

ABIDE



**Alliance for Brain-Gain
and Innovative Development**

2012 ANNUAL REPORT
1st January – 31st December 2012

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ABIDE - Alliance for Brain- Gain and Innovative Development
2012 Annual Activity and Audit Report
For Presentation at the Annual General Assembly Meeting
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Introduction

Since its establishment ABIDE has continued its commitment and efforts to promote and support the effective engagement of knowledge Diaspora for Ethiopian's capacity building. It endeavors to establish mechanisms to serve as a link between institutions and professionals in the country with those abroad as well as friends of Ethiopia. This is with the aim of enhancing synergistic collaboration and win-win partnership between the two for sustainable capacity building and development. ABIDE is determined to become a prominent and recognized development partner and an efficient entry for incremental channeling of technical skills and related resources from the Diaspora into the country through knowledge and experience exchange.

During 2012 ABIDE has implemented programs that strengthened networks and partnerships as well as initiated relationships with key stakeholders. It has also established new contacts with professionals and organizations in the Diaspora who are willing and committed to contribute to the country's development. Although lack of financial resources has limited the extent of its activities, the Strategic Planning Document developed in March 2007 has continued to serve as its guide for implementation.

Through its action, ABIDE has acquired recognition by the Government, institutions and professionals in the country, and in the Diaspora and it is seen as a promising and timely organization with a potential to facilitate and achieve increased participation of professionals and friends of Ethiopia in the Diaspora. In the course of its continued dialogue, promotion and support ABIDE has developed its identity the voice for sustainable knowledge Diaspora engagement and it has raised expectations among all stakeholders to successfully facilitate Ethiopia's brain gain.

The momentum created and work towards achieving its objectives will continue to further strengthen its network and widen its contacts, for a more cohesive, systematic and sustainable partnership and collaboration. Networking is also being established with relocated Diaspora and other professionals in the country, who are not currently actively engaged in their specific area of expertise and competence.

During the year, special attention was given to mobilizing resources though no significant resource was generated due to global, national and organizational factors. Task sharing, sponsorship, volunteer support as well as assistance in kind have been the main means to generate extra support for ABIDE's activities. Since availability of resources is the organization's main challenge, in 2013 multiple strategies will be used to solicit collaboration and support from new and existing development partners and regional organizations such as USAID, the British Council, CIDA, SIDA, GTZ, EU, WB, IOM,

AU, the UN and bilateral organizations and the private sector. It is only when ABIDE is able to address this chronic problem of financial constraint that it can be able to strengthen its operational capacity and become as a dependable development partner for the country's brain gain.

In-house assessment of implementation of the strategic plan, covering the period 2007-2012 indicated progress while underlining the lack of funds as the major bottle neck that affected full implementation of planned activities. The following pages will highlight main achievements and constrains encountered in 2012

Activity One - Strengthening ABIDE's Operational Capacity

During the year ABIDE's has continued intensifying its efforts to strengthen its operational capacity and minimal indications of improvement was made during the year.

a) Staffing

ABIDE has continued to operate with its managing Director and Ato Endashaw Temesgen, VSO Diaspora volunteer as only two full time staff, while as in the past various specific activities were under taken by volunteers. During the year negotiations were also pursued with VSO Directors, both in Ethiopia and Canada, CUSO International, to increase number of volunteers in priority areas to strengthen the office. It is expected to receive at least two more volunteers in 2013. Some Board and founding members such as Prof. Zinabu Gebremariam, Ms Woubalem Taye, Ato Mulugetta Gebru, Drs. Tamerate Retta, Tesfaye Bulto, Hailu Yeneneh, Ato Tarekegne Bishaw, Ms Yemiserach Bezabih, and Ato Gizaw Zewdu volunteered their time.

Furthermore experts in Website construction from the AIDS Resource Center, Ato Naood, Ato Mouz and Ms Yemiserach including the Director of the Center Ato Gashaw have sacrificed their free time to supported ABIDE and in reconstructing the website www.abideethiopia.org the website will now be fully functional in a couple of weeks.

