

*Diaspora Engagement in Development:
An Analysis of the Engagement of the Kenyan
Diaspora in Germany and the Potentials for
Cooperation
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Table of Contents

List of Figures	3
List of Tables.....	3
Acknowledgements	3
1. Introduction.....	4
2. Methodology	6
3. Characteristics of the Kenyan Diaspora in Germany	10
3.1 Emigration from Kenya	10
3.2 Kenyans in Germany	12
3.3 Geographical Profile	18
3.4 Subjective View of the Kenyan Diaspora.....	19
4. Kenyan Diaspora Organisations and their Engagement in Development	20
4.1 Structuring the Kenyan Diaspora in Germany.....	22
4.2 Engaging in Development: Different activities and the factors that influence them	25
5. Policy influence on Kenyan Diaspora Activities	29
5.1 German Policies on Kenyan Diaspora Engagement	30
5.2 Kenyan Policies towards the Diaspora	32
6. Key Challenges and Avenues for Cooperation	34
6.1 Key challenges	34
6.2 Avenues for cooperation	36
7. Conclusion	39
8. Bibliography.....	42
Annex 1: Mapping of the Kenyan Diaspora Organisations	45
Annex 2: List of Interviews	52
Annex 3a: Interview Guide: Kenyan Diaspora Organisations.....	53
Annex 3b: Interview Guide for the Kenyan Embassy in Berlin.....	57
Annex 3c: Interview Guide for the German run Development Organisations	59

List of Figures

Figure 1 Origin Countries of Kenyan Migrants in Germany, 2009	12
Figure 2 Kenyan Migrants Stocks in Germany, 1967-2013	13
Figure 3 Kenya Migrant Inflows by Gender and Outflows, 1964-2012.....	14
Figure 4 Kenyan Citizens in Germany by Age and Gender, 2013.....	14
Figure 5 Temporary Permits Issued by Purpose of Stay, 2013	15
Figure 6 Kenyan Migrant Stock in Germany by Marital Status, 2013	16
Figure 7 Family Reunification Requests from Kenya (by category), 2012-2013	16
Figure 8 Education Levels of Kenyans in Selected OECD Countries, 2000.....	17
Figure 9 Distribution of Kenyans in Germany by State (Länder), 2013.....	18
Figure 10 Distribution of Kenyan Population in Germany by State (Länder), 2013	19
Figure 11 Key challenges Faced by Kenyan Diaspora Organisations in Germany	34
Figure 12 Avenues for Cooperation with GIZ	36

List of Tables

Table 1 Breakdown of types of diaspora organisations.....	6
Table 2 Geographic distribution of Interviewed Diaspora Organisations.....	7
Table 3 Distribution of Respondents by Gender, Purpose of Stay, and Year of Arrival in Germany	8
Table 4 Top 10 Destination Countries for Kenyan Emigrants by Percentage, 2009	11
Table 5 Diaspora Organisations.....	21
Table 6 Key Developments in the Evolution of Kenya’s Diaspora Policy	32

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1. Introduction

Germany is ranked as the seventh largest destination country for Kenyan migrants, with the largest populations of Kenyans abroad residing in neighbouring countries in Africa – Tanzania and Uganda – and other Anglophone countries – the United Kingdom, United States, and Canada (World Bank, 2011). While the exact size and composition is unknown, estimations conducted by a Kenyan diaspora firm, based on the 2005 and 2010 German population censuses, revealed that the Kenyan community in Germany likely exceeded 14,000 individuals, making it the seventh largest African community in the country. This population is comprised primarily of individuals who were born in Kenya and reside in Germany as migrants (approximately 9,900 people), but also includes a considerable share of individuals (3,300 people) who were born in Kenya and have since acquired German nationality (Mkenya Ujerumani, 2013).

These estimates suggest that the Kenyan community has the potential to organise considerable economic and social capital. However, this assumes that Kenyans have the desire and capacity to mobilise and promote development in Kenya or among community members in Germany, through sending remittances, investing in businesses and development projects, or gaining specialised skills. Within the migration-development literature, Bakewell (2009) argues that migrants, particularly from lower income countries, cannot be summarily given the responsibility and title of development agents, thereby obscuring migrants' interests as well as the responsibilities of governments and aid agencies. Further, de Haas (2012) maintains that in addition to the development potential and desire of emigrants and their remittances, certain economic and political structures must be in place within sending and receiving countries for emigrant activities to contribute to broader development. Understanding how migrants self-organise, and the types of challenges they face, is thus key to efforts to support diaspora engagement for development. However, while common issues may face diasporas seeking to engage in development, they are not, however, a homogenous entity. This makes it important to understand the particularities both within and between diaspora groups.

Hence, this study seeks to understand *how Kenyans in Germany organise themselves into self-identified 'diaspora organisations'* and *how do they engage with social, economic, and political life in Kenya and/or Germany?* In exploring these broad questions, sub-questions explored here are:

1. What are the demographic and socio-economic characteristics of Kenyans in Germany?
2. What are the networks and institutions that structure the Kenyan diaspora, and how do they interact with each other and the Kenyan and German governments?

3. What are the different social, cultural, economic, and political activities that diaspora organisations undertake; how do they relate to organisations' overall objectives; and what factors influence the type of initiatives that different organisations pursue?
4. What are the key challenges faced by these organisations, what are their future aspirations, and where are the potentials for collaboration?

This study adopts a broad definition of the term 'diaspora'. This is based on Sheffer (1986), who defines diaspora as 'groups of migrant origins residing and acting in host countries but maintaining strong sentimental and material links with their countries of origin – their homelands'. The definition includes Kenyan migrants and descendents of Kenyan migrants in Germany who have a strong orientation towards Kenya and engage in formal and informal activities that celebrate their collective identities. Thus, the diaspora is not defined by citizenship, place of birth, ethnicity, or time spent abroad, but it is rather about self-identifying as being Kenyan and belonging to the Kenyan diaspora. Throughout this research, the authors found that respondents self-identified as members of the diaspora and many described their organisations as diaspora organisations. Further, the Kenyan embassy in Berlin recognised many of the organisations included in this study as diaspora organisations.

This study contributes to both the diaspora literature and the wider migration-development literature by showing that the majority of active Kenyan diaspora organisations in Germany are contributing to socio-economic development in Kenya, largely through educational initiatives, but also through projects related to healthcare, care for orphaned children, and employment, to name a few. Moreover, many of these same and other diaspora organisations run initiatives that promote the wellbeing of Kenyans living in Germany and more generally contribute to the economic and socio-cultural fabrics of their communities and states. In this way, it provides evidence of development initiatives targetting sending *and* receiving countries. Further, we found no evidence of diaspora organisations distinguishing their membership by gender, ethnic background, religion or some other identity marker; by contrast, we found organisations with inclusive membership policies and seeking to unite all Kenyans in Germany. Thus, the authors found no evidence of conflict fault lines within the diaspora in Germany. Additionally, this study captures the full lifecycle of diaspora organisations and fills a gap within the literature on the birth and death of diaspora organisations.

The remainder of the paper is structured as follows: Section 2 provides an overview of the methodological approach used in this study. Section 3 uses data from Kenyan, German and international sources in order to establish a clearer picture of the Kenyan population in Germany. Section 4 details the different types of Kenyan diaspora organisations in Germany and their engagement activities within Germany and Kenya. Section 5 reviews the policy

environment in which engagement takes place, by presenting an account of Germany’s approach to diaspora engagement, the relationship between Germany and Kenya, and the evolution of Kenyan diaspora policy. Lastly, Section 6 examines the key challenges that diaspora organisations face and explores potentials for cooperation with governments and development institutions.

2. Methodology

To understand how Kenyan diaspora organisations organise themselves and engage in life in Kenya and Germany, this study divided its research activities into three phases: mapping, data collection, and data analysis. This section details each of these phases and identifies some insights that are gained from mapping Kenyan diaspora organisations. To the authors’ knowledge, there have been no previous attempts to map Kenyan diaspora organisations in Germany; hence the micro-level examination of such organisations in the country, combined with the analysis of macro-level migration data serves as a methodological contribution to the literature.

Organisational mapping

In this mapping phase, the researchers identified as many diaspora organisations as possible, along with information about their location, core mission, and membership, to name a few, using lists provided by German Development Cooperation, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, the Kenyan Embassy in Berlin, publicly available German charity and business registries, social media networks, and Kenyan respondents in Germany. Through this exercise, a typology of ‘diaspora organisations’ emerged: 1) active Kenyan-run¹ diaspora organisations, 2) active development organisations targeting Kenya and run by Germans² who hold an affinity for Kenya, 3) inactive Kenyan-run diaspora organisations, and 4) German-Kenyan businesses.

Table 1 Breakdown of types of diaspora organisations

Organisation type	Number of organisations
Active, Kenyan-run diaspora organisations	23
Active, German-run organisations working in Kenya (i.e. affinity organisations)	62
Inactive, Kenyan-run diaspora organisations	14
German-Kenyan businesses	1

¹ Born in Kenya or of Kenyan ancestry

² Not born in Kenyan and not of Kenyan ancestry

The authors made the decision to include ‘affinity’ organisations in the mapping phase, as affinity diasporas have become increasingly recognised in the literature and as they encountered a significant number through their research – more than twice the number of active Kenyan-run organisations. Aikins (2013) defines affinity diasporas as being comprised of former migrants who have returned to their origin countries or moved onward and have retained an affinity for the country in which they formerly spent time. Interestingly, the authors discovered that affinity organisations occasionally collaborate with Kenyan-run diaspora organisations and with Kenyans living in Germany. Inactive or decommissioned Kenyan-run diaspora organisations were included in the mapping phase, as a way to understand the scale of and reasons for closure in later phases of the research. One group the authors were unable to identify were non-registered, informal diaspora organisations, which they suspect may be more numerous than organisations who have formalised their status. The few informal organisations the authors made contact with declined to participate in the study. For the purposes of this report, the focus of examination is on active Kenyan-run diaspora organisations.

The authors ceased the mapping phase when, after asking respondents affiliated with different organisations across the country to identify other organisations, they received no new organisations and achieved saturation. The final list of 23 Kenyan-run diaspora organisations is highly diverse along the dimensions of location in Germany, year founded, and primary aims (see Table 2 and Annex 1). One may observe a slight concentration of organisations in larger, wealthier urban areas and in areas that are hubs for tertiary education.

Table 2 Geographic distribution of Interviewed Diaspora Organisations

Location (State/City)	Number of organisations
Bavaria	4
Utting	1
München	2
Dingolfing	1
Berlin	2
Hamburg	3
Hesse	4
Frankfurt am Main	2
Griesheim	1
Darmstadt	1
Lower Saxony	1
Lilienthal	1
North Rhine-Westphalia	1
Köln	1
Schleswig-Holstein	2
Kiel	1
Kaltenkirchen	1

Data collection and analysis

While the mapping exercise yielded 23 active Kenyan run organisations, 15 individuals representing 17 organisations (owing to double membership), agreed to participate in a semi-structured interview. Two leaders of German-run affinity organisations were also interviewed to understand how they began working in Kenya and what were their ties, if any, to the diaspora in Germany; as well as a representative from the Kenyan Embassy in Berlin working on diaspora affairs, to understand what policies might impact the organisation of members of the diaspora and to gain an additional perspective of diaspora activities in Germany. One further interview with a representative from GIZ was conducted to gain insight into how German policies may impact engagement. In total, there was roughly an even split between male and female respondents, and in the reasons Kenyan respondents came to Germany – primarily for education and/or marriage. Moreover, respondents’ year of arrival ranged from 1977 to 2009. When compared to the profile of the Kenyan community in Germany (Section 3), it is clear that there is an over-representation of migrants who came to Germany for education and males among those actively engaging in migrant associations in Germany.

Table 3 Distribution of Respondents by Gender, Purpose of Stay, and Year of Arrival in Germany

Gender	Purpose of Stay	Year of Arrival in Germany
Female	Marriage	1977
Female	Marriage	1986
Female	Marriage	1995
Female	Education and Marriage	1998
Female	Au Pair and Marriage	2005
Female	Education	2008
Female	Marriage	2009
Female	N/A	N/A
Female	N/A (spouse is Kenyan)	N/A
Male	Education	1991
Male	Education	1996
Male	Education and Marriage	1998
Male	Education	2003
Male	Education	2009
Male	N/A	N/A
Male	N/A (spouse is Kenyan)	N/A
Male	N/A	N/A

Data on diaspora organisations was collected principally from semi-structured interviews with the leaders of organisations, which were recorded and transcribed. The interviews were conducted using an interview guide, which can be found in Annex 3. The interviews were semi-structured to allow flexibility to explore specific issues of interest as they arose but were structured in five thematic areas:

- 1) Respondent Information: As way of an introduction and in order to gain insight into the migration history and relationship between the respondent and Kenya, the interview opened with questions aimed at collecting basic demographic information and well as subjective impressions of the composition of the Kenyan diaspora in Germany.
- 2) Basic Organisational Information: Respondents were asked for more information about their organisation such as its history, main mission, legal status and its engagement with any other similar organisations or actors.
- 3) Overview of the Organisational Structure: These questions addressed the formal structure of the organisation, including how many members it had, how the organisation was managed, and how it was funded.
- 4) Current Organisational Activities: These questions asked about the current activities of respondents' organisations, both in Germany and Kenya, and about cooperation with other stakeholders in Germany and/or Kenya (other diaspora organisations, NGOs, government authorities, etc.).
- 5) Future Plans: The questions in the final part of the interview asked the respondents about the future plans for the organisation, any challenges they faced, and what potentials they envisaged for cooperation with GIZ.

The authors also obtained organisational data from the social media pages and websites of organisations. Data on the Kenyan Diaspora in Germany was obtained from multiple sources to build as complete a picture as possible of the Kenyan population in Germany. From the Kenyan side, a previously unpublished PhD thesis on the migration and development linkages in Kenya using data from the 2009 Kenyan Population and Housing Census, provided insights into patterns of emigration from Kenya to Germany (Odipo, 2012). The authors also used data from the German Federal Statistics Office (Statistisches Bundesamt) and from the OECD and World Bank, where national data sources were unavailable.

To analyse the interview data, the researchers employed an inductive coding scheme and conducted a thematic analysis to identify both common and unique narratives of migrant experiences. To establish an understanding of the Kenyan population in Germany, the authors used a range of data sources to identify key socio-demographic characteristics (age, gender, education, employment status, marital status) as well as reason for migration (according permits) and their specific location in Germany. Limited data was available on education status

and no data was available on income levels. Nevertheless the data available enabled the researchers to establish a general picture of the Kenyan population in Germany.

