those focused on TVET priorities, and their dissemination across the subsections of the diaspora such as students, recent professionals and those close to retirement.

Knowledge and skills transfers should also be harnessed. After the identification of priority skills, these could be matched with those of Rwandan students and professionals in the diaspora, while mentoring platforms could be considered to facilitate professional progress and volunteerism.

To **mobilize remittance flows and investments**, it is recommended that the Government of Rwanda, working together with the private sector, offer monetary and non-monetary aids in the form of legislative, administrative and practical support to those interested in remitting and investing. Initiatives that foster transnational entrepreneurship include the provision of accurate and independent online resources on investments in different sectors, monetary incentives, and reductions in remittance transfer costs and taxation.

Furthermore, it is recommended that the Government of Rwanda, together with the third sector and diaspora organizations, **foster greater connections among members of the Rwandan communities abroad**, showcase diaspora talent to potential investors, and promote contacts for trade and investment.



8.3. RECOMMENDED STRUCTURED PATHWAYS FOR TARGETED INTERVENTIONS

The participants recommended a number of structured pathways for targeted interventions that help to overcome obstacles and promote incentives to harness the sociocultural and financial capital of the diaspora. Among them are setting up and piloting new engagement schemes, and extending the existing ones; developing skills transfer programmes; putting in place financial initiatives; and fostering community mobilization.

Engagement schemes	<ul style="list-style-type: none">• Develop social, financial and intellectual diaspora engagement schemes targeted at different groups• Set up a pilot programme leading to the development of a diaspora venture capital programme• Replicate and where possible extend existing models of good practice• Establish a job brokerage service targeting Rwandans abroad
Skills transfers	<ul style="list-style-type: none">• Share skills through e-learning and online mentoring• Set up a pilot project examining the feasibility of virtual skills transfers• Establish structured volunteering pathways such as a national diaspora volunteering service
Financial initiatives	<ul style="list-style-type: none">• Implement initiatives to reduce remittance transfer costs• Develop a range of investment products• Implement remunerated skills-sharing pathways• Encourage crowdsourcing and microfinancing investment projects• Set up incentives such as tax relief or access to credit
Community mobilization	<ul style="list-style-type: none">• Organize community events outside the main cities• Establish Rwandan professional, student and alumni networks• Set up Kinyarwanda language teaching for young Rwandans in the diaspora



The Government of Rwanda and the private sector would be well positioned to set up structured interventions such as **setting up and piloting new social, financial and intellectual engagement schemes targeted at different groups, and extending the existing ones**. Examples of these schemes are a job brokerage service targeting Rwandans abroad and a pilot programme leading to the development of a diaspora venture capital programme to promote partnerships between investors and individuals with technical know-how.

Structured pathways to enhance skills and knowledge transfers could centre around the **development e-learning and online mentoring platforms or the creation of structured volunteering pathways such as a national diaspora volunteering service**.

The pathways to promote remittance flows and investments would include **putting in place financial incentives and investment portfolios** to reduce remittance transfer costs, increase tax relief and provide access to credit. The participants also suggested the creation of crowdsourcing and microfinancing investment projects and the implementation of remunerated skills-sharing pathways.

Lastly, diplomatic missions in Europe, together with the third sector and members of the diaspora, would do well to put in place initiatives **to foster and expand community mobilization**. The participants recommended that outreach events be organized nationwide in order to reach those who reside outside the main cities; Kinyarwanda language classes for young Rwandans in the diaspora be created to keep Rwandan culture alive across generations; and, lastly, dedicated networks be set up to connect Rwandan professionals in different sectors, students and alumni with one another, and to let them know about employment opportunities.



8.4. SPECIFIC RECOMMENDATIONS FOR THE GOVERNMENT OF RWANDA

The participants acknowledged that **the Government of Rwanda and its diplomatic missions in Europe** are interested in **mobilizing and integrating the diaspora** into the development of the country. They have expectations about the role that the Government of Rwanda could take and the kinds of initiatives it could lead. Among them, the respondents expect the Government to:

- improve its mechanisms for communication and dissemination of information;
- engage in greater community outreach;
- actively support skills transfer, volunteerism and employability;
- put in place systems to facilitate remittance flows and investment;
- offer legislative and practical support; and
- revise its diaspora policy.

