

ABIDE



Alliance for Brain-Gain
and Innovative Development

2011 ANNUAL Report February 2012

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Alliance For Brain-Gain and Innovative Development (ABIDE) 2011 Annual Report, Presented at Annual General Assembly 18 February 2011 at Higher Education Strategy Center (HESC)

Introduction

This Annual Report covers the period 1 January 2011 to 31 December 2011. The report is based on the work-plan and budget approved by the General Assembly (GA) at its 16th February 2011 meeting.

ABIDE's Strategic Planning Document envisages the full mobilization and utilization of Diaspora's technical and intellectual resources to contribute to the country's capacity building towards economic and socio-cultural transformation of the Ethiopian people. To this effect, since its establishment in January 2006, the organization has continued to strengthen its partnership and network with institutions in the country and Ethiopian professionals in the Diaspora. By so doing, ABIDE is emerging as a bridge linking professionals and institutions in the country with willing and committed professionals in the Diaspora for institutionalized and incremental channeling of technical and professional resources into the country through synergistic and win-win partnership.

In 2011, ABIDE, continued to strengthen partnerships with key Sectoral Ministries, leading Institutions of Higher Learning and with related stakeholders. It has established and maintained contacts with professionals in the Diaspora who are willing to contribute to the country's development. Through these efforts, ABIDE is gaining recognition by institutions in the country, and professionals in the Diaspora as a promising and timely organization that can link and foster increased participation of professionals and friends of Ethiopia in the Diaspora for optimal *brain-gain*. This could be greatly enhanced by streamlining related policies, strategies and processes in the country.

The reporting period is again characterized with a number of challenges that include, inability to strengthen ABIDE's institutional capacity and to implement activities planned for the year also ABIDE's office still being in the AAU Akaki campus has continued to restrict the smooth running of the office and productive interactions with partners.

Most importantly however the two key challenges remain

- a) Lack of funds for core activities and for staffing has been a major constraint paralyzing all possible actions. This could be a reflection of the global economic crisis blocking the flow of financial assistance especially affecting small and new NGOs like ABIDE.
- b) Overall operating environment unsupportive and often discouraging,

Appreciating the above problems ABIDE's 2010 AGM while encouraging ABIDE to strive under the difficult circumstances and it has also emphasized that ABIDE should pay specific attention to mobilizing funds since implementation of the 2011 planned activities is dependent on availability of financial and other resources.

During 2011 period the activities primarily focused on resource mobilization and in continuing with establishing and strengthening networks and partnerships with key stakeholders.

Following are activity by activity account of implementation for the year

Activity One - Strengthening ABIDE's Operational Capacity

I Promoting ABIDE

The Planned activities for the year included

- a) Development of a Communication Strategy and aggressively focusing on promoting itself and the work it is involved in using various means.
- b) Active use of its Website to promote and popularize ABIDE among public institutions in the country, with donors, stakeholders and the Diaspora in and out of the country.
- c) Use of posters, banners, bill board, brochures, news papers and other popular and widely circulating communication material promoting ABIDE as the only local NGO engaged in mobilization and engagement of knowledge Diaspora for the .

Achievements

Due to limited funds, the planned activities did not take place as stated but modified to be more labour intensive than extra cost incurring. In this regard the following have been under taken in the course of the year. The outcome and process is shown as follows:

1. Ministry of Foreign Affairs:

ABIDE was invited by the Ministry of Foreign Affairs to participate at a Diaspora meeting organized by the Ministry. The aim of the meeting was to help the Diaspora in establishing an organization that would be registered under the Charities and Societies Agency. After a series of consultative meetings to review the bylaws and on the various aspects of the association, bylaws have been produced and adopted and submitted to the Agency for approval. The newly created body has nine elected Executive Board members of which ABIDE is one of them.