Limitations

Throughout the course of the research, a limited number of challenges were encountered. First, it was not possible to include informal diaspora organisations in the research, i.e. smaller groups of Kenyans who have not organised themselves into registered organisations and who engage in small-scale development work, most likely with kin from their communities of origin. Reaching such organisations would have enabled the researchers to understand the more everyday practices of transnational support and assessed them alongside more formalised structures. Based on insights provided by Kenyan respondents, it is suspected that such informal practices significantly outweigh the more formalised, and most Kenyans in Germany engage in some sort of support provision.

The second main challenge was that a considerable number of the organisations identified through the mapping exercise had closed down and were not accessible for an interview. At least 15 of the organisations that the authors approached appeared to be no longer operating, which is a significant number when compared to the 15-17 interviewed for this report. This confirms what the academic and policy literature has found regarding the short lives of diaspora organisations, for instance, because of members returning to their countries of origin or moving onward to third countries or other reasons. Where possible, this report attempts to explore the reasons why diaspora organisations fail, while others do not. This task is made possible by the fact that the researchers identified two organisations that were in the process of decommissioning and asked them about their experiences.

3. Characteristics of the Kenyan Diaspora in Germany

While this study focuses exclusively on the Kenyan diaspora in Germany, it is of interest to briefly consider Kenyan emigration patterns more broadly.

3.1 Emigration from Kenya

Emigration from Kenya since the mid-20th century can be classified into four principal waves (ICMPD-IOM, 2012):

- **1950s –1960s:** In the post Second World War period, anti-colonial sentiments grew in Kenya resulting in the migration of a small number of Kenyans to the United Kingdom, the United States, Cuba, the former Soviet Union, and East Germany. The primary

motivation for these movements was to acquire skills not available in the country in the interest of its future development. This increased after independence in 1963.

- **1970s-1980s:** After independence, Kenya’s first president, Jomo Kenyatta, promoted migration for educational purposes by offering government funding to students taking courses benefiting the country’s development. Students went primarily to the United Kingdom and the United States; however, by the 1970s, students who had not received government funding, started moving to India to pursue their education. In the early 1980s (after the 1982 coup), much of the migration from Kenya became permanent.
- **1990s – 2000s:** During this time Kenyan emigration increased. In particular, highly skilled professionals such as doctors, lawyers, and lecturers left, in part as a response to politically motivated ethnic conflict at the time of the 1992 and 1997 general elections (Odipo, 2012). Outflows were not isolated to the highly skilled and movement within the African continent also increased during this time.
- **2000s to present:** Current migration from Kenya is mostly of the highly skilled or of students pursuing higher education.

The World Bank (2011) estimated that, in 2010, there were approximately 450,000 Kenyans abroad, representing one per cent of the Kenyan population. The top 10 destination countries for Kenyans in the same year were: the United Kingdom, Tanzania, the United States, Uganda, Canada, Australia, Germany, India, the Netherlands, and Switzerland (World Bank, 2011). The Kenyan 2009 Population and Housing Survey identifies a slightly different set of top destination countries (Table 4); however, this is based on migrants identified by households in a given time period and thus would not include those who moved prior to this date or reflect cases where entire households have left the country. Germany remains the seventh most popular destination country for Kenyans making Germany the second most popular destination country in the European Union after the United Kingdom.

Table 4 Top 10 Destination Countries for Kenyan Emigrants by Percentage, 2009

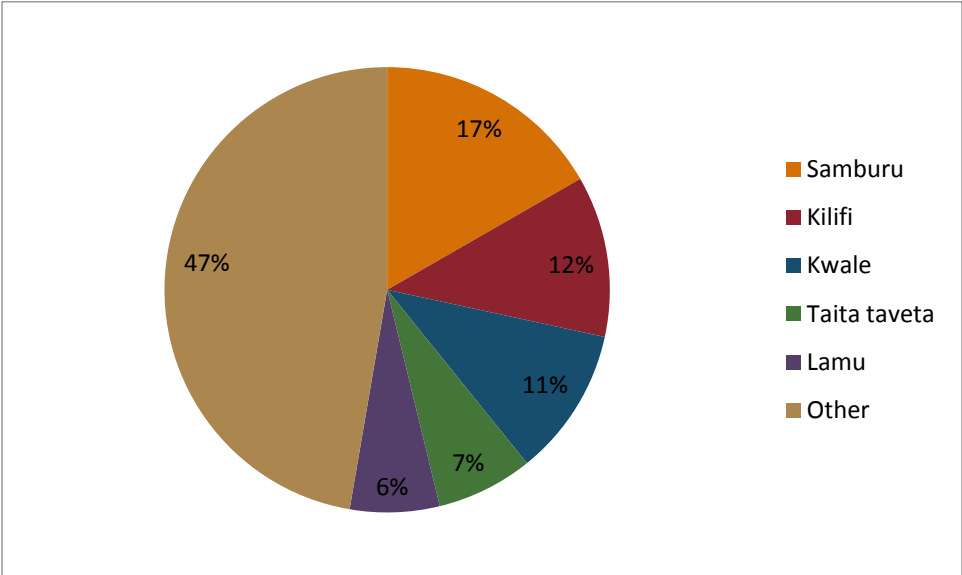
Country	Percentage
United States of America	29
Uganda	13
United Kingdom	8
Tanzania	7
South Sudan	5
South Africa	4
Germany	4
Canada	3
United Arab Emirates	2
Saudi Arabia	2
Other	23

Source: Kenya 2009 Population and Housing Survey in Odipo (2012)

The Kenyan 2009 Population and Housing Survey makes a distinction between the first country of destination and current country of residence, thus capturing cases of onward migration. While four percent of respondents report Germany as their first country of destination, only three percent currently reside in Germany (Odipo, 2012). When explored further, it becomes evident that for some Kenyans, Germany is the first stage in their migration journeys, with the United States being their final destination (Odipo, 2012).

Migrants from Kenya to Germany come from a variety of counties in Kenya but the most common are Samburu (Rift Valley) with just under 17 percent, Kilifi (Coast) with just under 12 percent, and Kwale (Coast) with just under 11 percent (see Figure 1).

Figure 1 Origin Countries of Kenyan Migrants in Germany, 2009



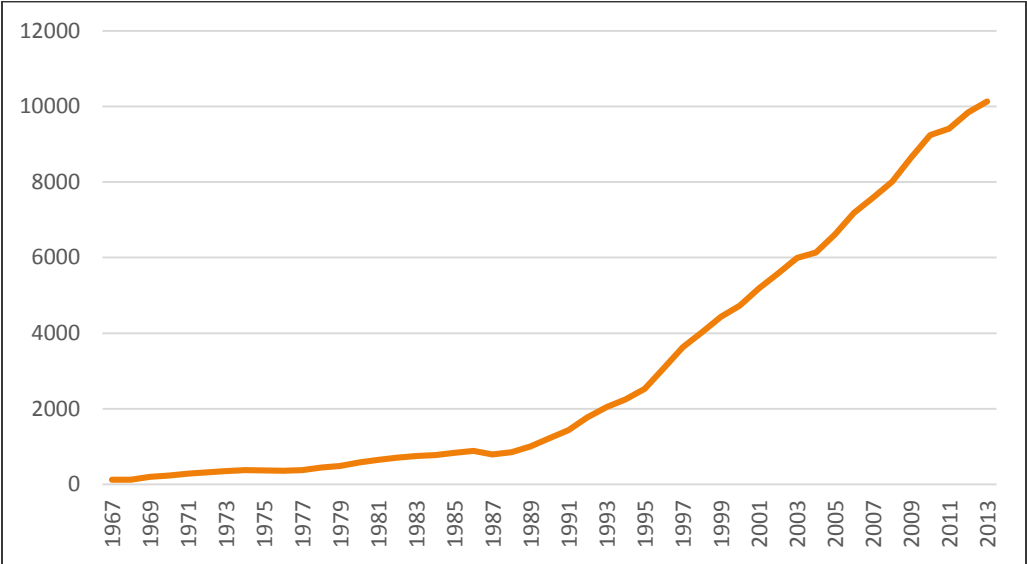
Source: Kenya 2009 Population and Housing Survey in Odipo (2012)

3.2 Kenyans in Germany

Different estimates have been offered as to the number of Kenyans in Germany. Estimates produced by a Kenyan diaspora firm based on the 2005 and 2010 German population censuses proposed that that Kenyan community in Germany likely exceeded 14,000 individuals. This population is comprised primarily of individuals who were born in Kenya (an estimated 9,845 people), but also includes a significant share of individuals (3,300 people) who were born in Kenya but have since acquired German nationality (Mkenya Ujerumani, 2013). Data from the Federal Statistics Office in Germany reveals that there are currently just over 10,000 Kenyans registered in Germany (Figure 2). What is clear from these data is that the stock of Kenyans in

Germany has been increasing steadily since the late 1960s. There are no significant increases at any particular point in time indicating that the primary motivation for migration to Germany is not necessarily a response to specific events as highlighted by the waves above.

Figure 2 Kenyan Migrants Stocks in Germany, 1967-2013



Source: Federal Statistics Office (Statistisches Bundesamt)

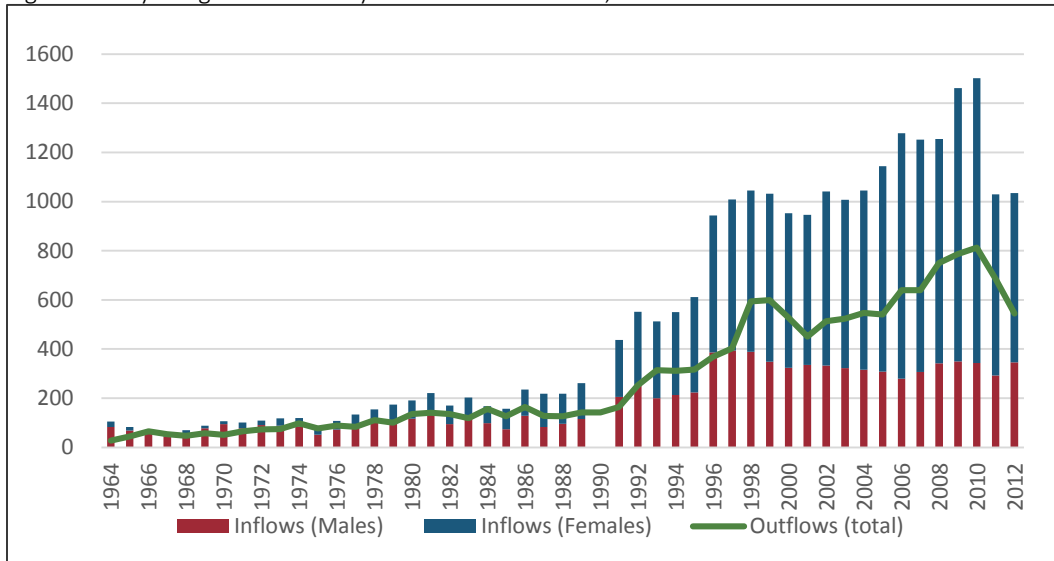
The gender composition of Kenyan migration flows to Germany has, however, changed over time. The majority of Kenyan migrants to Germany between 1964 and 1984 were male. From 1985, the proportion of female migrants exceeded 50 percent for the first time and has continued to rise, representing approximately 75 percent of annual flows between 2005 and 2011. As a result, in 2013, approximately 73 percent of the stock of Kenyan migrants in Germany was female. Figure 3 also shows the departure of Kenyans from Germany (whether to Kenya or to another destination such as the United States). From the 1960s to the mid-1980s, outflows were largely equal to inflows, with only a marginally positive net migration rate.³ Since the early 1990s the net migration rate has increased, contributing to the growing population of Kenyans in Germany.

In terms of the age distribution of Kenyan citizens in Germany (Figure 4), one sees that the majority are of working age (67.4 percent are between 20 and 39 years old). However, there is a growing number of children with Kenyan citizenship born in Germany. Of the 478 individuals born in Germany who hold Kenyan citizenship, 99.4 percent are under 20 years old. The

³ Net migration is calculated as total inflow minus total outflow. In Figure 2, the bars above the outflow line illustrate positive net migration.

percentage of male Kenyans under the age of 20 is 7.2 percent, compared to just three percent of females.