In 2012 the plan to engage a part-time information and Website Manager, Admin Assistant /Secretary and additional volunteers did not materialize due to lack of funds.

b) Equipping and Furnishing the Office

Projected purchase of additional office equipment such as Laptops, LCD projector, Photocopier, Scanner and Fax machine has to be postponed because funds were not secured during the year.

c) Operating cost

Due to lack of funds ABIDE's office space has remained in the AAU Akaki Campus with all the identified short comings. Local travel to the regions communication and other related logistics and operations were once more constrained again due to lack of funds.

d) National Diaspora Policy

ABIDE actively promoted and supported the development of a National Policy on Diaspora. After getting the draft policy ABIDE was able to provide its comments in writing after it compiled input from members of ABIDE. The Diaspora Section of the FMOFA, has recognized ABIDE's input with appreciation. It submitted its comments in writing. ABIDE was also active in promoting the draft policy and was a member of a Diaspora panel on ETV to comment on the policy. The draft policy has now been finalized and ready for use.

e) Establishment of the Ethiopian Diaspora Association (EDA)

The MD was an active member of the consultative process to establish the Association and ABIDE is a founding member. Comments were provided on the bylaws. ABIDE's comments are taken with great respect and appreciation. It is believed that the EDA will be the lead organization in the country working with sister organizations working on Diaspora.

Activity Two: Communication, Networking and Resources and Membership Mobilization

The year has seen a continued effort to expand and maintain its networking. Promoting and introducing ABIDE, media related communication and information were realized with some limitations. Following are the key achievements of the year.

Key areas of activities include:

1. **Communication Strategy:** While there is a broad communication strategy within the SPD, specific implementation plans was not done as planned.
2. **Communication and promotion:**
 - a. **Media Communication:** The various media were effectively used. The Reporter both English and Amharic versions, Addis Zemen, Ethiopian Herald, ETV, various national and FM radios, International papers and radios were effectively used to promote and introduce ABIDE. In addition, actions were taken using the media communication to introduce the draft Ethiopian National Policy on Diaspora and also during the formation of the Ethiopian Diaspora Association. These have helped in raising awareness and achieve broad consensus on the subject.
 - b. **Various Platforms used to Promote ABIDE:**

A number of important national and international platforms were also used in 2012 to introduce and promote ABIDE. Following are some of these events:

The 13th World Congress on Public Health: Millennium Conf. Hall

The Ethiopian Public Health Association (EPHA) in collaboration with the World federation of Public Health Associations (WFPHA) jointly organized the 13th World Congress on Public health held in Addis Abeba Ethiopia from 23-27 April 2012. Over 5000 public health professionals from over 141 countries participated in this high level global conference. At this meeting the Managing Director made a scientific presentation on Professional Migration and its impact on national health services. In her presentation the experience of ABIDE was highlighted that stimulated interest among global public health scientists and participants.

Women of Excellence – Sheraton Addis

During the year, Ethiopian Women in Business, a local NGO that focus on Women in Development, identified over 200 Ethiopian women who by public vote were considered as those who made significant contribution to Ethiopia's development. ABIDE's Managing Director was one of the top ten named as "Women of Excellence - 2012". Among her achievements, the one that focused on ABIDE and its vision gained acclamation, thereby promoting ABIDE in the process. Among her achievement, the efforts she made on Ethiopia's brain gain were highlighted. This increased participants awareness on knowledge Diaspora at the gala event at the Sheraton, with over 1000 participants.

Global Forum on Migration and Development- Mauritius

At the Annual Civil Society Forum migration and development, out of the 700 NGO's that applied for sponsorship to participate at this year ABIDE was selected as one of the 145 NGOs whose work was identified as one of the best in terms of linking Migration and Development. Sponsored by the organizers, the Managing Director was given sponsorship. She actively participated in the discussion and promoted the work and objectives of ABIDE that received wide international coverage. On the 3rd day of the meeting, national government officials were in attendance and participants from Ethiopia included, H.E Ato Minilik, Ambassador of Ethiopia In Switzerland, Geneva, and his officer, H.E Ato Nega State Minister in the MOFA and Ato Mulugetta Kellil Director Diaspora Department of the MOFA were present. Here too the issue of brain gain and the work of ABIDE were highlighted.