2. Addis Abeba University:

- Curtsey call: ABIDE's Board Chairman, Prof Zinabu Gebremariam, the new VSO volunteer Ato Endashaw Temesgen and Dr. Tewabech Bishaw and paid curtsy call to the new AAU President. During the meeting among others the most critical issue discussed was the possibility of securing office space in Addis Abeba within one of the AAU premises. This has been noted for consideration.
- The project initiated with the AAU in 2008 is still ongoing. We are struggling to get it off the ground. In 2011 three meetings were

held with the newly appointed staff. The recent cancellation of the AAU anticipated fund from SIDA for the proposed activity has stalled progress.. However both the Department Head, the Vice president and the President of the University have expressed their interest to continue to work with ABIDE in this important area.

3. VSO-E, CUSO-VSO, AHEAD and ABIDE Collaboration.

ABIDE was asked to prepare a draft concept paper to pursue on the collaboration. This was done and distributed among the parties which are big discussed through teleconference fortnightly to be finalized in the next month.

4. Knowledge Exchange Conference:

A two day international Knowledge Exchange Conference was organized by University of the South, in London, Globlics and Department of Business and Economics, Aalborg University, Fibigerstraede 4, room 39,DK- 9220 Aalborg Oe, DENMARK. The main purpose of the conference was to deliberate on how to strengthen the capacity of Diaspora professionals to improve their own performance and to contribute to national capacity building. The meeting was held from 16-20 September. ABIDE gave a key note address which was well received by the organizers and participants. There were over 200 hundred professionals mostly Ethiopian Diaspora professionals among whom were over 50 PhD holders. The decision made at the end of the congress was to continue organizing such meetings to strengthen knowledge exchange including engagement of Diaspora professionals in institutions in the country. Round trip air ticket and hotel expenses was fully covered by the sponsors and organizers. However cost of visa, birr 2004 which was supposed to be covered by the organizers ended up being covered by me. In this meeting a radio interview was also conducted by the London Ethiopian Embassy which was aired in local media.

5. National MOH Diaspora Committee :

The Federal Ministry of Health has established a Diaspora committee following a consultative meeting with different institutions in the Health Sector and Diaspora professionals currently working in the sector. The committee is Chaired by Dr. Tedla Woldeghiorgis, the Ministry's Senior Advisor in the FMOH. ABIDE has been selected to be a member of the National MOH Diaspora Committee.

The Committee was established on

6. US Embassy:

ABIDE has initiated contact with the US Embassy in Ethiopia to explore possible areas for collaboration and support. Work is in progress.

7. Contact with the International Institute of Education:

ABIDE also met with the country Director of IOM to discuss possible future collaboration. ABIDE's plan to organize a roundtable discussion was discussed and the IOM Director committed on IOM's support to and participation in the consultation. A brief concept note will be prepared and shared with the IOM Director.

8. Participation in International Voluntary Organization Committee

ABIDE was invited by the Organizing Committee and by VSO to share its experiences in partnership building for Diaspora engagement. This was based on the pivotal role ABIDE played in building collaboration among VSO-E, CUSO- VSO, AHEAD and ABIDE during the Pilot implementation of Diaspora Volunteers. This pilot project has led to VSO Ethiopia to include Diaspora volunteers in its international volunteering program. Its experience has also led to a four party formal partnership in working together on Diaspora engagement. The experience was much appreciated by participants and some countries have committed to follow a similar process. The cost of the travel and accommodation was covered by the organizers. While cost for incidental expenses was covered by the Managing Director.

9. Advocacy Regional Sectoral Ethiopian Public Health Association:

- The Managing Director in her capacity as member of the WHO/AFRO Human Resources for Health Committee, promoted the African Diaspora in the Health Sector as a major regional concern at the meeting that was held in Pretoria South Africa from ----to ---. The advocacy has led to bringing out a strong recommendation on brain gain and brain circulation in the Continent.
- During the 22nd Annual Conference of the Ethiopian Public Health Association, ABIDE was one of the panelists that addressed the role of the Diaspora in alleviating the human resource constraint in this sector.

10. National Diaspora Policy

ABIDE was invited to participate in a meeting organized by the Ministry of Foreign Affairs onwhere the draft Diaspora policy was presented and discussed. ABIDE has made useful contributions and as a follow-up has been requested by the MOFA to submit written comments and inputs. Work is in progress to collect inputs from members, compile and formally submit comments to the Ministry to be incorporated in the draft for finalization.