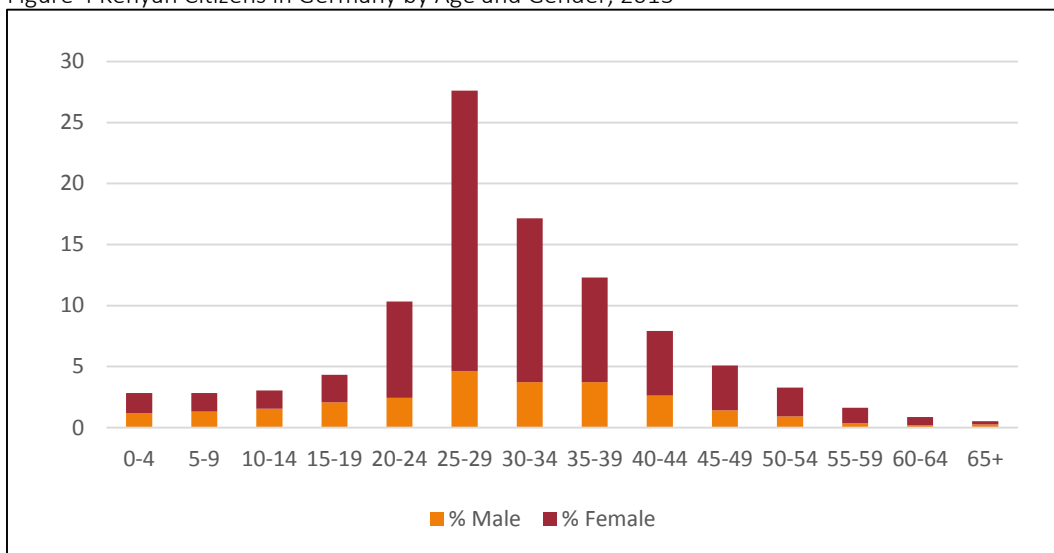
Figure 3 Kenya Migrant Inflows by Gender and Outflows, 1964-2012



Source: Federal Statistics Office (Statistisches Bundesamt)

Note: Data for 1990 is missing

Figure 4 Kenyan Citizens in Germany by Age and Gender, 2013



Source: Federal Statistics Office (Statistisches Bundesamt)

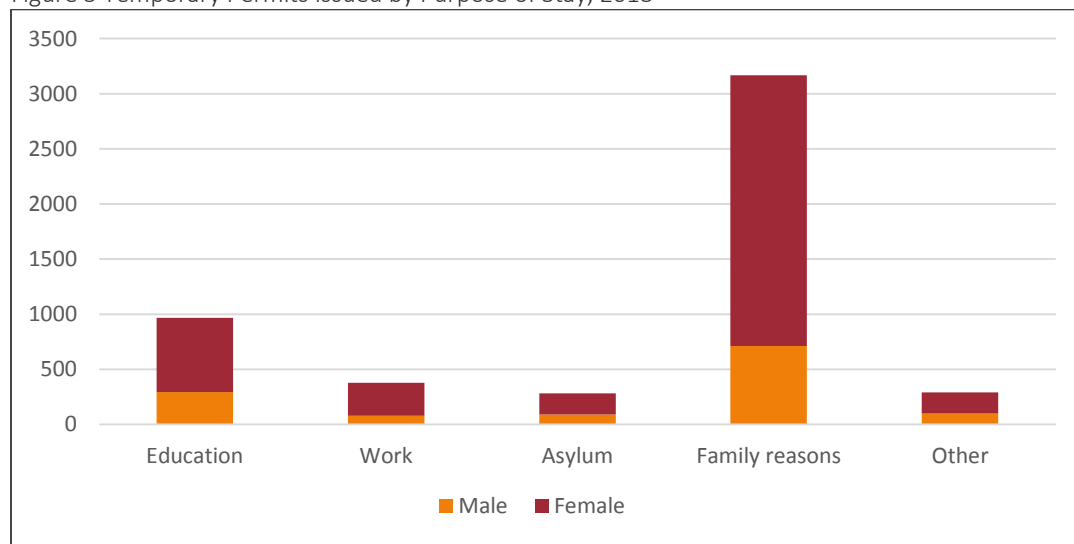
Note: Includes children born to a Kenyan parent born in Germany which represents five per cent of the stock.

The Federal Employment Agency provides data on unemployment by country of citizenship. It shows that in December 2014, 820 Kenyans in Germany were classified as being unemployed. At the same time, 1,646 Kenyans were classified as job-seekers. Of the unemployed Kenyans, 22 percent are male and 78 percent are female, which is in line with the gender distribution of

Kenyan youth in the country. The majority of the unemployed (82.2 percent) are between 25 and 50 years old. On the other hand, only 4.6 are between the ages of 15 and 25. Considering unemployment among immigrant youth is a well-covered topic in the media, it is of note that this number is much lower than the same percentage for German youth (8.1 percent) (Federal Employment Agency, 2015).

The majority (51 percent) of Kenyan citizens currently residing in Germany have temporary residence permits. However, just under a third (32 percent) has permanent residence status. Interestingly, a small proportion of Kenyan citizens in Germany hold a valid residence permit from another EU Member State (one percent). The remainder fall in to a number of other categories, such as stateless, in the application process and so forth. Of the temporary permits issued, over half (56 percent) were issued for family reasons (Figure 5). Almost one quarter (23 percent) of the temporary residence permits were issued for the purpose of pursuing education in Germany. The remaining permits were issued for work (seven percent), asylum (six percent) or other reasons (eight percent). Interestingly, around 30 percent of asylum and education permit holders are male compared to just 20 percent for work and family reasons.

Figure 5 Temporary Permits Issued by Purpose of Stay, 2013

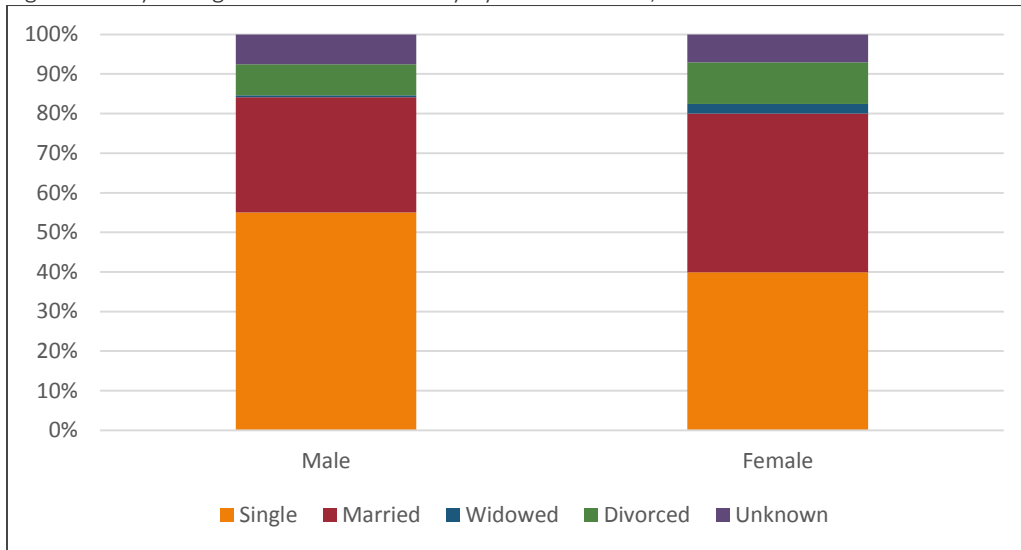


Source: Federal Statistics Office (Statistisches Bundesamt)

Information is also available on the marital status of the Kenyans residing in Germany (Figure 6). Males are more likely to be single (55 percent compared to 40 percent of females). While data on all permits by gender were not available, a closer examination of family migration from Kenya and Germany through an analysis of family reunification requests uncovers an interesting trend (Figure 7). Firstly, family reunification is more commonly found in cases where wives are moving to join either foreign or German husbands. What is also interesting is that the percentage of

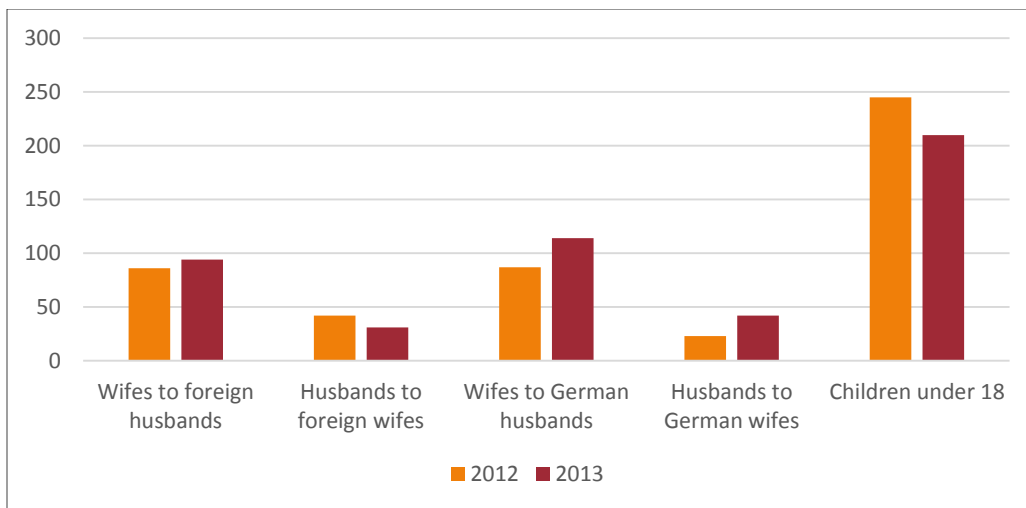
children among Kenyans coming to Germany for family reunification (41.4 percent) is twice the German average (20.8 percent) (BAMF, 2015), and represents the largest proportion of requests in 2012 and 2013. This might indicate that more Kenyans are deciding to settle in Germany, where in the past it has been considered more as a stepping stone with the United States or the United Kingdom being the final destination of choice.

Figure 6 Kenyan Migrant Stock in Germany by Marital Status, 2013



Source: Federal Statistics Office (Statistisches Bundesamt)

Figure 7 Family Reunification Requests from Kenya (by category), 2012-2013

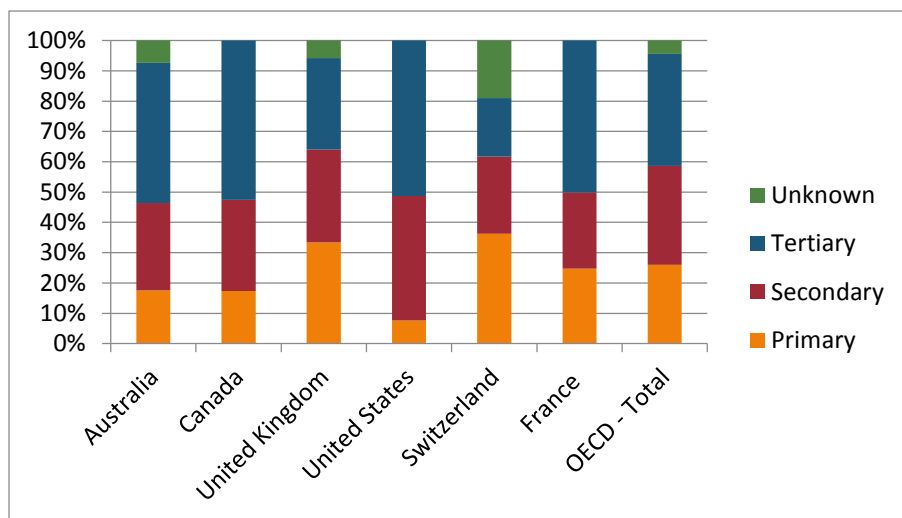


Source: BAMF, 2015

Regrettably, data on the disaggregated education levels of Kenyans in Germany are not available. However, it is possible to infer some trends. From an examination of data on education levels in other OECD countries, it is clear that education levels are quite high among Kenyans in OECD

countries, with the highest levels in 2000 found in the United States and the lowest in Switzerland. Education is also cited as one of the primary reasons for emigration among migrants from the five most common origin counties of Kenyans in Germany: Samburu (28.8 percent), Taita-Taveta (23 percent), Kilfili (16.3 percent), Kwale (14.4 percent) and Lamu (12.9 percent). As identified in Figure 5 approximately 1,000 permits currently issued to Kenyans in Germany are for education. Furthermore, in 2013, there were just over 650 Kenyan students enrolled in higher education courses in Germany.⁴ This was one of the factors motivating the Centre for International Migration and Development (CIM) – a joint operation of GIZ and the German Federal Employment Agency - to select Kenya as a priority country for its Program ‘Migration for Development’, given that students are of particular relevance to the ‘Returning Experts’ component of this programme (see Section 5 for more information).

Figure 8 Education Levels of Kenyans in Selected OECD Countries, 2000



Source: OECD Database of Immigrants in OECD Countries

Beyond the stock of Kenyan migrants in Germany, it is of importance to also consider the number of Kenyans who have become German citizens since, after naturalisation, they no longer appear in the migrant stock. Figures from the Federal Statistics Office show that, between 1981 and 2013, just under three thousand Kenyans were naturalised in Germany.⁵ The vast majority (94.2 percent) gained citizenship between 2000 and 2013. Just under 80 percent of those naturalised were female.

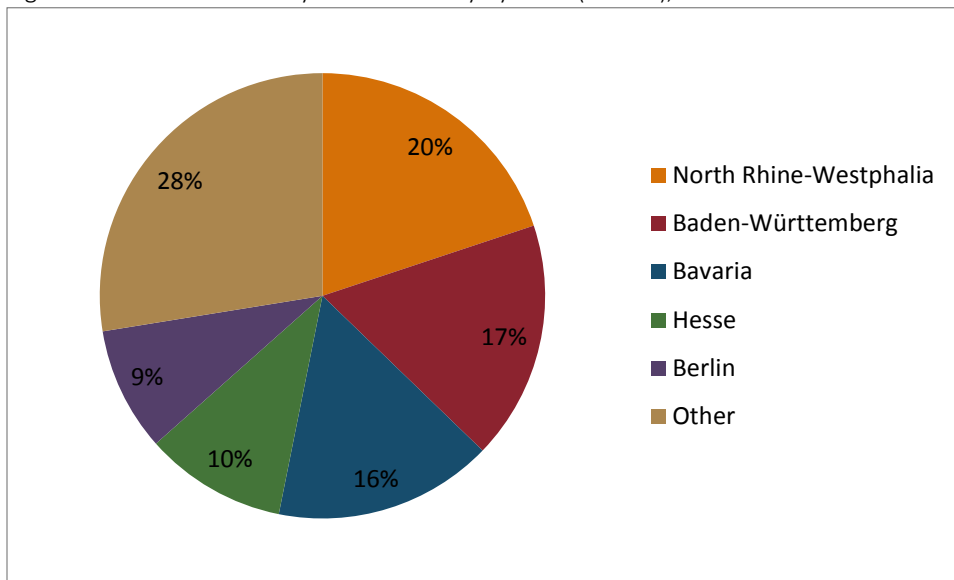
⁴ Source: Student Statistics Federal Statistical Office; DZHW computations

⁵ Data for the years 1998 and 1999 are missing.