<p>Improve communication and dissemination</p>	<ul style="list-style-type: none"> • Ensure transfer of accurate information • Design online registration platforms to identify skills and job interests • Extend communication efforts, with targeted campaigns for recruitment of Rwandan professionals in priority TVET sectors • Promote and market funding and investment opportunities • Publicize funding, training and organizational development opportunities
<p>Improve community outreach and engagement</p>	<ul style="list-style-type: none"> • Develop awareness campaigns on opportunities back home • Improve diplomatic missions' outreach programmes • Facilitate investment and trade contacts • Diplomatic missions to act as a vehicle for marketing investment and financial opportunities
<p>Establish structured skills transfer, volunteerism and employment pathways</p>	<ul style="list-style-type: none"> • Implement remunerated skills-sharing opportunities • Invest in (virtual) skills-sharing curricula, exercises and programmes • Establish structured volunteering pathways



<p>Develop schemes to facilitate remittance flows and investments</p>	<ul style="list-style-type: none"> • Set up initiatives to reduce remittance transfer costs • Develop a range of investment products • Implement targeted schemes to aid engagement
<p>Offer legislative and practical support</p>	<ul style="list-style-type: none"> • Provide legislative, administrative and practical support • Designate government representatives who will be responsible for supporting diaspora development activities
<p>Revise policy</p>	<ul style="list-style-type: none"> • Revise and enhance the diaspora policy

Many participants expect **the Government of Rwanda and its diplomatic missions** to extend and improve their **mechanisms for communication and dissemination of information**. They would like to see advertisements of funding, training and development opportunities; sharing of accurate and up-to-date information; and wider dissemination of awareness campaigns around opportunities back home. Promotional campaigns should target different groups, such as those who have worked in Rwanda in the past and those who have not yet; furthermore, dedicated campaigns for the recruitment of Rwandan professionals in priority TVET sectors should be developed. Given that the diaspora is dispersed across the territories of the host countries, the respondents recommended that information be shared online in the form of independent websites, online platforms and applications, enabling sharing of opportunities and matching of skills.

The Government of Rwanda and its diplomatic missions should expand their **community outreach programmes**; develop diaspora engagement schemes to harness the social, financial and intellectual capital of Rwandans; and facilitate interactions among members of the diaspora and businesses through, for instance, dedicated matching websites or diaspora–private sector directorates. In partnership with diaspora groups, the Government of Rwanda and its diplomatic missions should strengthen the capacity of Rwandan diaspora community organizations and extend their community outreach activities outside major cities, including offering of virtual services to Rwandans abroad.



Working with the private and higher education sectors in Rwanda and abroad, the Government should invest in **(virtual) skills-sharing curricula, exercises and programmes**. A pilot project examining the feasibility of virtual skills transfers could be planned to capitalize on the high level of interest of respondents in this endeavour to reduce the constraints to relocating temporarily. The Government should identify priority skills to be matched with those of Rwandan students and professionals in the diaspora, develop online skills-sharing platforms, and offer placements and career development opportunities that are aligned with labour and community needs in Rwanda. It should consider implementing training-of-trainer courses for those interested in volunteering back home who may have professional expertise but have expressed the need for dedicated training. Lastly, the Government should consider implementing remunerated skills-sharing pathways and facilitate the creation of a job brokerage service targeting Rwandans abroad to promote skills transfer, volunteerism and employability.

To leverage **remittances and investments for development**, the Government of Rwanda should enhance **legislative and administrative procedures** to reduce remittance transfer costs by encouraging greater diversity of formal remittance pathways, and should promote access to savings, loans and health insurance products linked to remittances. In partnership with the private sector, the Government should develop accurate and independent online resources on investing in different sectors in Rwanda, as well as how to invest in the country. Furthermore, the Government should develop a range of investment products, such as mortgages and diaspora bonds with multiple entry levels and risk profiles, as well as launch segmented marketing campaigns targeting potential, new and experienced Rwandan investors.

Capitalizing on a financially savvy diaspora, the Government could foster **transnational entrepreneurship**, for instance through business networks and co-ventures between enterprises based in host countries and emerging ventures in Rwanda. Additionally, the Government, supported by business development services, could encourage companies looking to invest or extend their operations in Rwanda to partner with diaspora entrepreneurs. Lastly, given the diaspora's high interest and preparedness to engage financially and socioculturally with the development of Rwanda, the Government should revise and **enhance its diaspora policy** and consider designating government representatives to be specifically responsible for supporting diaspora development activities.