II Staffing

Planned Activities

- a) Task sharing with partner organizations will be a strategy that will be emphasized during the year.
- b) It is also expected to have at least one VSO volunteer during the year with VSO Ethiopia covering living expenses and other administrative costs related to their maintenance and up-keep while in the country.

Acheivement

❖ VSO Project Manager:

As planned a has been secured for ABIDE under the sponsorship of VSO Canada. Ato Endeshaw Temesgen, a Canadian-Ethiopian Diaspora Volunteer joined ABIDE for a period of two years as of 11 September 2011. Ato Endahsaw has been given the standard orientation by the VSO Ethiopia and task agreement was developed a d signed between ABIDE the Volunteer and VSO Ethiopia. Regular performance report is provided by ABIDE as per the agreement. Ato Endashaw stays in Addis but commutes to Kaliti curtsy AAU transport services that provides pick up and drop off on a daily basis. Securing office space in Addis Abeba is ever more critical as this would contribute to the effective engagement and performance of the volunteer.

- ❖ The Managing Director will continue to carry out required duties on a voluntary basis until funding is made available. Support from Board members, Founding members and others as needed will also be available on a voluntary basis.

III Equipping and Furnishing the Office

This has not been achieved due to lack of funds.

IV Operating cost

ABIDE's had envisaged to organize a major fundraising event to secure funds to cover operation expenses. However the general funding environment has not been encouraging .Expected grant from AHEAD as well as from other sources did not materialize because of the overall financial crisis and donor fatigue. Hence the source of funds for the year was from membership contribution and managing Director and family contribution.

2009 Annual General Meeting

- ABIDE's 2009 Annual General Meeting (AGM) was held on 13th February where the 2009 annual activity and audit reports and the 2010 planned activities and budget were reviewed and endorsed.
- At the AGM Ato Tsegaye Bekele was introduced as the new Board Member replacing Ato Yohannes Abebe. This was a great addition to the Board as Ato Tsegaye has a law back ground which was a useful addition to the competencies in the Board.
- At the AGM the three Diaspora volunteers who came to serve with the AAU Medical Faculty , Medical Education Unit, with HAPSCO and ABIDE respectively were introduced and gave u8seful inputs at the meeting.

a) Submitting General Assembly Report to the Societies and Charities Agency

- The minutes of the General Assembly including the 2009 Annual and Audit report of and the 2010 Annual work plan and proposed budget was submitted on time to the Societies and Charities Agency.
- Also submitted to the Agency were the detailed particulars of Ato Tsegaye Bekele as the new member of the Board endorsed by the AGM.
- Both reports were fully accepted by the Agency.

Board Meeting

During the year the Board adopted electronic communication and exchange. Following the first Board meeting, two progress report and plans was submmitted to the members of the Board for discussion and approval.

c) Promoting and Strengthening ABIDE:

- During the re-registration process in November 2009, the organization had seized the opportunity to change its name from Hibret Le'Limat Ma'ekel (HLM) to Alliance For Brain Gain and Innovative Development (ABIDE) this was primarily to reflect the organization's core business in its name for clarity and ease of understanding. As result there was need to introduce the new brand name to public, key stakeholders, partners and the Diaspora community. Efforts were made in this regard and the new name ABIDE was disseminated through news paper articles, brochures and posters using every opportunity and platform that was available which helped to familiarize the new brand name among the various groups.
- The Board has identified and nominated Ms Woubalem Taye as a new Board member to replace the outgoing member, Dr. Medhin Zewdu. There is one more opening in the Board that need to be filled as soon as possible.

d) Staffing

Deployment of Staff: No staff was recruited and deployed during the year due to lack of funds.