3.3 Geographical Profile

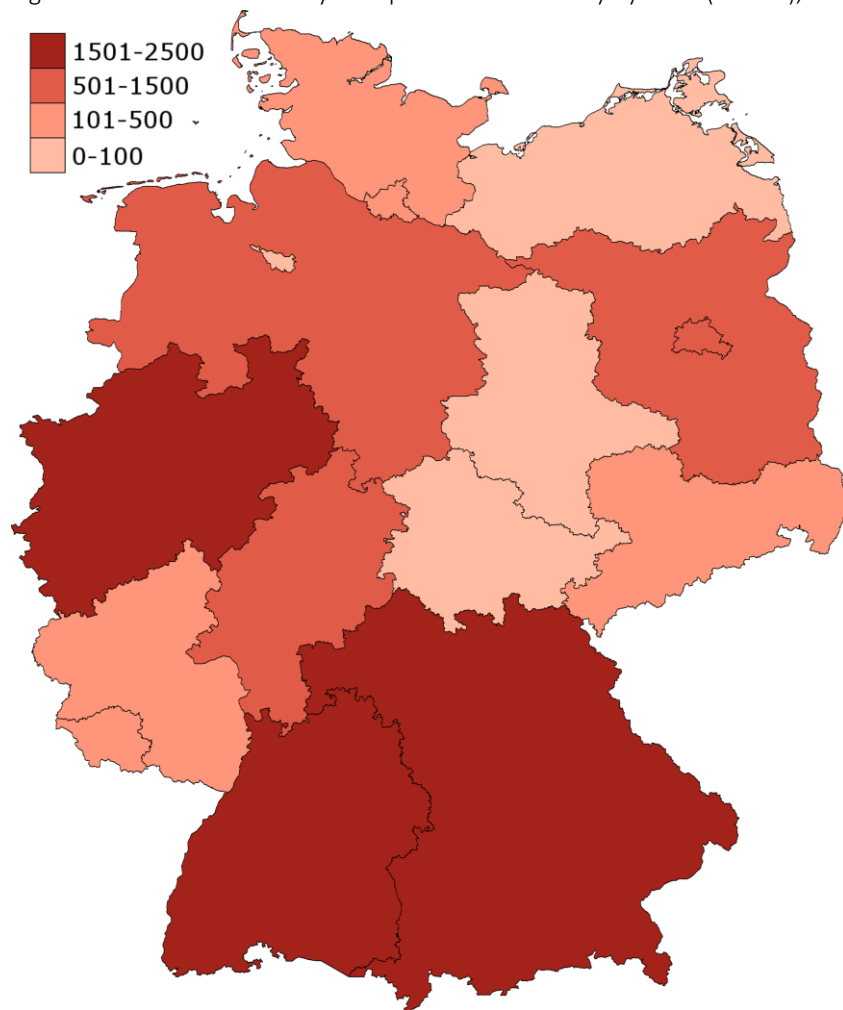
The largest number of Kenyans in Germany can be found in North Rhine-Westphalia (20 percent), Baden-Württemberg (17 percent), Bavaria (16 percent), Hesse (10 percent), and Berlin (nine percent) (see Figure 9). Kenyans can, however, be found in all German States and as such are fairly dispersed across the country (see Figure 10).

Figure 9 Distribution of Kenyans in Germany by State (Länder), 2013



Source: Federal Statistics Office (Statistisches Bundesamt)

Figure 10 Distribution of Kenyan Population in Germany by State (Länder), 2013



Source: Federal Statistics Office (Statistisches Bundesamt)

3.4 Subjective View of the Kenyan Diaspora

The picture of the Kenyan population in Germany provided by interview respondents provides interesting insights into the composition and structure of the community, and largely supports the findings above. Overall, the majority of respondents reported that they either did not know much about the community, or that it was dispersed across the country and not as well connected as the communities found in the United Kingdom or the United States of America. They may be the product of migration from across various regions of Kenya (from different tribes) to different parts of Germany. Differing reasons for migrating to Germany may also be a contributing factor. Thus the Kenyan population in Germany is highly heterogeneous. Education is seen as a major reason for migration to Germany, particularly because the costs are often lower than tuition fees in the United Kingdom or the United States of America. However, the challenges associated with integration in Germany are cited as a factor limiting more

engagement with diaspora organisations. Language is a major factor here. This is an interesting finding, particularly given the relationship between integration and development activities being highlighted in the literature (Bilgili, 2014; Dekker & Siegel, 2013).

4. Kenyan Diaspora Organisations and their Engagement in Development

Based on 15 interviews (representing 17 organisations) with Kenyan-run diaspora organisations, two interviews with German affinity-diaspora organisations, and data on 83 additional diaspora organisations produced by the mapping study, several patterns have emerged about the structure and activities of Kenyan diaspora organisations in Germany. For instance, this study finds that organisations that are structured more as platforms or social networks may have greater development potential and are more expansive in their membership and activities, although they have a more difficult time achieving long-term survival because they lack fundraising capacities and staff. Moreover, these organisations are engaging in the development of their communities in Kenya as well as Germany through cultural activities, with effects that extend beyond the Kenyan population in Germany to other African diaspora groups and to the German population. In this way, their development activities may be considered truly transnational. That being said, diaspora organisations structured as development organisations appear to be more effective in contributing to the development of communities in Kenya, given that their structures and activities are designed specifically for development work. Table 5 provides an overview of the different categories of organisation.

This section discusses these and other insights identified about diaspora organisations in Germany in greater detail. The first section focuses on how organisations are structured, primarily distinguishing between diaspora networks, which often have more informal structures based on ties between members, and development organisations, which generally have hierarchal structures and focus on targeted development projects. Section 4.2 focuses on the specific activities, core missions, and aspirations of the identified organisations. Table 5 provides an overview of the different categories of organisation.

Table 5 Organisational Structure and Links of Kenyan Organisations in Germany

Category	Structure of Organisation	External Organisation Links	Prevalence of Links	Links to the German Government	Links to the Kenyan Government	Prevalence of Links
Kenyan-Run Diaspora Org	Diaspora Network (n=7)	Kenyan orgs Migrant orgs Migrant churches Development orgs (Kenya) Development orgs (Germany) Private business	All organisations have some kind of external link.	Funding (e.g. local government) Programming (e.g. migration officials)	Programming (e.g. Berlin Embassy, Diaspora Desk in Kenya)	The majority (85%) of organisations have at least one government link
	Development Organisation (n=6)	Kenyan orgs Migrant orgs Churches Development orgs (Germany) Development orgs (Kenya) Private business	Half of the organisations have at least one link with external organisations.	Funding (e.g. GIZ)	Programming (e.g. Kenyan Ministry of Youth Affairs)	Two organisations have links with governments, one with the Kenyan government and one with the German government.
	Private Business (n=1)	Development orgs (Kenya) Volunteer agency	All	No	No	n/a
	Information Platform (n=1)	Kenyan orgs Migrant orgs	All	No	No	n/a
	Volunteer Programme (n=1)	Development orgs (Kenya) Private business	All	No	No	n/a
German-Run Development Org	Development Organisation (n=2)	Development orgs (Germany)	One organisation has external links with other development organisations.	Funding	No	One organisation has a funding relationship with the German government.

4.1 Structuring the Kenyan Diaspora in Germany

Members of the Kenyan diaspora in Germany who are involved in development activities organise themselves in several different configurations depending on their overall objectives and resources, including diaspora networks, development organisations, information platforms, private companies, and volunteer programmes. The most common forms of organisation are diaspora networks and development organisations, while information platforms and private companies with development activities appear to be exceptional forms of organisation. Table 5

Diaspora networks are defined here as organisations that have a principal aim of bringing members together to socialise. Often these types of organisations are referred to as social organisations. Membership is comprised mainly of first and second generation Kenyans, with non-Kenyan Germans holding associate member positions. Membership can include all Kenyans and non-Kenyan Germans, or it can be exclusive to students, women, or professionals. The authors identified examples of each of these types of membership in the mapping study.

Diaspora networks are often structured based on the personal relationships between members, with communication between members occurring in a more pluralist fashion and heavily relying on social media platforms. Unlike more hierarchically structured development organisations, they perform tasks more efficiently and can quickly organise around specific activities and goals, based on the specific interests and competencies of members. However, this also means that networks at times operate without clear standard operating procedures and a high degree of transparency, and when there is little will for particular activities or events, little action is taken.

In terms of external collaborations, diaspora networks very often work with other diaspora organisations, including other Kenyan diaspora groups in Germany, Kenyan diaspora groups in other countries of destination, and diaspora groups in Germany from other countries of origin (e.g. Cameroon and Ethiopia). One respondent explained that external collaborations are central to the socializing aims of diaspora networks, and occur as often as is possible or necessary. Additionally, this respondent explained that collaborations offered a chance to learn from larger or more established diaspora groups in Germany, such as the Cameroonian diaspora. In fact, the interview data reveals that all social network organisations have undertaken external collaborations at some point, and most on a regular basis.

The Kenyan Community in Bayern (KCB) as well as the now dormant Organisation Kenianischer Studierender in Hessen e.V. (OKSH) provide a good example of social network structures. KCB has over 200 members involved in annual network events and more than 5,000 members listed on its Facebook page, though less than 100 may be considered active members who attend administrative meetings. Members come in and out of the organisation as necessary and activities and events are the primary forms of member contact, rather than work around collective projects. On a smaller scale, OKSH had approximately 15 members when it was fully

operating, and considerably fewer members that could be considered active. Members were scattered around five different universities in the region and came together as needed for socio-cultural events offered to members and the wider Kenyan population. When a member of KCB needed assistance in arranging the funeral of a Kenyan in Germany, KCB members quickly rallied to hold fundraising events and arrange the burial back in Kenya. Moreover, when members of OKSH had the opportunity to arrange a skills training event for Kenyan students entering the labour market, the network quickly responded to organise the venue, travel of speakers, and publicity. Based on the fact that members are empowered actors within networks, the success of these entities relies primarily on the will and interests of members. As will be discussed in Section 6 of this report, this fact taken together with the fact that networks are purely voluntary organisations, there are significant challenges associated with sustaining such entities in the longer term.

The other most common type of diaspora organisation structure was the development organisation, which refers to organisations with the principal aim of completing development projects in Kenya. Such organisations have a more hierarchical structure, with a leadership committee or board of directors on the one hand and project sponsors or donors on the other hand. Contact between members is determined by their positions within one of these two groupings, and attachment to the latter group involves a member receiving periodic updates about the progress of development projects, but often no active contact with other members other than to vote in leadership elections and participate in fundraising events. Contact between members with leadership roles revolves around specific projects and core administrative operations.

The structure of development organisations varies depending on whether organisations have a branch that extends into Kenya, and therefore have a dedicated Kenyan staff; work with an independent development organisation or entity to carry out various projects; or have no Kenyan counterparts and their members periodically travel to Kenya to directly implement development projects. Through the mapping exercise, the authors observed no clear association between these structural variations and whether the development organisations were Kenyan diaspora organisations or German affinity organisations. That said, it was much less common for organisations to have a branch with its own staff operating in Kenya than to work with external organisations in Kenya or directly with aid recipients. For instance, Penda Kenya, which the authors classified as a Kenyan-run diaspora development organisation, has worked with Adventist Development Relief Agency based in Kenya on a project to protect women and girls fleeing from abuse and female genital mutilation (FGM), with schools to provide education to girls, and with a hospital to provide necessary care to cancer patients. It has no direct staff or volunteers in Kenya, but its leadership in Germany regularly visits projects in Kenya. On the other hand, Home Care International, which is also considered a Kenyan-run diaspora development

organisation, has a segment of its organisation, including dedicated staff, which operates and is registered with the government in Kenya, to carry out projects that help street children. Further, SchuPa Kenia, Verein zur Förderung der Bildung in Kenia e.V., which is a German-run affinity organisation, partners directly with a set of schools in Kenya and, having no Kenyan staff of its own, works with school administrators to fund children's school fees and school construction projects.

In terms of external collaborations in Germany, the authors found that development organisations were significantly less likely to partner with outside organisations in Germany than their social network counterparts. This may be because efficient project management is more the goal of these organisations; indeed, several respondents explained that maintaining a smaller organisation was an explicit operating strategy that allowed them to work more efficiently. The exceptions to this were Penda Kenya, which partnered with another Kenyan diaspora organisation, other migrant organisations, as well as GIZ; Home Care International, which partnered with other development organisations in Germany as well as the Kenyan government; and Afrikanische-Sozial-Kultur e.V., which partnered with a private business and churches in Germany. Interestingly, the respondents from these entities did value networking and tapping into the benefits offered by the development field in Germany and the Kenya diaspora.

The third type of diaspora organisation structure was the information platform. This refers to organisations whose main aim it is to aggregate information for the benefit of the diaspora and act as a clearinghouse. These organisations are highly pluralist and rely on member-generated content, where 'member' is a highly informal affiliation and mainly refers to platform users. These organisations often lack physical structure and instead take the shape of an online forum, with a limited number of individuals who monitor and run the forum. As is the case with diaspora networks, the success of these organisations rests on the limited number of active members and the occasional, but numerous, content generators. The main benefit of these organisations to the diaspora as a whole is the enormous wealth of information they produce, which assist any and all diaspora members who have access to the internet, and is their knowledge of, and connection to, the larger structure of formal and informal diaspora organisations given their unique position as a clearinghouse.

Mkenya Ujerumani is a unique example of this type of organisation, as it is a blog and radio station for members of the diaspora. Approximately 10 to 15 volunteers manage the blog and generate content regularly, while less than 10 volunteers manage the radio station. In 2014, the blog received over one million hits to its website and anywhere from 2,000 to 10,000 hits each day, and the radio received between 1,000 and 2,500 listeners each day⁶.

⁶ As the radio station was only launched in January 2015, it is anticipated that this number will rise.

Mkenya Ujerumani has partnered with numerous Kenyan and other African diaspora organisations in Germany as well as development organisations in Kenya, to take their best practices and knowledge and share it with other Kenyan readers in Germany and farther afield. In this way, a respondent from Mkenya Ujerumani explained that the organisation is able to reach members of the Kenyan diaspora who want to get involved in development work, but are unsure of how to get started or connect with organisations in Germany. Given their structure as a diverse platform, as is the case with diaspora networks, it is no surprise that diaspora organisations that are 'information platforms', collaborate often with other organisations. Other examples of information platforms are diaspora social media groups and magazines that are often a part of larger diaspora organisations with other activities at their core, such as development work.

The fourth type of diaspora organisation structure is the private company, which refers to businesses that contribute to the socio-economic development of communities back in Kenya. This was an extremely rare type of organisation, of which the authors identified just one through the mapping exercise, Chania Coffee. Chania Coffee works directly with a coffee producing community in Kenya and its main aim is to make it self-reliant. Hence, its activities with the community focus on building up its productive capacities, providing many members of the community with steady employment, and dedicating a percentage of its earnings to community development projects. Members of the company have also founded a non-profit organisation, called Kedovo e.V., which sends volunteers from Germany to work with the community and learn about coffee production. Through the mapping exercise, the authors found that other organisations, for instance Home Care International, had established volunteer programmes to bring Germans to work on development projects in Kenya. In this way, the authors recognise such programmes as a fifth type of diaspora structure.

The staff of Chania Coffee and Kedovo are primarily based in Kenya, with just seven members present in Germany, which is required by German law to be a registered non-profit. It is not clear how many volunteers it or other organisations have sent to Kenya over the years, but such programmes are largely aimed at students interested in learning about development work in Kenya. These two organisations have also collaborated often with development organisations in Kenya, to place volunteers and to assist with local development projects.