9. CONCLUSION

The comparative report of the mapping exercises conducted in Belgium, Germany, the Netherlands and the United Kingdom reveals significant convergences in the sociodemographic characteristics, motivations and practices of engagement with the country of origin of the Rwandan diaspora in Europe. The mapping exercises aimed to estimate the number and composition of the diaspora in Europe. The aggregate findings show that Rwandans in the four focal countries comprise a sizeable proportion of Rwandan migrants globally, and that they form a gender-balanced, young, married or single, and highly educated diaspora, with relatively settled status and in employment.

Another objective of the mapping exercises was to outline the different levels of the diaspora's awareness concerning the opportunities and facilities available in Rwanda. The findings show that members of the diaspora are highly aware of the Government's priorities, including the agenda to engage with Rwandans abroad, and they are interested and motivated to contribute to the development of the home country. Together, these findings show that there is high potential to mobilize the highly skilled Rwandan diaspora in Europe through knowledge and skills transfers and financial transfers.

The mapping exercises sought to provide data on which the participants were trained in, and to identify the areas in which they would like to contribute to Rwanda's development and how this might be actualized. The results indicate that Rwandan professionals in Europe have multiple skill sets that match the Government's TVET priorities (except mining) and that their professional proficiencies and experiences cover many additional sectors of expertise that could be potentially drawn upon. Practices of engagement would need to take into account the relative settled status of Rwandans in Europe, who are employed and with family commitments. Therefore, knowledge and skills transfers, volunteering and professional opportunities in Rwanda would need to be flexible enough to be tied to visits to the home country on short- and medium-term bases. It is worth noting that there are intergenerational differences and that young members of the diaspora are more open to engage in longer-term placements or professional development opportunities.

It is also important to acknowledge that most members of the Rwandan diaspora in the four focal European countries already play a part in national development through financial contributions. While most remittances are sent to families for consumption, there is evidence of financial transfers made for investment, mostly in land, property or family business. Divergences in investment preferences appear to be shaped by sociocultural contexts, with preferences for transnational entrepreneurship in the Netherlands, diaspora venture capital programmes in Belgium, diaspora bond schemes piloted by the Central Bank of Rwanda in the United Kingdom, and scholarship and



exchange programmes in Germany. Other divergences across the focal countries can be noticed in patterns of diaspora engagements, which are higher in Belgium and the United Kingdom where larger numbers of Rwandans reside, and in educational backgrounds, with secondary school qualification/vocational degrees being most cited in Germany and the Netherlands and undergraduate/postgraduate degrees in Belgium and the United Kingdom.

The mapping exercises also aimed at presenting a clear picture of the gaps in the diaspora's awareness and knowledge concerning Rwanda's social and economic situation. The aggregate findings reveal the existence of gaps in specific knowledge of and challenges to the mobilization of the Rwandan diaspora for the development of their home country. The main obstacles are lack of accurate and timely information, limited encouragement, inadequate support, lack of opportunities and administrative hindrances in Rwanda. Additional obstacles are related to life in the diaspora, which include lack of time, financial constraints, personal commitments and the risks of relocating.

Lastly, the mapping exercises intended to provide a list of expectations in terms of improved policy and other facilities that would help Rwandans in Europe to participate in their home country's development. To this purpose, the participants have made a series of general recommendations, which include these main proposals: improve information flows, harness knowledge and skills transfers, mobilize remittance flows and investments, and connect the Rwandan communities abroad. Recommended pathways for targeted interventions contain proposals to build on existing successful programmes and develop new ones such as (online) skills transfer programmes, targeted financial incentives and investment portfolios. Lastly, respondents expect the Government of Rwanda and its diplomatic missions to improve mechanisms for communication and dissemination and expand community outreach efforts. In partnership with relevant private and third sector stakeholders, key expectations of the Government of Rwanda include the promotion of skills transfer, volunteerism and employability; the creation of frameworks to simplify remittance flows and enable investments; the provision of legislative, administrative and practical support; and, lastly, the enhancement of the diaspora policy.

In conclusion, this comparative report provides the evidence base to better inform diaspora engagement programme interventions in Rwanda, guide the Government of Rwanda's future strategies and policies, and enable diaspora members to participate in and contribute to the development of the country. The findings show that there is potential to mobilize the Rwandan diaspora living in Europe and capitalize on the willingness and readiness of this resource for development.



APPENDIX

Table 1: Information gaps on the Rwandan diaspora in national statistics

	Belgium	Germany	Netherlands	United Kingdom
Volume	✓	✓	✓	✓
Migration period	–	✓	–	✓
Gender	✓	✓	✓	–
Age range	✓	✓	✓	–
Generation	–	✓	✓	–
Marital status	✓	✓	✓	–

Note: ✓ Information available.
– No information available.