While having both technical and support staff in the organization is critical for its efficient performance, so far the Managing Director (MD) has remained the only person engaged full time as volunteer. She undertook most of the tasks of the organization with support from some Board and founding members who volunteered their time. The MD carried out the day to day operations of the organization and continued networking and engaging in dialogue with Ethiopian professionals in the Diaspora as well as maintained the dialogue and partnership with key institutions and organizations in the country and outside related to Diaspora engagement.

Engaging Volunteers: Through arrangement and collaborations between VSO Canada, AHEAD, VSO-Ethiopia and ABIDE, a volunteer was placed in ABIDE for a period of two and a half months from mid January till end March. He primarily engaged in streamlining the database. This placement was a part of the VSO-E, VSO Canada AHEAD and ABIDE collaborative pilot project. The pilot project focused on engaging Diaspora volunteers within the regular VSO program. The implementation of the placement of these volunteers, which was successful, has opened the way to a four party collaborative partnership and also to expand the deployment of Diaspora volunteers as part of the regular VSO program in which ABIDE will play a part.

e) Office Equipment and Furniture

ABIDE has furnished its office through the kind support of Addis Abeba University Akaki Campus that provided essential used office furniture on loan. A direct telephone line has also been established through the AAU support. A direct telephone line is also provided, and the No. is **0114349420**. This has made it possible for ABIDE to have a functioning office located at B14-CA7 within the AAU Akaki Campus premises located 20 km from the Bole Airport circle. This arrangement, has freed ABIDE from paying

rent and utilities. A major challenge has however continued to be the increasing fuel price and the ever growing traffic jam on the Addis-Bishoftu road.

Contact has been made with a number of organizations for free donation of computers and laptops that will be needed when ABIDE deploys its VSO and other volunteers.

f) Day to Day Operations

On the basis of the approved work-plan, and with guidance and oversight from the Board, the day to day running of ABIDE has been maintained as follows:

- Since its move to Akaki office, due to the distance of the office from the city, the volunteer support that ABIDE used to get from its members have been severely constrained. As a result this year's volunteer participation from members has decreased. Also expenditure on fuel, telephone and stationary as well as other consumables were higher than the previous years.
- The Board has remained active. Three meetings were held, against the four planned for the year. As usual the Board provided the necessary guidance and support. On several occasions, the Board has used e-mails for information exchange and to share ideas and views. This arrangement has helped to maximize Board's input despite the challenges of internet connectivity.
- During the year resource mobilization was given high priority attention. Over twenty donors were contacted through letters jointly signed by the Chairman of the Board and the Managing Director. Also funding proposals were submitted to different potential donors. Please see page six for more information.
- New partnership building and strengthening the existing ones was among the planned activities actively pursued during the year. Please see page seven for details.

Activity Two: Communication, Networking and Mobilization including Resources Mobilization

The demand for qualified professionals has escalated as a result of the rapid expansion of various development programs in the country including institutions of higher learning in the public, private and NGO sectors. With such accelerated expansion, the country cannot afford to ignore professionals in the Diaspora as well as friends of Ethiopia who are keen to help. Also qualified professionals in the country who are not actively engaged in their respective area of profession and competence are seen important resources that could be meaningfully engaged and help in national capacity building. Many organizations and institutions in the country could greatly benefit from the rich pool of technical, intellectual, financial and other resources from the Diaspora and friends of Ethiopia. Many institutions in the country are mindful of the exorbitant cost implications of employing expatriate professionals and are keen to utilize the expertise of available professionals in the Diaspora and friends of Ethiopia to contribute to alleviating human resources shortage in the country.

Based on these ABIDE has forged ahead in promoting this important development concern to help in systematically engaging professionals in the Diaspora to effectively participate in national

capacity building. ABIDE plans to work more aggressively to establish and maintain stronger contacts and relationships with a wide range of development actors including the public at large, professional groups, development institutions, the academia, embassies, the donor community, regional and international organizations, Government, NGO the media, and the Diaspora community as well as friends of Ethiopia. ABIDE believes that this would help in creating a national movement to attract and optimally utilize Diaspora's intellectual, technical and related resources for building capacity and to help the country achieve the MDGs. It could also contribute to professional fulfillment and gratification for participating Diaspora professional.