4.2 Engaging in Development: Different activities and the factors that influence them

As suggested by the previous analysis, the structure of diaspora organisations is often interlinked with their function. This section takes an in depth look at the objectives, activities, and

aspirations of the two main diaspora organisation structures identified by this study, and explores the factors that have influenced their operations. It concludes by exploring what goals these organisations hope to achieve going forward. Briefly, it finds that the diaspora organisations that are structured as diaspora networks tend to hold a more expansive range of objectives and aspirations and to convene a wider variety of activities, given their broader and more pluralist arrangements than development organisations, which are more hierarchical and centre their activities around specific development projects. That being said, development organisations, because they are structured for a specific purpose, appear to be more effective in contributing to the development of communities in Kenya.

The overall objectives or ‘core missions’ of diaspora organisations structured as diaspora networks were, not surprisingly, largely socio-cultural in nature and included promoting solidarity amongst Kenyans in Germany and celebrating Kenyan culture; helping Kenyans, particularly new arrivals, integrate into life in Germany; and promoting cross-cultural exchange between Germans and Kenyans. Each diaspora network interviewed for this study had at least one of these three objectives in their mission statements and in most cases, all three objectives were held by an organisation. Several organisations explicitly mentioned the importance of solidarity in the context of overcoming divisions based on gender, tribe, and economic status. For instance, a respondent from Maisha explained the importance of gender solidarity in uniting to stop FGM practices in Kenya. In explaining why *Reto Wa Kenya Pamoja e.V.* (*Reto Pamoja*) was founded, a representative from the organisation stated, ‘We started it so that we can try and unite Kenyans...not only tribal lines, not on economic lines, just...to help us socialise more with each other.’ In fact, while discussing their membership, all of the organisations interviewed for this study mentioned that their organisations were open to all Kenyans, men and women, from any ethnic or socio-economic background. The same respondent from *Reto Pamoja* also explained that the goal of solidarity promotion also arose out of the need for Kenyans to be a recognisable and self-identified diaspora group in Germany. *Maisha: Selbsthilfegruppe für Afrikanische Frauen in Deutschland e.V.* (*Maisha*) and the *Kenyan Community Abroad e.V.* have gone a step further than solidarity, to carry out advocacy work on behalf of the Kenyan diaspora, and at times other African diaspora groups, and promote its voice to the German and Kenyan governments. In the case of *Maisha*, the organisation was instrumental in changing certain practices in German schools that discriminated against African migrants, including the way student bus services were organised, the language of school texts, and games that were played in schools that alienated black children, by working with the government, particularly the Chancellor’s Advisory Council for Integration.

Diaspora networks with a solidarity focus regularly held events and activities, like Kenyan lunches and dinners or celebrations of Kenyan holidays, to bring their members together. Networks promoting cross-cultural exchange convened similar social activities, but opened up their

participation to the wider German and African and other migrant populations. Additionally, these networks often ran information campaigns and seminars aimed at the German public to teach them about Kenya, or offered Kenyan crafts at Christmas markets to blend the celebration of Kenyan and German cultures. The authors found that cross-cultural activities tended to be prioritised by organisations with members who had married non-Kenyan Germans and/or who had children in Germany. In this way, such activities could help multicultural families celebrate both cultures and help children education their peers on their diverse family origins.

For those diaspora networks that (also) prioritised integration promotion, respondents explained the reasoning for this being the difficulties that many Kenyans face in adjusting to life in Germany. More than one respondent cited the fact that some Kenyans feel isolated after moving to Germany, given challenges associated with learning the language, being separated from families and friends, and not having the same sense of community belonging in Germany. Other respondents referenced challenges with learning how to negotiate German policies or simply learning how to carry out everyday tasks in a foreign setting, such as going grocery shopping or finding a pharmacy and doctor. For this reason, many diaspora networks acted as support groups and held seminars for new arrivals. Further, the Kenyan Community in Bayern created a range of self-help groups based on the specific needs and skills of members and Maisha founded a formalised health counselling centre, which many migrant groups who are living in the Frankfurt area access.

In addition to socio-cultural activities, some diaspora networks also carried out economic and livelihoods-boosting activities, based on the needs expressed by members. Such activities range from counselling on how to improve the standard of living of Kenyans in Germany, career mentorship and advice, professional skills development courses, study groups, job placement for Kenyans returning to Kenya, and loan and charity provision for Kenyans in need in Germany. The Organisation Kenianischer Studierender in Hessen e.V. carried out many of the above activities while it was still active and was founded because of members' express needs and desires to improve their professional development. A representative from this organisation explained that it was extremely useful to organise such services for student members that were specifically tailored to their international experiences and cultural and linguistic backgrounds. In terms of loan and charity-giving, almost all diaspora networks at one time or another assisted fellow Kenyans in Germany in this way. Most often, members mobilised to support the funeral arrangements of Kenyans wishing to be buried back in Kenya. The authors felt that these activities related to direct financial support as well as professional development indicate that members of the Kenyan diaspora and diaspora organisations may be considered potential 'development agents' for Germany as much as they are for Kenya.

A further set of objectives held by diaspora networks relate to supporting economic development back in Kenya. The Kenyan Community Abroad has held events in cooperation with

the Kenyan Embassy in Berlin about working and investing in Kenya, both for Kenyans in Germany and non-Kenyan Germans looking to invest in Kenya. Moreover, many of the diaspora networks interviewed had members who independently contributed to charities and development organisations based in Kenya, most often in their communities of origin, and their involvement led to the wider involvement of their social networks. Though not the main focus of diaspora organisations structured as diaspora networks, many engaged in these types of development activities back in Kenya and almost every network interviewed expressed the desire to expand and formalise their development work by creating their own non-governmental organisations or supporting long-term development projects. Most often, the development work supported and valued by respondents was educational in nature, since they themselves achieved a relatively high level of education and realised the benefits of education.

While the above exploration of the objectives and activities of diaspora organisations structured as diaspora networks is divided into three sets of activities, it should be emphasised that most organisations engaged in activities from at least two if not all of these groupings. It appears that diaspora networks tend to hold an expansive range of objectives and convene a wide range of activities, given their broad and pluralist arrangements and the diverse needs of members. Within each of the three sets of activities, respondents from the various related organisations explained that their objectives and activities arose out of their own needs. This stands as an interesting contrast to the diaspora organisations structured as development organisations discussed below.

In terms of the future aspirations of diaspora networks, respondents provided highly varied answers related to programming as well as administration. In terms of programming, two organisations cited the desire to establish development projects in Kenya and/or to work with Kenyan development organisations. A third organisation aspired to motivate Kenyans in Germany to carry out development work in Kenya. Also related to programming, two organisations aimed to grow their current activities in Germany. In terms of administration, one organisation wanted to strengthen its staffing structure by creating one or two positions solely dedicated to external relations. Similarly, a second organisation desired to collaborate with a greater variety of stakeholders in Germany, for instance, from civil society, government, and the private sector.

Moving on to discuss diaspora organisations structured as development organisations, such organisations principally held objectives centred around broad development goals, such as improving the situation of street children in Kenya; providing all children from specific communities in Kenya with the opportunity to attend kindergarten, primary, and/or secondary school; or making an entire community self-reliant. Hence, objectives were born out of the needs of communities within Kenya. The majority of communities targeted for development projects were the communities of origin of members of diaspora development organisations.

Their connections to their home communities and their families and friends still living in those communities gave them a sense of responsibility to organise their resources and social capital in Germany; their connection to their home communities also gave them direct knowledge of what development activities were in high demand and what development capacities were lacking. For non-Kenyan affinity development organisations, communities were often targeted because the German founders had engaged in study visits to these areas, they visited such areas on holidays to Kenya, or they had previously been development actors working in these areas.

The development activities of these diaspora organisations can be organised, not by the different types of activities as with the diaspora networks, but by the content of development projects – programmes focused on education, health, orphaned children, and stopping violence against women. As with the diaspora networks, the most common projects were educational; perhaps because of the significant direct and spillover effects of education on development. Education projects involved building schools in Kenya, supporting existing schools, and sponsoring children on an individual basis to attend school through paying their fees. Many development projects had multiple intervention ‘arms’; in the context of the Ali Baba und Freunde helfen Kenia e.V., this meant that building projects ran alongside sponsorship programs, supporting existing school structures, and fundraising activities in Germany. In the case of Home Care International e.V., this meant organising study visits for German students to travel to Kenya, running a child sponsorship program, and convening projects to improve the situation of street children in Kenya. Based on the fact that the structure, core missions, and activities of diaspora development organisations were solely focused on development work, the authors found these organisations to be more effective than their diaspora network counterparts in contributing to the development of communities back in Kenya.

In addition to activities directly related to project implementation, much of the time of diaspora development organisations was dedicated to fundraising activities. As mentioned previously, such activities included running sponsorship programmes, but also actively seeking out donations online and by building information stalls in public spaces; running fundraising events like benefit concerts; and selling Kenyan crafts produced by their target community members, to name a few.

Lastly, in terms of future aspirations, development organisations were largely focused on achieving goals related to programming and were there much more alike than the varied aspirations of diaspora networks. Of the six Kenyan-run development organisations interviewed, four expressed the desire to keeping carrying out their core missions and activities and four discussed the desire to establish new projects and to grow their activities in Kenya. One organisation aspired to globalise its development activities and to work with other migrant organisations. Additionally, only one organisation discussed an administrative aspiration, which

was to build up the competencies of its team and counterparts in Kenya, to improve the efficiency their collective work.

5. Policy Influence on Kenyan Diaspora Activities

Policies in both the origin and destination country can have implications for diaspora engagement. This section reviews the evolution of diaspora policies in Germany, with specific consideration given to cooperation with Kenya, and Kenyan diaspora policy.

5.1 German Policies on Kenyan Diaspora Engagement

Germany has a long history of international cooperation with Kenya, and was the first country to recognise Kenya's independence in 1963. Since 1975, GIZ has been working in Kenya on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). Currently the country office in Nairobi employs approximately 53 seconded staff (including 18 development advisors and six peace-keeping experts) and over 400 local staff. A further seven 'CIM integrated experts' are employed in Kenyan research institutions. The main priority areas for GIZ in Kenya are water, health, and agriculture; however, other projects focus on good governance, social justice, support for public finances, the introduction of risk management strategies for climate change adaptation, and the distribution of energy-saving stoves (GIZ, 2015). The office does considerable work in the Dadaab region, which is host to more than half a million refugees.

Despite this long history of cooperation, the topic of diaspora engagement is relatively new in the German context, finding its way onto the policy agenda around the mid-2000s, the same time as the positive association between migration and development was receiving increased global attention. In 2003, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH hosted two conferences on 'Migration and Development' to gain a better understanding and overview of diaspora communities in Germany and to identify opportunities for cooperation. As a result, several programs and projects promoting the transnational engagement of migrant communities in Germany were established (Ragab et. al, 2013).

The Sector Project Migration and Development (Sektorvorhaben Migration und Entwicklung), was established in 2006, and advises the *Federal Ministry for Economic Cooperation and Development* (BMZ), as well as the states and municipalities on migration and development issues (GIZ, 2013a in Rajab et. al, 2013). A pilot program was implemented to support the development activities of migrant associations in Germany during which a number of diaspora studies were prepared to give insight into how migrant associations were operating and where there may be potentials for replication or up-scaling existing activities. This was based on the

recognition that migrant associations are often working for the development of their origin countries and can act as a bridge between Germany and the specific country in question. By engaging with the organisations, mutually supportive relationships can be formed (IN_18).

An evaluation of these activities at the end of 2010 revealed that these activities should be incorporated within a broader program on migration and development and thus, in 2011, the Sector Project Migration and Development became part of the Centre for International Migration and Development (CIM), a joint operation of GIZ and the Federal Employment Agency (Bundesagentur für Arbeit). CIM's program entitled 'Migration for Development' consists of four components: Promoting the Development Activities of Migrant Organisations (builds on the above mentioned pilot program); Returning Experts; Migrants as Entrepreneurs; and Migration Policy Advice (Ragab et. al, 2013).

- 1) 'Promoting the Development Activities of Migrant Organisations': Supports migrant organisations in the implementation of development activities in their countries of origin by offering financial support as well as opportunities for training and networking with other migrant associations within Germany, as well as in other European countries. Migrant organisations can submit proposals to receive funding, training and capacity development to implement their projects. To qualify, migrant organisations have to be legally registered as non-profit associations. In addition, they have to show that a) at least 50 percent of their members are people with a migration background b) at least 50 percent of the management board members have a migration background, or c) at least 50 percent of those involved in the project have a migration background.
- 2) 'Returning Experts' (RE): Supports professional migrants in Germany to return to their country of origin and facilitates their economic integration. The RE initiative has been in operation since 1994 and over 10,000 participants have returned to their countries of origin. Since the changes to the program in 2009, over 1,300 people have participated. The RE initiative currently has approximately 250 people per year participating in over 40 countries (Kuschminder et. al, 2014).
- 3) 'Migrants as Entrepreneurs': Supports migrants who want to establish a business in their country of origin. Among other things, group seminars on topics related to business creation are organised and potential entrepreneurs can receive individual coaching in developing their business plans and in the implementation of their projects. The component is currently running in Morocco, Cameroon, and Georgia.
- 4) Migration Policy Advice: Identifies specific counselling needs in the field of migration and development in priority countries and designs implementation measures.

Recently, as a result of the BMZ - Africa Initiative, additional funding has been made available for work on Africa within the 'Migration for Development' Program. As a result, two new priority countries were identified, Kenya and Nigeria, based on the number of international students from these countries currently studying in Germany, a target group for the Returning Experts programme. Both groups also have migrant associations active in Germany. It is for this reason that this study as well as a parallel study on the Nigerian diaspora in Germany (Marchand et. al, *forthcoming*) were commissioned.

5.2 Kenyan Policies towards the Diaspora

On 20 January 2015, Kenyan President Uhuru Kenyatta launched Kenya's first Diaspora Policy. The event represents a significant step in the development of Kenya's approach to diaspora engagement, which has been evolving over the course of the past 15 years (see Table 6).