Knowledge Exchange Conference- London

Between 8-9 December 2012, the second Knowledge Exchange Conference was held at South Bank University in London. The conference was sponsored by Globlics International based in Denmark and the Managing Director of ABIDE was a key note speaker addressing "The

Role of the Ethiopian Diaspora on Knowledge Exchange:- With Specific Reference to Indigenous Knowledge”. During the two days of the conference over 200 Ethiopian professionals from London and elsewhere participated in the meeting. The key note speech was very well received by the participants. Also the MD participated as a panelist on the role of Globalization on development where ABIDE’s focus was on brain drain/brain gain and brain circulation. The presentation stimulated a lot of discussion. On second day ABIDE facilitated a session on “Connecting Home and Abroad” that focused on linking professionals in the Diaspora and at home for national development. During the two days, ABIDE’s work was again highly promoted and appreciated.

12th Conference of the Academy of the Developing World (TWAS)

The Managing Director attended the above meeting in China where she made observation and comment on the role of African Diaspora Scientists to the continent’s development. She made special reference to Ethiopian Scientists in the Diaspora and the initiative being undertaken by ABIDE. This was highly appreciated and stimulated side discussions.

The Diaspora Conference - People to People – Washington DC

This year P2P had a consultation in Washington DC on the role of the Diaspora in health development. Representing ABIDE, Dr Abate Wolde-Kirkos, from Huston Texas attended the meeting and shared what ABIDE was doing in promoting engaging professionals in the Diaspora for capacity building. ABIDE will pursue on some of the relevant recommendations to enhance its work.

World Science Day –ABIDE, MOST, AAU, EAS, at the UNCC ECA

During the TWAS meeting in China, 19 outstanding Scientists were given awards for their outstanding performance. Of these 3 were Ethiopian Scientists two of which were Diaspora scientists. In addition another Ethiopian Scientists was selected as a new TWAS fellow including a young scientist affiliate also received prizes for their outstanding work. Considering the motivation that this could result among young and seasoned scientists in the country ABIDE took the lead to bring the subject this to the Ethiopian public at this year’s World Sciences Day on 10 November. The two professionals in the Diaspora and the others from home, made excellent stimulating presentation. ABIDE was a prominent partner in the whole exercise and the MD got the opportunity to introduce ABIDE and its work at the meeting.

The Ethiopian Academy of Sciences (EAS)

The Managing Director an active participant of the EAS national meeting on Health Research Priorities for Ethiopia. One of the key contributions of ABIDE in this meeting was to highlight the role Diaspora scientists both male and female and the contribution they could make in the development of health research in Ethiopia. The important synergy and knowledge and technology transfer was brought out at the meeting. The need to link Ethiopian Researchers with Diaspora researchers for knowledge and experience exchange to mobilize human and institutional resources was emphasized to enhance health research in Ethiopia. Another key point that was highlighted by ABIDE's MD was on the role that ABIDE can play in facilitating the link between the two professional groups for the growth of Science in Ethiopia and the world at large.

- c. **Forum for Africa's Brain Gain;** This is still work in progress. The Managing Director paid curtsy call to the newly appointed Director of AUC Social Affairs Department. The spirit of the discussion was encouraging and agreement has been reached to pursue the matter with the various officers handling Diaspora matters with in the AU Secretariat. This effort is expected to yield a strong partnership between the AUC and ABIDE for the realization of Diaspora engagement in Ethiopia that could provide lessons learned for expanding the strategy to other countries in Africa.

- 4 **Consultative round table coordinating/ steering committee meetings, with key stakeholders:** Work is in progress. ABIDE has discussed the matter with the International Organization For Migration (IOM), VSO Ethiopia, Ethiopian Diaspora Association, and Ministries of Health and Foreign Affairs. The idea is welcome and ABIDE is designated to prepare a concept paper to materialize the proposed action. In these consultations Diaspora professionals, benefiting institutions, policy makers, and administrators, NGOs regional and international organizations that have interest in Diaspora engagement will be involved to share experiences and have common ground for synergistic actions.

5. **Fundraising and Resource Mobilization:**

- a. **Funding Proposals:** a number of proposals were prepared and submitted to potential donors to raise funds during the year. These include USAID, the British Council, World Bank, European Union, CUSO International and VSO Ethiopia. The proposal to VSO Ethiopia culminated in availing a sum of 27,688.00 (twenty seven thousand six hundred eighty eight birr) for a project to assess the extent of locally available professionals that have potential to contribute to capacity building within the context of ABIDE.