Following are key tasks undertaken during the year under this activity.

a) Website Update

- ABIDE updated its website by changing the domain name and URL to www.abideethiopia.org . However the active and effective use of the website has remained low due to lack of resources to deploy someone for continued update of the site. Volunteer support is being sought to overcome this problem.

b) Resource mobilization

- Based on the World Bank announcement regarding call for proposal ABIDE responded to the call and submitted a proposal. Unfortunately, the proposal was not selected for funding. Through informal sources we were told that the funds this year were provided only to those NGOs with whom the Bank has ongoing partnerships.
- Another proposal was also submitted to an NGO that donates computers to small scale NGOs involved in grassroots development work. Request was made for four computers (two laptops and two desktops). The proposal passed the initial screening process but in the end ABIDE did not get the computers because of shortage of supplies and the increased demand. Here too priority was given to those with already established partnerships with the NGO.
- Over 20 letters jointly signed by the Board Chairman and the Managing Director were sent to selected potential donors. Follow-up calls were made to these organizations for joint meetings to explore possibilities for

collaboration. In this regard the Chairperson and MD met with the Director's ECA and CIDA. The discussions with these organizations were very positive, although no immediate concrete funding possibility was identified. In addition, the MD visited FAO and UNICEF Representatives and again in principle both supported ABIDE's aims; but no indication for immediate funding. However ABIDE was encouraged to keep in touch in the event that opportunities may arise in the future linked to their ongoing activities.

- ABIDE also submitted a proposal to IOM to compete for on undertaking a study on Diaspora policy impact assessment. ABIDE's submission was not selected instead the consultancy was given to AAU.
- Another proposal has been jointly developed by ABIDE and AHEAD. It will be submitted to IDRC for funding. AHEAD in Canada is following up on the submission. No decision has been communicated yet.
- A sponsorship application to participate in a Global Conference on Migration and Development in Mexico was accepted. However we did not participate due to program changes that conflicted with other prior commitments.

c) Networking and Partnership Building:

Partnership with VSO-E, VSO-C and AHEAD

- ABIDE contributed to various documents developed by VSO Ethiopia for its national programming. These include "Feasibility Study on Engaging National and Diaspora Volunteers" and "Needs Assessment and Strategic Planning Documents". Throughout the study and during partners meeting where the above documents were discussed, ABIDE actively participated and made significant contributions using its knowledge and experience on the subject. This was highly appreciated by partners.
- A three day partnership consultation involving VSO-E, VSO-C, AHEAD and ABIDE was held at the VSO Ethiopia office. At this meeting, along with the other partners ABIDE made a presentation on its organizational set up, activities, aims mission and vision. Also a Diaspora volunteer, Ato Solomon Belay, who worked with the AAU Medical Education Unit, shared his experiences that were highly appreciated by all parties. It is the positive contribution and experiences of these volunteers that contributed to the VSO decision to engage the Diaspora in their volunteer program.
- In the consultation, modalities for collaboration among the four parties i.e., AHEAD, ABIDE, VSO-Ethiopia and VSO- Canada were discussed in detail

and agreed upon. The MD and Dr. Tamerate Retta participated and made useful suggestions in the above consultations

- Following the above consultation an MoU was jointly developed and signed by the four parties in September 2010. The main focus of the collaboration is to enhance the engagement of National and Diaspora Volunteers within the VSO program.
- As a follow-up to the MoU, a workshop was organized in Toronto, Canada from 13 to 15 January, 2011 where, despite our effort, to send a high level delegate, the General Assembly Chairman, Ato Tsegaye Kassa, to represent ABIDE, unfortunately this did not materialize as visa was denied.