Table 6 Key Developments in the Evolution of Kenya's Diaspora Policy

Year	Main Development	Source(s)
2001	Kenya is a signatory to the African Unions Constitutive Act (2001), which promotes the participation of African professionals within the continent and in the Diaspora.	Kenyan Foreign Policy Framework (2009)
2004	National Diaspora Council of Kenya formed; however remained rather inactive.	Ratha et. al (2011), MPI (2014)
2002-2007	The government of Kenya facilitates consultations with diaspora members about how best to support their involvement in national development.	Ratha et. al (2011)
2007	Creation of a Diaspora Technical Team by the government of Kenya, the Kenya Private Sector Alliances (KEPSA) and diaspora representatives. The team prepared a report 'Maximizing the Potential and Input of the Kenyan Diaspora in the Political Process, Wealth Creation, Employment Generation and Poverty' in preparation for the Kenya Diaspora Bill 2007.	Ratha et. al (2011)
2009	Diaspora Committee moved from the Ministry of Planning and Development to the Ministry of Foreign Affairs in response to Presidential Circular No. 1 of 2008	Ratha et. al (2011)
2009	Diaspora Diplomacy becomes a pillar of Kenyan Foreign Policy (Article 46, 47, 48).	Kenyan Foreign Policy Framework (2009)
2010	Non-resident rights (dual citizenship, automatic citizenship for child of a Kenyan parent, voting) embedded in new constitution.	The Constitution of Kenya (2010)
2010	Organisation of investment forums (e.g. Kenya Diaspora Investment EXPO 2010) in the United Kingdom and the United States.	Ratha et. al (2011)
2011	The Ministry of Foreign Affairs releases a Draft Diaspora Policy.	Draft Kenya Diaspora Policy (2011)
2011	Diaspora Bond issued to support infrastructure projects.	MPI (2014)
2012	Kenya ratified the Amendment to the African Union (AU) Constitutive Act Article 3(q) that 'invites and encourages the full participation of the African Diaspora as an important part of our continent in the building of the African Union'.	Kenya Diaspora Policy (2014)

2012	Study Visit to India and Morocco to better understand diaspora engagement strategies.	Kenya Diaspora Policy (2014)
2013	Kenya's offer to host the African Institute for Remittances (AIR) is accepted in January 2013 by the Executive Council of the Africa Union.	Kenya Diaspora Policy (2014)
2014	Publication of Kenyan Diaspora Policy.	Kenya Diaspora Policy (2014)
2015	Publication of Kenyan Foreign Policy.	Kenya Foreign Policy (2014)
2015	On 20 January 2015, Kenyan President Uhuru Kenyatta officially launches the Kenyan Diaspora Policy.	Kenyatta (2015)
<i>Forthcoming</i>	The Kenyan Diaspora Policy outlines plans to establish a National Diaspora Council of Kenya (NADICOK) to oversee the implementation of the Kenyan Diaspora Policy.	Kenya Diaspora Policy (2014)

A belief in the potential role of emigrant communities in national development has long been recognised by the countries of the African Union, of which Kenya is a member (Ratha et. al, 2011). The Kenyan Vision 2030 recognises a role for Kenyan emigrants in the country's economic development. However, while initial efforts had a largely economic focus, there has been an evolution of thinking and a much broader understanding of diaspora engagement has emerged (Mwagi, 2011). In Kenya, this is evidenced by its inclusion as one of five pillars in Kenya's Foreign Policy Framework of 2009 and by revisions to the National Constitution allowing dual citizenship, automatic citizenship for children of a Kenyan parent irrespective of place of birth, and voting rights. While the latter has been challenged in its implementation (Mwagi, 2011), these developments demonstrate initial efforts to facilitate diaspora engagement in Kenya.

In May 2014, Kenya finalised its first Diaspora Policy and restated the importance placed on diaspora in foreign policy: 'through this policy, we seek to deepen our engagement and partnerships with the Kenyan Diaspora in order to leverage and harness their skills and expertise for national development' (Kenya Foreign Policy, 2014).

The recently released Diaspora policy has five main objectives:

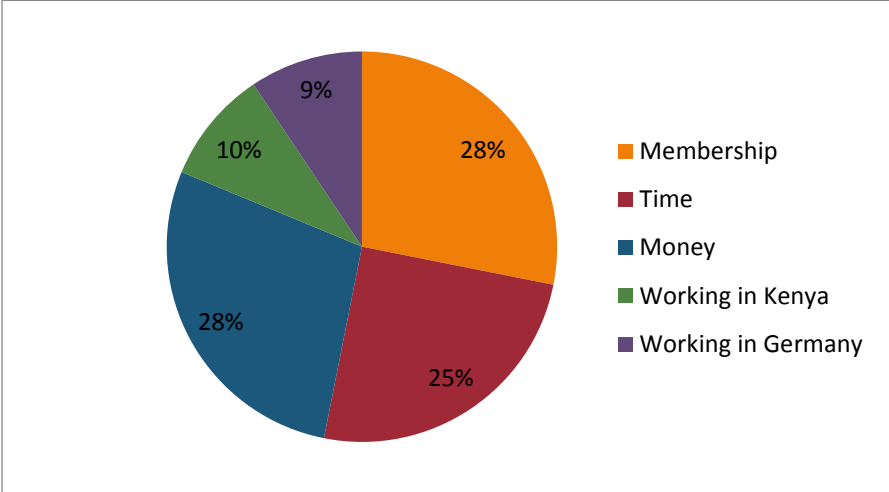
1. To develop and implement strategies to empower, engage, and mainstream Kenyans Abroad into national development process;
2. To mobilise Kenyans Abroad to form town, city, or country specific umbrella associations as well as regional and global umbrella associations for effective representation and engagement;
3. To develop measures to enhance protection of Kenyans Abroad;
4. To develop mechanisms for dialogue and partnership with Kenyans Abroad; and
5. To establish the necessary institutional mechanism for co-ordination and administration of issues of Kenyans Abroad.

The fifth objective is to be achieved by establishing a National Diaspora Council of Kenya (NADICOK) to oversee the implementation of the Kenyan Diaspora Policy. It remains to be seen how the policy will be implemented, and the impacts that it will have on diaspora engagement. However, some of the implementation strategies suggested in the policy include: the promotion of platforms for dialogue with Kenyans abroad to aid in the identification of mutually beneficial areas for cooperation, enhancing the capacities of the consular network, reducing remittance costs, improving data systems, developing reintegration mechanisms for returning migrants such as agreements on the portability of social security benefits, absorption programmes⁷, and debriefing and counselling services, and promoting political and philanthropic engagement in Kenya.

6. Key Challenges and Avenues for Cooperation

After examining Kenyan diaspora organisations and their engagement activities in depth, this section explores the key challenges that these organisations said they faced in trying to reach their main objectives and the potentials for cooperation with GIZ that they identified, based on their strengths and weaknesses.

Figure 11 Key challenges Faced by Kenyan Diaspora Organisations in Germany



6.1 Key challenges

The primary challenges that respondents said they faced were related to diaspora organisation membership, the significant commitment of time needed to run diaspora organisations, a lack of funds to maintain diaspora organisations, difficulties with operating in Kenya, and operating in

⁷ It is not clear from the Diaspora Policy what these absorption programmes would entail.

Germany. Challenges associated with membership, time, and money were the most commonly cited by respondents. Challenges associated with membership included annual fluctuations in membership caused by returns to Kenya when visas expired or onward movements to third countries like the United States and the United Kingdom for employment. This made it difficult for organisations to build up institutional memory and complete long-term projects and was a challenge faced more uniquely by diaspora organisations, being migrant-run organisations, than other community-based organisations. Other obstacles were related to an overall lack of manpower (particularly to fulfill core, administrative duties); reaching agreement between members about an organisation's future, particularly when passing down an organisation from its founding leadership; and finding members who were willing to assume commitment-heavy leadership positions without the benefit of compensation. This last challenge is intertwined with challenges related to time, which all stem from the fact that, with few exceptions, all roles within diaspora organisations are voluntary and must be carried out in addition to the full-time jobs or studentships that members hold. The two diaspora organisations included in this study that were in the process of shutting down their operations cited challenges associated with membership and time as being the primary reasons for closure.

Obstacles related to financial resources included difficulties with finding and building lasting relationships with donors and sponsors and with traveling to Kenya as often as was required to monitor and assess their development projects. The majority of organisations explained that not only were membership fees a challenge to extract from members, but such fees were insufficient to fund development projects in Kenya or projects to improve the livelihoods of Kenyans in Germany. Thus, holding fundraising drives and drafting grant requests were a valued and necessary part of the regular activities of many of the interviewed organisations.

Less frequently cited challenges were related to working in Kenya and Germany. In Kenya, respondents encountered difficulties in promoting local ownership of development projects, shifting local attitudes and values to be more self-reliant, and working with local government structures. In Germany, respondents found it difficult to follow German administrative procedures for registered charities, particularly when they had several arms of their organisation operating in Kenya and following Kenyan laws. Respondents more generally found it challenging to adjust to life in Germany, which several described as lacking the same measure of social and emotional support as life in Kenya. Such cross-cultural challenges are another set of challenges unique to migrant-run organisations.

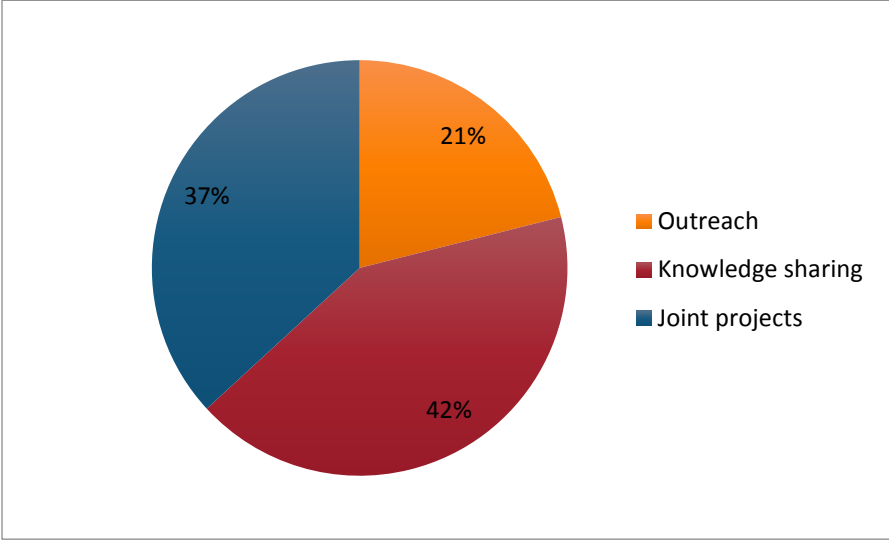
The above exploration of the challenges that diaspora organisations face reveals a number of obstacles that diaspora organisations – as migrant-run firms – carry a greater risk of facing, namely those related to stable and committed membership and to working in cross-cultural

contexts. Taken together with the knowledge that diaspora organisations run a high risk of organisational failure – as evidenced by the two organisations identified and interviewed that were in the process of decommissioning and the 14 additional dormant or defunct organisations identified by the mapping study – members and potential donors should develop mechanisms that target these areas, either through member mentorship programs or German-Kenyan training seminars.

6.2 Avenues for cooperation

In reflecting upon the challenges they faced, diaspora organisations identified three broad categories of potential avenues for cooperation with GIZ: outreach, knowledge sharing, and joint projects. This section shall discuss each of these in turn. However, there are other avenues through which it would make sense to bring the diaspora organisations into cooperation with GIZ based on the capacities of the diaspora and the specific focus areas where GIZ works.

Figure 12 Avenues for Cooperation with GIZ



In terms of outreach, which comprised 21 percent of responses, respondents explained that an organisation like GIZ could assist them in publicising their projects and organisations more generally, using its vast development networks and through supporting outreach activities, e.g., awareness raising campaigns, to attract new donors and much-needed members.

Knowledge sharing, which was the form of cooperation most-cited by respondents, was described as exchanging information about development work, particularly the challenges and successes associated with working in Kenya, and, from GIZ’s side, as sharing expertise about how to improve and professionalise their work as development organisations. A number of

respondents expressed their desire to learn how to operate better as organisations and to improve the productivity of their members. One respondent said, 'We don't need to start from zero. In fact [the key is] trying to see how can one take the structures which are there and make them even more professional and give them [adequate] resources.' Other respondents cited their needs to build up their fundraising and financial planning capacities. Furthermore, in the area of knowledge sharing, a number of respondents held that their organisation's knowledge of local customs and norms as well as development needs in Kenya would match well with GIZ competencies in working in Kenya; they maintained that together, **GIZ and Kenyan diaspora organisations in Germany could overcome many of the cultural and political barriers associated with international development work in Kenya.**

The last and second most-referenced type of cooperation that respondents said they would find useful in engaging in with GIZ was **carrying out joint projects in Kenya**. Several respondents said that their local knowledge of the needs of various communities would match well with GIZ's experience of working in Kenya and particular project management and coordination skills. One diaspora organisation representative did qualify the cooperation for such joint projects by indicating that any project initiated in Kenya would have to have the ultimate aim of being self-sustaining by their target communities. Over the course of their working lives, many respondents had witnessed situations in which international development actors had initiated large-scale projects in Kenya, which terminated before completion. One such project involved a development organisation building a set of bore holes to improve a community's access to safe drinking water, but failing to train members of the community in how to maintain and repair the bore holes; another project involved a different organisation building a hospital for a community that had no access to medical facilities, but then abandoning the project after the building's outer structure was complete. Those respondents who were a part of diaspora organisations that carried out development work in Kenya explained that, where possible, they trained local community members in Kenya to fully execute and maintain development projects and developed projects based on the needs expressed by community members.

Clear areas for cooperation within GIZ's current programming include but are not limited to: promoting the various components of the CIM programme 'Migration and Development', in particular the 'Development Activities of Migrant Organisations' and the 'Returning Experts' programme components, involving Kenyan diaspora members in the design of programmes for the Kenyan diaspora, and supporting the activities of diaspora in Kenya by developing the capacity of CIM in Kenya through the appointment of a CIM-advisor. More specific recommendations by programme component are detailed below.

Promoting the 'Development Activities of Migrant Organisations' programme component

Most of the organisations interviewed in our study would qualify for this component of CIM's Project Migration for Development and there could be a mutual benefit of their participation in the programme, providing information on this programme and gaining access to the Kenyan diaspora is one important step to raise awareness of CIM and its work with and for migrants. Participation of CIM in events organised by Kenyan diaspora organisations can help to gain broader access to the target group. Moreover, using social media and particularly partnering with Mkenya Ujerumani to disseminate information via their radio station and blog.