- b. **British Council:** Following a one day capacity assessment consultative meeting on was carried out with the assigned consulting experts. The discussion was positive with possible support from the British Council to strengthen the management and operational capacity of ABIDE. While the proposal submitted to the EU is still under review, the response from USAID and the Bank were negative.
- c. **Special Events:** Events for Awareness Raising and Resource Mobilization has not been realized due to lack of funds.

Activity Three: Expanding and Maintenance of Database

ABIDE has continued its advocacy and efforts to generate required resources for the database development on available Diaspora knowledge resources. Database will include human resource needs and skill gaps in selected institutions of higher learning and the health sector where ABIDE has signed MOUs. The goal of ABIDE is to develop and maintain ICT supported and pass word protected user- friendly comprehensive database that will be regularly updated. The development and maintenance of such a database is planned for 2013. It will be done in consultation with various stakeholders in the public and private sectors including a) relevant sectoral Ministries, b) Institutions of Higher learning c) Embassies, d) NGOs and Civil Society organizations, e) Alumni Associations, f) Bilateral, Regional, and International Organizations interested in diaspora engagement for institutional capacity building and partnership.

In this regard, two activities were initiated related to Database development

3.1 Discussion with Potential Collaborator: A Diaspora volunteer, Ms Sabrina Aberra, a resident in the US, who was here in Addis on personal visit, was met by Drs. Tewabech Bishaw, Tamerate Retta and Endashaw Temesgen and discussed on the Database needs of ABIDE. She has promised to support ABIDE in developing and expanding its database. She has committed her free time to volunteer for ABIDE in its important and d core task of developing and maintaining its database. As per its long standing plan ABIDE will use the database for effective matching of Diaspora professional resources with identified human resource to facilitate Ethiopia's capacity development through brain-gain.

3.2 Small Grant to Develop Data on Local Professionals: Based on a proposal developed by ABIDE, a **Small Grant** was secured from VSO-E to identify and document professionals in the country who currently are not actively engaged in their area of expertise.

Under the project three key activities were implemented.

- Instrument for data collection was developed and pre-tested. A term of Reference for short term consultant was produced. Support letter was sent to potential respondant organizations and individuals.
- It was necessary to secure government permission from Economic and finance authorities. Three letters were written to a) Akaki-Kality Sub- city

Economic and Finance Authority b) the Charities and Societies Agency centrally and lastly to c) the Addis Abeba City Economic and Financial Authority dealing with NGOs.

- Partner organizations were identified for the study: these included:-

-Alumnae Association: Sanford, Nazareth, Addis Abeba University, St Joseph school, Commerce and Entoto Atekalay schools.

-Retirees: UN staff, Ethiopian Social Security office

Association of Ethiopian Educated Abroad: Germany, USA, UK, Canada

-Professional Associations: Ethiopian Public Health Association, Ethiopian Nurses Association, Economists Association, Teachers Association, Engineers Association, and Medical Association

-Relocated Diaspora professionals: MOFA Diaspora Directorate

It was at this point that ABIDE came across a snag for two reasons. First, getting government support and permission for the study was a serious constraint. Till date no written permit was secured for the study. One of the reasons given by the Agency is the ambiguity on how ABIDE was registered as a local NGO. According to government classification, there are only two distinct classifications in Ethiopia where NGOs should belong “Charity” or “Society”. ABIDE as it stands we know is neither a charity nor a society. It is a development NGO. Hence the Economy and Finance office was unable to give us the go ahead to continue on the study. Interestingly the official was not willing to give us his response in writing. We are told that it is after ABIDE’s registration status is made clear that we will be given the clearance on the study.

Unfortunately this situation coincided with renewal of the license. This will again depend on whether the Agency is willing to renew ABIDE’s license in its present status i.e. neither a charity nor a society. At the time of re-registration in November 2009, the Agency had no difficulty to register ABIDE as a local resident NGO. Why this confusion appears now is not very clear. On the other hand, other NGOs dealing with volunteers and working on development have also faced similar difficulties. However they have a better chance of negotiation since they are international NGOs having their mother institutions abroad and also that there is possibility for them to enter agreement with government through their bilateral arrangement. ABIDE has to overcome this imbroglio.