Participation at the presentation of Diaspora Policy Analysis Study

- The study (sponsored by the MOFA and IOM) was conducted by the AAU. Finding was presented to a wide range of stakeholders where ABIDE was also invited. Dr. Tamerate Retta and Ms. Mebrat Woldetensae represented ABIDE at the meeting.
- Main highlights of the presentation included issues related to remittances, investment and knowledge transfer.
- Remittances were found to be of paramount importance for national development, especially in terms of its contribution towards the availability of foreign currency in the country- a much needed input to the country's economy.
- Investment has also been encouraged through various regulations and policies that continue to attract more Diaspora investors in the country.
- In regards to knowledge transfer and capacity building, it was clear that not much has been done on this issue. There is not much attention given yet in terms of specific regulations and or policy support to enhance brain-gain.
- It was recommended that more study be conducted to clarify many of the issues that require special attention in making a difference to attract the Diaspora to contribute to national development through financial participation as well as in knowledge and technology transfer.

Initiated partnership with the Minister of Education

- The Managing Director had a meeting with His Excellency Ato Demeke, Minister of Education to discuss the possibilities for collaboration between ABIDE and the Ministry of Education in the engagement of Diaspora to strengthen the capacities of higher education institutions. The Minister was very positive and interested to work with ABIDE as an indigenous NGO working on Diaspora issues. He designated his officer working on

Diaspora, Ato Mitiku, to work with ABIDE on modalities for collaboration and present a proposal to the Minister for his consideration.

- The MD is working with Ato. Mitiku on a proposal.

Progress of collaboration between ABIDE and AAU

- The plan of action that was jointly developed between AAU and ABIDE in 2009 has been reactivated after the arrival of the new AAU Vice President, Dr. Hirut Gebremariam.
- Three consultative meetings were held between AAU and ABIDE with Dr. Hirut and Dr. Teshome Nekatibeb (Director for External Relations) representing the AAU and Ms Woubalem Taye and the MD representing ABIDE.
- Due to the reorganization of the AAU as a result of the BPR there is a renewed interest to engage in partnership with ABIDE for enhanced and sustained mobilization of Diaspora Academicians and Researchers to assist the AAU's accelerated post graduate programs. A special unit has been established for Alumni and Diaspora mobilization.
- A joint AAU–ABIDE Committee is established under the External Relations. The committee is composed of officers assigned to work on different aspects of Diaspora and Alumni matters. Ms Woubalem Taye and the MD continue to represent ABIDE in the joint committee. The Committee, chaired by ABIDE meets every two weeks.
- The work of the committee will produce concrete actions that would result in developing an AAU-wide policy towards mobilizing and engaging Diaspora academicians and researchers. It will further be used for advocacy in attracting the Diaspora and friends of Ethiopia for sustainable partnership.

Collaboration with Ethiopian Academy of Sciences (EAS)

- Informal discussion has been initiated with the EAS where ABIDE will take an active part in the organization and conduct of the “First EAS National Congress” planned to be held in December 2011. ABIDE will be responsible for and facilitate a session that will discuss on the role of Diaspora scientists and researchers in the country's capacity building in science.
- The above is a result of discussions which took place online and via email among Ethiopian universities, ABIDE, EAS and Ethiopian Scientists and Academicians Network (ESAN).

Signing of Memorandum of Understanding

During the year, ABIDE has finalized the signing of Memorandum of Understanding (MoU) with the following institutions and organizations. However follow-up activities has not taken off due to resource limitations.

- **St. Mary's University College:** A follow-up meeting was held with University President, Prof. Wondwossen Tamerat to discuss the way forward towards realizing the objectives of the MoU.
- **People To People :** a USA based Diaspora organization focusing on medical care. Prof. Enawgaw Mehari the Founder and President of P2P signed the MoU with ABIDE. Based on this MoU ABIDE partnered with P2P to organize a national workshop entitled "Enhancing Capacity of Women for National Development". ABIDE Chaired the local organizing Committee for the workshop. The Conference was officially opened by His Excellency Dr. Tedros Adhanom, Federal Minister of Health.
- **Gondar, Bahir Dar University:** Follow-up is being done to implement activities identified in the MoUs.
- **Jimma University:** Here too follow-up is being done to implement envisaged activities within the MoU.