To enable the existing diaspora organisations to implement projects that will aid the development of Kenya, many of the organisations could benefit from training and coaching. This was specifically discussed in the interviews. Seminars and workshops on topics like proper management of an organisation, project design and management, as well as fund-raising would be very valuable for many of the organisations. This is a route that the Netherlands has taken in the past through providing tailored workshops for migrant associations on, for example, writing grant proposals and project management.

Promoting participation in the Returning Experts Programme component

While not all members of the Kenyan diaspora would be suitable for this part of the programme, there is a subset of the population that has a lot of potential for successful participation. In 2013, there were just over 650 Kenyan students enrolled in higher education courses in Germany making this an important pool for potential returning experts. Participation of CIM in events organised by Kenyan diaspora organisations with high student membership can help to gain access to this target group. As with the Promoting the 'Development Activities of Migrant Organisations' component, the use of social media in particular, and specifically engaging with Mkenya Ujerumani could prove to be effective outreach strategies.

Support business establishment of diaspora members in Kenya (does not really seem to be a focus of the current diaspora)

Small- and medium enterprises that create employment opportunities play an important role in achieving sustainable economic growth and development. While only one of the organisations interviewed for the study was a business (more of a social enterprise) working in Kenya, this is an area that could be explored further in the future.

Involve Kenyan diaspora members in the design of programmes for the Kenyan diaspora

Having a good working relationship with the Kenyan diaspora and regularly consulting with them on new and existing programmes as well as needs and wants of the heterogeneous diaspora can help to further GIZ and CIM's work in Migration and Development initiatives.

Support the activities of the diaspora in Kenya by developing the capacity of CIM in Kenya

Kenya was recently identified as an additional focus country for CIM's 'Migration for Development' Programme. Several of the programme components run by CIM could be expanded to Kenya to increase the engagement of the diaspora in development of the country. For this purpose it would be important to have a CIM staff member working specifically on the Migration for Development components on-site in Kenya. It was repeatedly mentioned how important it is to have someone in Kenya that can be trusted when cooperating on any kind of development project. As such an advisor on migration and diaspora issues is essential. With the expansion of the programmes, a designated CIM advisor on Migration and Development for Kenya may be necessary. This should be someone that understands the Kenyan context very well, but also has an understanding of the German context and what it means to migrate in the first place and then to return.

7. Conclusion

This study sought to understand *how Kenyans in Germany organise themselves into self-identified 'diaspora organisations' and how they engage with social, economic, and political life in Kenya and/or Germany.* In doing so, the authors answered four broad questions:

1. What are the demographic and socio-economic characteristics of Kenyans in Germany?
2. What are the networks and institutions that structure the Kenyan diaspora, and how do they interact with each other and the Kenyan and German governments?
3. What are the different social, cultural, economic, and political activities that diaspora organisations undertake; how do they relate to organisations' overall objectives; and what factors influence the type of initiatives that different organisations pursue?
4. What are the key challenges faced by these organisations, what are their future aspirations, and where are the potentials for collaboration?

While the exact demographic and socio-economic characteristics of Kenyan nationals or individuals of Kenyan descent who live in Germany are uncertain, a number of observations can be made. First, while there is a small but increasing number of children born in Germany with at least one Kenyan parent, the vast majority are first generation migrants. While attachment and connections to Kenya may be expected to decline among the second generation, it is likely that the population of Kenyans in Germany still have strong attachments to Kenya. Second, the population of Kenyans in Germany fall largely with the age categories that could reasonably be expected to be most active. The gender composition of the population is highly skewed towards

woman yet generally among the organisations interviewed, it was noted that the gender balance was fairly equal.

The large proportion of Kenyans who have moved for family reasons, and in particular those who are married to German nationals, implies that the pool of people with an affinity to Kenya may be much broader than only that of the immigrant population. This is perhaps the reason for the high number of affinity organisations. These affinity organisations as well as the families (spouses) of immigrants potentially represent an additional group with whom cooperation could be sought. Education is another important reason for migration from Kenya to Germany, and this group represents an important pool of people with whom engagement, particularly through the programme 'Migration for Development' and its 'Returning Experts' component, could be fostered.

However, it is important to understand that the Kenyan diaspora in Germany is not a homogenous group and, furthermore, is highly dispersed across the country. The majority of respondents reported that they either did not know much about the community, or that it was dispersed across the country and not as well connected as the communities found in the United Kingdom or the United States of America. While the Kenyan government is active in the area of diaspora outreach and engagement, and is beginning to implement its newly launched diaspora policy; it is clear that the majority of their past activities have targeted the much larger Kenyan communities in more traditional and developed destination countries such as the United Kingdom and the United States. This limits the extent to which the Kenyan diaspora in Germany acts as a cohesive unit and may represent an area where cooperation with GIZ could assist in bringing the diaspora together.

The majority of the diaspora organisations identified in this study were either structured as social networks with more pluralist connections between members (so-called 'diaspora networks') or like more conventional organisations with a clear hierarchical structure, including a leadership committee or board of directors on the one hand and project sponsors or donors on the other hand (so-called 'development organisations'). Diaspora organisations that are structured as diaspora networks tend to hold a more expansive range of objectives and convene a wider variety of activities than development organisations. Diaspora networks are also more likely to focus on activities that address the needs of Kenyans in Germany, while development organisations are more likely to focus on projects that specifically address needs in Kenya, often in the area of education. Both sets of activities have merit, particularly given that integration is often a determinant of transnational engagement. If individuals are struggling to settle in a country, they may be limited in the extent to which they can engage in meaningful development work. Diaspora networks are highly collaborative in terms of working with other organisations,

while development organisations are often unaware of others and do not seem to collaborate as much. Some of the diaspora networks were also working towards achieving more connections among all types of diaspora organisations.

This study showed that, while there is interest and potential in contributing to the development of Kenya among representatives of all types of diaspora organisations, there is little knowledge of current German or Kenyan government initiatives to engage the diaspora. As the Centre for International Migration and Development is looking to expand their activities to Kenya, it should consider the ways in which it can offer assistance to organisations in overcoming the many challenges they face. The primary challenges cited by respondents were related to membership, time, funding, operating in Kenya, and operating in Germany. Time and money are intrinsically linked for many organisations, as the limited time invested in the organisation by, primarily volunteers, is dedicated to fundraising as opposed to focusing on the core objectives of the organisation, and especially on project implementation.

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Annex 1: Mapping of the Kenyan Diaspora Organisations⁸

Name	Established	Main Aims and Activities	Website	Interviewed
'Kwa Huruma' - Verein zur Förderung von benachteiligten Kindern in Kenia e.V.	2007	Main aim: Dedicated to helping disadvantaged children in Kenya. Activities: Carries out fundraising and projects (e.g. in the form of charity concerts) to support disadvantaged children, and mainly supports a children's home near Nairobi ('Huruma Children's Home'). The association claims to provide moral and material support to tuition, care, educational, medical, and nutritional needs at the home.	kwa-huruma.de	No
Afrikanische-Sozial-Kultur e.V.	2006	Main aim: Promoting educational opportunities of children and youth in rural Kenya. Activities: Conduct 4 projects with 4 self-help groups in rural Kenya; get feedback on their needs and serve as a donor (by applying for funds from the German Government and other German development entities); support the educational needs of 500 children plus 28 in computer classes; develop new proposals for development projects in rural Kenya (i.e. building a new school); support the running of a Christian church for Kenyans in Germany and provide advice and funeral support for Kenyans in Germany.	https://www.facebook.com/pages/Afrikanische-Kulturev-kiel/519874384768352	Yes
Ali Baba und Freunde helfen Kenia eV	2012	Main aim: To provide free, quality primary schooling to children in Msumararini (near Mombasa), and eventually expand their educational offerings to include skills training and the necessary qualifications for university entrance. Activities: Providing kindergarten and primary school to children and employment to teachers and others running the school, building and maintaining an educational complex; carry out fundraising activities in Germany via attending fairs and carrying out awareness raising in public spaces.	http://www.ali-baba-primary-school.com/; https://www.facebook.com/pages/Ali-Baba-und-Freunde-helfen-Kenia-eV/179081772227449?sk=info&tab=page_info	Yes

⁸ Organisations marked with * are German Organisations for Kenyan Development who were interviewed within the context of the research.

Chawema e.V. Hamburg	1993	<p>Main aim: To be platform for the advancement of the Kenyan community with the purpose to activate programs and projects of social interest by organizing academic forums, seminars, conferences, lectures and public forum meeting.</p> <p>Activities: Average of 3 information and discussion events per year.</p>	http://www.chawema.de/index.php	Yes
Deutsch-Kenianischer Kulturverein Tembo e.V.	2010	<p>Main aim: To promote solidarity and educational development among Kenyans in Germany, and to facilitate integration in Germany.</p> <p>Activities: Tembo association works to bring Kenyans and their families in Germany together. Solidarity and mutual support is their main aim. In conjunction with like-minded organisations, Tembo promotes the spirit of integration in Germany by offering German lessons, basics about German law, and information on integrating into the German academic system. They also promote Kenyan culture through socio-cultural and academic activities.</p>	http://temboberlin.com/index.html ; YouTube video on their organisation: https://www.youtube.com/watch?v=xWYgjWOIE78	Yes
EPN Hessen*	2004	<p>Main aim: The development policy network Hessen eV (EPN Hessen) is a joint action and communication platform for NGOs and networks based in Hessen; it is committed to building the capacity of member organisations. The EPN Hessen and its affiliates are committed to a socially just, ecologically sound, united and peaceful world.</p> <p>Activities: Capacity building and information sharing. In the area of education, they write publications and hold events on key development, migration, and intercultural issues; in the arena of capacity building, the network helps member organisations carry out fundraising, write grant proposals, etc.</p>	http://www.epn-hessen.de/netzwerk/	Yes
Förderverein Feuerherz Kenia e. V.	2008	<p>Main aim: Supports the rehabilitation of drug-and alcohol-dependent children, adolescents and adults in Kenya.</p> <p>Activities: In Kenya, it provides: Drug counseling and educational work in our Centre and on the streets; Long-term therapies for drug and alcohol addicts; Drawing a correlation between the drug addiction and the patient's past; Drug-substitution programs; Work and sports therapy; Psychological and mental support; Teaching Christian beliefs; Developing future plans and objectives for the patients and the homeless children (orphans home, school, work).</p>	http://www.feuerherz-kenia.de/	No

Global New Generation Kenya	2009	<p>Main aim: To promote education and information in art and culture, as fundamental forms of social integration among the youth and children.</p> <p>Activities: A consortium based on Berlin. The consortium offers musical and social workshops, plays and painting workshops, and other activities within the visual and performing arts. The children engage in thematic plays which deal with subjects such as pollution, conditions of life in Africa and abroad, as well as educational promotion of health awareness on cross-cutting issues like HIV/AIDS. Organise intercultural events and travel exchange between Kenya and other countries; promote multiculturalism and carry out public awareness programs such as seminars, lectures or fora, to educate the public, policy makers, and practitioners about the links between arts and culture, education and development.</p>	https://www.facebook.com/pages/Global-New-Generation-Kenya/177728608921639?fref=nf; http://www.global-new-generation-kenya.com/?page_id=17	No
Hakuna Matata - Dingolfing für Kenia e.V.	2009	<p>Main aim: Support the sustainable development of 2 villages in one of the poorest and driest regions of Kenya.</p> <p>Activities: Sponsor children to attend school, support the building and maintenance of wells to provide water to its target villages; provide emergency food aid during times of drought; when needed, provide financial support for medical needs</p>	http://www.hakunamatata-dgf.de/de/willkommen	Yes
Hilfe für Kenia e.V.	2008	<p>Main aim: To address the growing problem of street children in Kyanginywa.</p> <p>Activities: Provide uniforms, school meals, and other forms of educational support to street children; plan to equip schools in and around Kyanginywa with water and electricity, as well as ovens.</p>	http://Hilfe-fuer-Kenia.de	No
Home Care International e.V.	2006	<p>Main Aim: Support orphans in Kenya who either lost one or both of their parents. We help to find sponsors and to make sure that children entrusted to our care get the best care in all aspects of life, including education.</p> <p>Activities: Operate a sponsorship program for orphans, whereby funds are used to provide clean water, basic medical care, clean and adequate food supply, a shelter, and education to children; carry out fundraising activities; support a rescue centre for girls, a nursery school, as well as children and youth camps; provide help to displaced people in Kenya, support a health dispensary, convene conferences in Kenya on how to deal with extreme poverty, homelessness and orphans in the 21st century and how the Church must and can be at the forefront leading the way.</p>	http://hcinternational.de/EN/home-care-8/welcome.html	Yes

Kedovo e.V.	2013	<p>Main aim: To encourage economic and agricultural rural development through education and trainings in order to promote social welfare.</p> <p>Activities: Rural development, education sector development, health sector development, environment and biodiversity protection (in Kenya)</p>	http://www.kedovo.org/	Yes
Kenianische Waisenkinder in Not e.V.	1994	<p>Main aim: Support orphans in Kenya whose parents have died of AIDS.</p> <p>Activities: Parentless and/or homeless children are taken care of and sheltered in appropriate houses or institutions. The association supports the creation of orphanages, kindergartens and accommodation possibilities in families. They also support and provide development, education, schooling and professional training of parentless and/or homeless children and promote the creation of qualified institutions for these purposes. Part of their work is the information, medical advice and prevention on site as well as HIV-tests and medical treatment of sick children.</p>	http://www.kenianische-waisenkinder-in-not.de/wersindwir/index.php	Yes
Kenya Development Associates - Germany e.V.	Not available	<p>Main aim: Developing awareness among Kenyans and Germans on issues pertaining to education, development, trade, culture and the political reforms process in Kenya.</p> <p>Activities: Facilitate economic discussions and trade exhibitions between Kenyans and Germans, supporting democratization and civil society in Kenya, facilitate transfer of humanitarian assistance, joining together Kenyans living in Germany.</p>	http://www.kda-germany.de/index.php?main=10&navi=10	No
Kenyan Community Abroad e.V. Germany	late 1980s	<p>Main aim: Strengthening the ties between Kenyans in Germany and leveraging their power to create a more prosperous Kenya.</p> <p>Activities: prepare and disseminate information on topical issues; provide advisory support to new Kenyan migrants to Germany as well as to those already in Germany; establish sensitization programs on topical issues; initiate projects, events and activities for Kenyans and residents of Germany as well as in Kenya; participate in events on behalf of KCA members; collect donations for projects in Kenya; develop, strengthen and maintain strategic partnerships with wide ranging institutions e.g. the Kenyan Embassy in Berlin, German Embassy in Nairobi and other organisations through advocacy and effective, efficient and high quality program delivery; monitor and evaluate the social, cultural, political, economic and ecological development and trends in Kenya and establish effective dialogue with those interested investing in the region on development challenges, opportunities, and priorities.</p>	http://kcagermany.wordpress.com/	Yes