Activity Four – Human Resources Needs Assessment and Skill Gap Analysis

This activity has not been done due to lack of funds. However having signed MoU with Mekelle, Addis Abeba, Jimma, Gondar and Bahir Dar Universities, St Mary University College, Addis Abeba Science and Technology University and with the Ministry of Health, ABIDE is making efforts to undertake and produce a well articulated and

detailed needs assessment on qualified human resources, and priority skill gaps. Furthermore, assessment of existing processes and procedures for engaging Diaspora professionals in these institutions is also identified as a critical activity within the MOU. This could help in identifying mechanisms and systems, for institutionalization and sustainability of the practice. Findings from the needs assessment will further serve as a base line for bench marking current status and to monitor progress of interventions.

Activity Five: Documenting National Experiences and Lessons Learned On Diaspora Engagement.

This activity was not implemented in 2012 due to lack of funds. However being one of the key priority areas identified for implementation during the reporting period, ABIDE made several efforts to mobilize required funds from potential donors but without success

Despite the fact that Ethiopia's experiences on engaging the Diaspora in the various sectors is limited, ABIDE believes on the importance of systematically documenting experiences for recognition of achievements and for lessons learned to impact on future planning.

During the year an in-house assessment of the Strategic Planning document was done during the last quarter of the year using desk review. Ms Woubalem Taye member of the Board volunteered and worked on this task. The finding of the review revealed that ABIDE has been consistent in planning activities for each year that are consistent with the priorities identified in the Strategic document. The major and singular constraint has remained to be the lack of funds.

Renewal of Certificate

ABIDE's license expired on 30 November 2012. To get renewal, we have produced a three years work plan. We requested for renewal of license on 31 Oct. 2012.

As per the requirement, ABIDE has prepared to submit

- a) Minutes of the 2012 AGM of the General Assembly
- b) A three years work plan covering the prepared 1 January 2013 to 31 December 2015;
- c) Annual activity and audit reports for the years 2010, 2011 and 2012;
- d) MOUs signed between the FMPH, AAU, MU, JU, SMUC, AASTU, UG, BDU, P2P, VSO-E, AHEAD and CUSO-VSO.
- e) A letter of request for renewal,
- f) The last certificate of license.

The Agency has to first decide on ABIDE's classification i.e. "Society" or "Charity" or any other classification that the Agency is ready and willing to give us. ABIDE is at this critical stage in getting its next three years operating license.

ABIDE 2012 Annual Income and Expenditure Summary Table

A) 2012 Approved Annual Budget		
NO.	DESIGNATION	AMOUNT (Birr)
	2012 Approved Annual Budget	Birr 586,000.00

B) RESOURCE MOBILIZED DURING THE YEAR

NO.	INPCOME TYPE	DONOR	AMOUNT (Birr)
1	CASH	MEMBERSHIP CONTRIBUTION	BIRR 1,000.00
		VSO Small Grant – Identification of Local Professionals	Birr 27, 688.00*
	TOTAL CASH CONTRIBUTION		BIRR 30,000.00
2	IN KIND VOLUNTEER SERVICES	1. Managing Director’s one year salary (Birr 15,000.00 x 12 months)	Birr 180,000.00
		2. Office space and utilities @birr 4750 /month/8monts	Birr 57,000.00
		3. Rent of laptop (Birr 1,000 x 12 months)	Birr 12,000.00
		4. Member’s Voluntary Services in Committees as individuals (Est. 10 persons x 10 days @ birr 500/person/day)	Birr 50,000.00
		5. VSO volunteer @birr5000.00/m 12m	Birr 60,000.00
	TOTAL VOLUNTARY CONTRIBUTION		BIRR 359,000.00**
	TOTAL IN KIND CONTRIBUTION		BIRR 359,000.00**
	GRAND TOTAL INCOME	CASH+IN KIND+DONATION	BIRR 389,000.00

C) 2012 ACTUAL ANNUAL EXPENDITURE

NO.	EXPENSE ITEM	AMOUNT (Birr)
1	Printing and Stationary	1,662.86
2	Fuel***	20,731.79
3	Telephone	5730.00
	Total	28,108.65

Please Note: The difference between income and expenditure, Birr 27,497.86 is payable on availability of funds. This is because the VSO grant has not been utilized and is still to be accounted for.

*** Fund secured from VSO for project implementation**

**** This contribution in kind is same as the expenditure**

*****This does not include maintenance, lubricant and spare parts for vehicle used.**