Meeting with Diaspora Volunteers and Benefiting Institutions

- Three tripartite meetings each were held between the Diaspora Volunteers that include, Ato Solomon Belay and Ms Bethlehem Kebede and the AAU Medical Education Unit and HAPSCO management respectively to discuss assignment, progress of work and outcome. The process was a learning exercise for ABIDE as this were the first group of volunteers whose placement was facilitated by ABIDE.
- All the three volunteers satisfactorily completed their tasks and left to their respective place of residence 30 April and 31 July 2010 respectively.
- Both parties were happy with the arrangements and performances and the benefit this has offered.

Engagement of Friend of Ethiopia

- Based on a gap identified during a visit to Mekelle University (MU), Prof. Mathew Nindi, a Zimbabwean Analytical Chemist from UNISA in South Africa was contacted for support. The Professor volunteered to combine his trip to UNISA in Ethiopia that also include a visit to MU. The cost of international and local travels was covered as part of Prof. Nindi's activity within UNISA that also covered MU.

Contact with Ethiopian Professionals and organizations in the Diaspora

- ABIDE has maintained its contact with, Ethiopian Scientists and Academicians in Network (ESAN), Ethiopian Physicist Society in North America (EPA-NA), Ethiopian Tree Fund Foundation (ETFF), Ethiopian North American Health Professionals Association (ENAHPA) and People to People (P2P).
- In addition ABIDE has also initiated contact with Ethiopian Professionals in Huston (EPH), a newly organized association of Ethiopian professionals.
- Opportunities have been maximized to establish and maintain contacts with individual professionals in the Ethiopian Diaspora and with friends of Ethiopia to widen and strengthen contacts and networks.

Activity Three: Development and Maintenance of Database

This activity is only partially implemented due to inadequate resource to get the work done. Existing database was up-dated by a volunteer from Canada who was placed with ABIDE for a period of two and a half months. More work needs to be done in this area to have up-to-date source of information on the pool of Diaspora professionals that is readily accessible.

Also database on skill gaps by institution has not been done yet. Work is in progress with the AAU to develop and maintain this information.

Both these information when ready will be posted on ABIDE website to be accessed both by Diaspora professionals as well as by benefiting institutions.

Activity Four: Human Resource needs and skill Gap Analysis

Extent of achievement under this activity has been limited due to staff shortage and resource limitations. However through the ABIDE AAU collaboration work has been initiated to assess human resource needs of the AAU to serve as basis for Diaspora mobilization and engagement. Progress of this activity has also been too slow.

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

This activity has not been implemented due to lack of funds.

Please see ABIDE's 2010 Annual Income and Expenditure Summary table below.

ABIDE 2010 Annual Income and Expenditure Summary Table

A) 2010 Approved Annual Budget		
NO.	DESIGNATION	AMOUNT (Birr)
	2010 Approved Annual Budget	Birr 902,550.00

B) RESOURCE MOBILIZED DURING THE YEAR			
NO.	INPCOME TYPE	DONOR	AMOUNT (Birr)
1	CASH	MEMBERSHIP CONTRIBUTION	BIRR 1,000.00
	TOTAL CASH CONTRIBUTION		BIRR 1,000.00
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 2.5m	Birr12,500.00
	TOTAL VOLUNTARY CONTRIBUTION		BIRR 311,500.00
3	DONATION	1. ONE REEM PAPER	80.00
	TOTAL IN KIND CONTRIBUTION		BIRR 311,580.00
	GRAND TOTAL INCOME	CASH+IN KIND+DONATION	BIRR 312,580.00

C) 2010 ACTUAL ANNUAL EXPENDITURE

NO.	EXPENSE ITEM	AMOUNT (Birr)
1	Printing and Stationary.	1,715.50
2	Photocopy and Binding	1,455.60
3	Fuel	12,633.00*
4	Telephone	5,673.73
	Mobile	4,315.00
	Internet	1,358.73
5	Bank Charge	16.15
6	Postal Service and Rent	93.40
7	Miscellaneous Expenses	543.45
	Total	22,130.83

Please Note: The difference between income and expenditure, Birr 21,130.83 is payable on availability of funds

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