Table 2: Information gaps on survey participants of the mapping exercises

	Belgium	Germany	Netherlands	United Kingdom
Volume	✓	✓	✓	✓
Gender	–	–	✓	–
Age	–	–	–	–
Generation	–	–	–	–
Marital status	–	–	✓	–
Length of residence	–	●	●	–
Education	●	–	●	●
Employment	–	–	–	–
Skills training expertise	–	–	✓	–
TVET	–	–	✓	✓

Note: ✓ Information available.
● Information available but in general format to make detailed comparisons.
– No information available.



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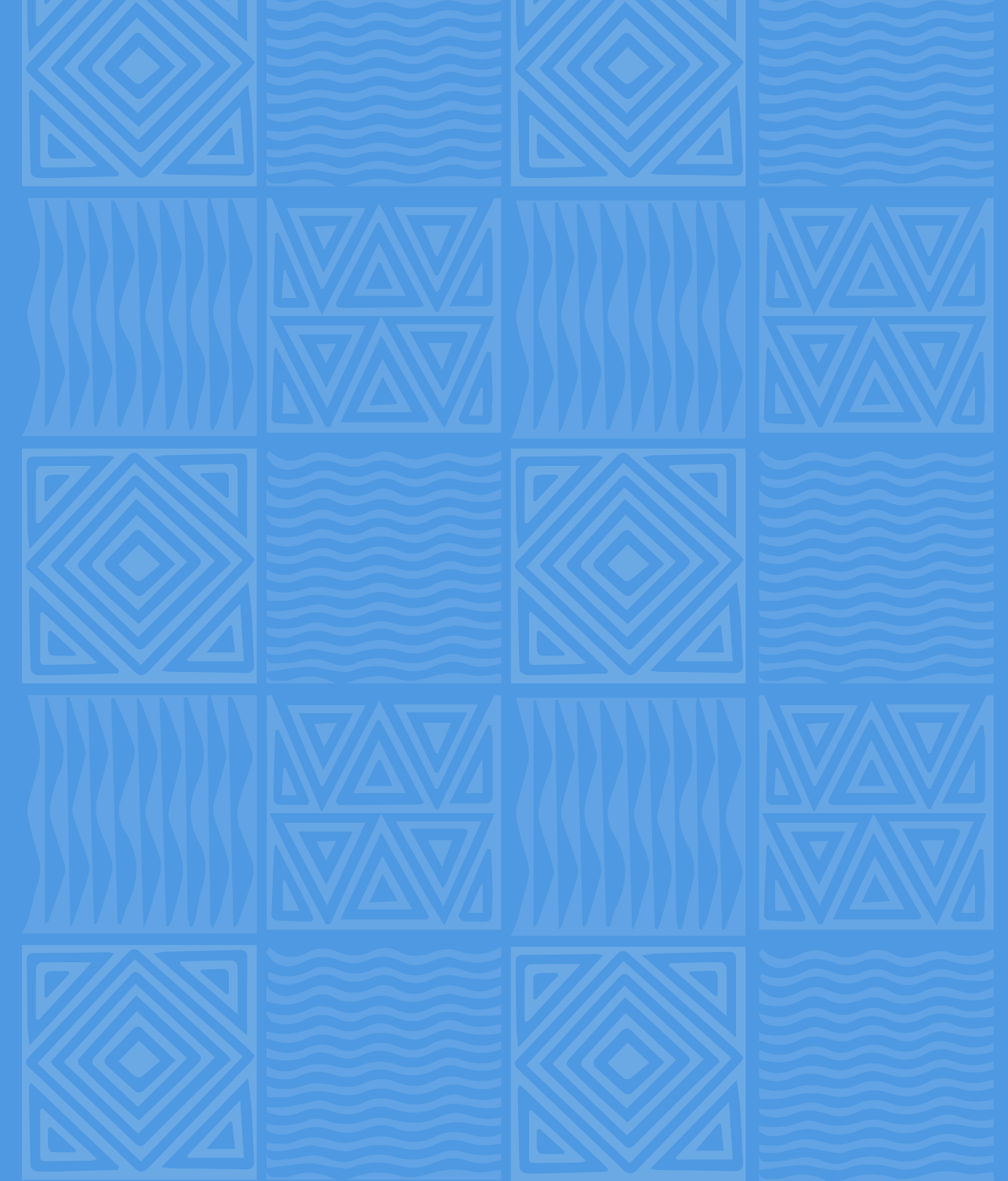
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