Kenyan Community in Bayern (K.C.B)	2010	<p>Main aim: To maintain culture in Germany and promote solidarity among Kenyans in Bavaria; to be a key support group for the Kenyan community.</p> <p>Activities: Run seminars and events that promote integration and cross-cultural exchange in Germany; provide support to Kenyans who feel lonely/depressed in adjusting to life in Germany; improve the standard of living of Kenyans in Germany; help organise of the funeral arrangements for Kenyans who wish to be buried in Kenya; support several NGOs in Kenya that work in slums, with youth, and with rehabilitating women who were incarcerated.</p>	https://www.facebook.com/groups/289874827842012/	Yes
Maisha: Selbsthilfegruppe für Afrikanische Frauen in Deutschland e.V.	1996	<p>Main aim: Their aim is to assist African women living in Germany. They are a self-help group, wherein members assist each other in crises, in dealing with German authorities and the society in general. The concept is to empower members to become a proud and active part of German society but at the same time remain firmly rooted in their culture and African background. They encourage each woman to become active in her own community.</p> <p>Activities: Maisha is a self-help group that addresses issues of childcare, jobs, daily problems, health and psychological problems. Their daily job is being a low level clearing office for the International Clinic (Internationale Sprechstunde) at the Frankfurt Health Department by the Frankfurt Department of Women's Affairs. We are called on by Africans (and lately East-Europeans and other nationalities) who want to get an appointment with the clinic and we have to process their paperwork. While they are with us we have to deal with numerous other problems concerning housing problems, alien status, discrimination, health, nutrition, childcare and other issues.</p>	http://www.maisha.org/	Yes
MITHU-Kenia-Kids e.V.	Not available	<p>Main aim: To support children in need in Mithu, Kenya through schooling, skills training, and livelihood support.</p> <p>Activities: Hold benefit concerts and other events to raise funds; provide food aid and school fees to children in need in Mithu.</p>	http://www.mithu-kenia-kids.de/index.html	No
Mkenya Ujerumani e.V.	2012	<p>Main aim: Informing Kenyans on the opportunities open to them in Germany and how to access these opportunities.</p> <p>Activities: Topics discussed include events, motivation, scholarships, German job market, returning opportunities, African business ovens, laws affecting immigrants, entrepreneurship, investing, life as a student, FSJ, Au Pair, researcher or professional.</p>	https://www.facebook.com/mkenyaujerumani/timeline?ref=pag_e_internal; http://mkenyaujerumani.de/; twitter.com/mk	Yes

			enyaujerumani	
Organisation Kenianischer Studierender in Hessen e.V.	2010	<p>Main aim: Create solidarity and mutual helpfulness for Kenyan students in the Rhine Main area to ensure every member can complete his or her studies successfully.</p> <p>Activities: Forums for information exchange, information dissemination to newly arrived Kenyan students as well as prospective students still in Kenya interested in studying in Germany.</p>	https://www.facebook.com/KenyanStudentsInHessen	Yes
Penda Kenia e.V.	2008	<p>Main aim: To provide educational support to youth in Kenya.</p> <p>Activities: In Germany, the organisation lobbies ministers through its membership in the EPN network on integration issues; goes to schools to teach kids about African culture and history, and organises cultural events to foster integration. It also periodically sends out a newsletter on its activities to members and donors. In Kenya, it helps kids with school fees and women receive education; has sent doctors and medicine to impoverished areas and helps cancer patients and provides cancer screening equipment; is currently building a school; has supported a male youth in completing a nursing degree; is supporting a rescue centre for Masai women fleeing domestic abuse and FGM; and has supported an orphanage.</p>	http://www.pendakenia.org/pendakeniaD/Willkommen.html	Yes
Pendo Kenya	2011	<p>Main Aim: Development of educational opportunities for children in rural Kenya.</p> <p>Activities: Rural Kenyan school improvements.</p>	https://de-de.facebook.com/pendo.kenia ; http://www.pendo-kenia.org/	No
Reto Wa Kenya Pamoja e.V.	2012	<p>Main aim: To be platform for the advancement of the Kenyan community and to be a social network for Kenyans in Germany.</p> <p>Activities: Hold social and other networking events, provide loans to Kenyans in need (for instance for funeral arrangements), mentor Kenyan youth in Germany, and hold monthly stirring committee meetings.</p>	https://www.facebook.com/reto.pamoja	Yes

<p>SchuPa Kenia, Verein zur Förderung der Bildung in Kenia e.V.*</p>	<p>2000</p>	<p>Main aim: To enable young people, particularly orphans, from Wundanyi, Kenya access to education. Activities: Development and relief to Kenya. Collect membership fees and donations; support the expansion of a school; equip schools with necessary supplies, including computers; pay the partial and full tuition of students.</p>	<p>http://www.schuupa-kenia.de/home.html</p>	<p>Yes</p>
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Annex 2: List of Interviews

Code	Organisation	Date
IN_01	Afrikanische-Sozial-Kultur e.V.	24/11/14
IN_02	Maisha: Selbsthilfegruppe für Afrikanische Frauen in Deutschland e.V.	02/12/14
IN_03	Kenianische Waisenkinder in Not e.V.	04/12/14
IN_04	Penda Kenia e.V.	08/12/14
IN_05	SchuPa Kenia, Verein zur Förderung der Bildung in Kenia e.V.	10/12/14
IN_06	EPN Hessen	16/01/15
IN_07	Ali Baba und Freunde helfen Kenia eV	16/01/15
IN_08	Reto Wa Kenya Pamoja e.V.	16/01/15
IN_09	Hakuna Matata - Dingolfing für Kenia e.V.	18/01/15
IN_10	Organisation Kenianischer Studierender in Hessen e.V.	19/01/15
IN_11	Kenyan Community Abroad e.V. Germany; Home Care International e.V.	19/01/15
IN_12	Kedovo e.V. and Chania Coffee	21/01/15
IN_13	Chawema e.V. Hamburg	21/01/15
IN_14	Mkenya Ujerumani	24/01/15
IN_15	Kenyan Embassy in Berlin	26/01/15
IN_16	Deutsch-Kenianischer Kulturverein Tembo e.V.	27/01/15
IN_17	Kenyan Community in Bayern	28/01/15
IN_18	GIZ Representative	26/01/15

Annex 3a: Interview Guide: Kenyan Diaspora Organisations

QUESTIONNAIRE IDENTIFICATION	
x.1 Questionnaire Number	
x.2 Date	
x.3 Interviewer	
x.4 Location interview	
x.5 Organisation name	
x.6 Organisation contact person	
x.7 Contact person phone number	
x.8 Contact person email address	
x.9 Organisation mailing address	
x.10 Consent to share contact details with GIZ?	<input type="checkbox"/> 0. No <input type="checkbox"/> 1. Yes

Interviewer introduction

Thank you very much for speaking with me. I am a researcher from the United Nations University-MERIT in the Netherlands, and I am studying the ways in which organisations like yours engage (or do not) with social, economic, and political life in Kenya as well as in Germany. The research seeks to understand how organisations like yours are structured, what kinds of activities you undertake, and what your organisation's primary goals are. I'm collecting this information as part of a project commissioned by GIZ (German Development Cooperation), which hopes to use this information both to understand different types of engagement activities and to investigate which organisations could participate in development initiatives in cooperation with GIZ. I will take note of whatever we talk about today—as we speak, you will see me writing information down. I want you to know that I will share the information with the other project staff, but we will not share your information beyond our team and will keep it confidential. To ensure I have an accurate record of our discussion, do I have your permission to record our talk?

One of this study's goals is to have a roster of diaspora and migrant organisations that can be used to foster participation in homeland development initiatives. Do I have your permission to share your contact details with GIZ?

A. Respondent Information

Before I ask about your organisation, I would like to know more about you and your role within the organisation.

1. What year did you migrate to Germany?
2. What were the reasons for your migration?
3. What is your position in the organisation? What does this position entail?
4. How long have you been in this role?
5. Can you tell me some details about the Kenyan Diaspora in Germany?
 - a. Is it homogeneous or heterogeneous (in terms of socio-economic factors, ethnicity, political aspirations, and religion)
 - b. Are there strong ties/networks within the Kenyan diaspora in Germany, and in other countries?
 - c. What is the relationship to Kenya? Are there strong connections? What is the relationship to the state?

B. Basic Organisational Information

Now, I would like to ask some basic information about your organisation—about how it started, why it started, and its registration status.

1. In what year was this organisation started? [*Potential follow-up/prompts*: Have you been with the organisation for much of/not much of its history? Have you seen it change much in the time you've been here?]
2. Why was the organisation started, and why at that time? [*In other words*: What was the original purpose of the organisation, and why did you/the creator of the organisation decide to create an organisation to meet that purpose?]
3. What would you say is the goal or the 'core mission' of the organisation? Has it changed over time? [*Alternatively*: Could you sum up your organisation for me in one or two sentences? What is the essence of your organisation?]
4. What kind of organisation do you consider [name of organisation]? For instance, would you consider it a political organisation, a professional network, a religious organisation, etc.?
5. Is your organisation registered?
 - a. As what kind of entity is your organisation registered? [Example: Non-profit organisation, non-governmental organisation, limited liability company, microfinance firm, etc.]
6. Is your organisation listed in some kind of public registry, like on a business registry or an organisation roster from the embassy/consulate of Kenya? If someone was interested in finding your organisation, how could they do it?
7. Is the organisation part of any larger networks of organisations, like an umbrella organisation for all Kenyan diaspora organisations, or a transnational migrant platform, or something similar? Why or why not?

C. Overview of Organisation Structure

Now that I know a little more about your organisation, I would like to know *how* it works—how it is structured and organised.

1. What is your organisation's structure? Is there a board of directors, steering committee, or any other type of strategic decision-making body?
 - a. If there is a strategic decision-making body, who sits on it? [*In other words: what kind of people with what kinds of interests lead the organisation?*]
 - b. How are these positions chosen?
2. Does your organisation have staff? *If yes:*
 - a. How many?
 - b. Are they temporary or permanent?
 - c. What functions do the staff have? [For instance, is there a financial manager, a director, a volunteer coordinator, a project coordinator, etc.?]
 - d. What kinds of time commitments does the organisation's staff have? Are they full-time, part-time, or a mix?
 - e. Are the staff volunteers, or are they paid?
 - f. What is turn-over like of staff? [*In other words: is there the chance for institutional memory to build up, or is staff turnover high?*]
3. What is the size of your organisation's membership (excluding staff)? Does this include both active and inactive members? (What is the size of both groups?)
4. Is the size of your membership consistent, or does it fluctuate?
5. What is the composition of your membership? What is the distribution in terms of:
 1. Gender
 2. Age
 3. Generation (e.g., first, second, etc.)
 4. Ethnic group
 5. Other characteristic [Education or skill level]
6. What kind of members does your organisation want to attract?
7. How does someone become a member of your organisation?
8. How is your organisation financed?

D. Current Organisation Activities

Now, let's talk about what your organisation *does*, about what kinds of activities or events your organisation organises or takes part in.

1. What do you consider the main purpose of the organisation?
2. What does your organisation do? Could you say more about its core activities? [Prompt: Does your organisation have fund-raising events, and if so, for what causes? Does your organisation

have a mentorship programme? How does your organisation engage with the wider Kenyan community?]

3. Have these core activities changed over time?
4. Where do these activities take place? For instance, are some activities run exclusively from Germany while others take place in Kenya?
5. Why have these activities become the focus of your organisation? What inspired these activities?
6. Aside from these 'core activities', what other sorts of actions or events does your organisation take part in? [Alternate formulation: In a typical year, what activities will your organisation have carried out?]
7. Are any of your organisation's activities run in cooperation with other organisations or institutions, either in Germany or somewhere else? If so, which ones and how? [*In other words*: does your organisation cooperate with others to execute certain activities?]
8. Do you cooperate with other Kenyan organisations? Why or why not?
9. How does your organisation interact with stakeholders in Kenya? Does your organisation support any specific group in Kenya?
10. How do your members interact with the organisation and with each other? [For instance, are there member meetings, and if so, where do they occur? Is there an internet platform?]

E. Future Plans

Finally, I would like to talk about the future of your organisation—about what is on your agenda for the coming months and years.

1. What would you like to see the organisation achieve in the future? [For instance, what are its short/medium/long-term goals?]
2. Is there anything that would stop your organisation from reaching these achievements? [*In other words*: What are its key challenges/obstacles?]
3. Do you (or the leadership of the organisation) have specific plans for the organisation in the near future?
 - a. Do these plans represent a new direction for the organisation or a departure from what you're doing now? [*If so*: what inspired you to make these plans?]
 - b. Is there anything specific you (or the organisation) will need to make these plans a reality? [For instance, will the organisation need its membership to grow? Will the organisation need an institutional partner in the home country?]
4. Do you see potentials for cooperation with the German Development Cooperation (For instance, BMZ, GIZ)?
5. If yes, through which means/forms?
6. Is there anyone else in the organisation who you think I should speak with?

Annex 3b: Interview Guide for the Kenyan Embassy in Berlin

Interview Introduction

This project is studying the ways in which Kenyan diaspora organisations engage (or do not) with social, economic, and political life in Kenya as well as in Germany. The research seeks to understand how these organisations are structured, what kinds of activities they undertake, and what are their primary goals. This project has been commissioned by GIZ (German Development Cooperation) in partnership with the United Nations University – Maastricht Institute for Economic and social Research on Innovation and Technology (UNU-MERIT), which hopes to use this information both to understand different types of engagement activities and to investigate which organisations could participate in development initiatives in cooperation with GIZ.

Interview Questions

1. Can you tell me some details about the Kenyan Diaspora in Germany?
 - a. Is it homogeneous or heterogeneous (in terms of socio-economic factors, ethnicity, political aspirations, religion)?
 - b. Are there strong ties/networks within the Kenyan diaspora in Germany, and in other countries?
 - c. What is the relationship to Kenya? Are there strong connections? What is the relationship to the state?
2. To your knowledge, how many Kenyan diaspora organisations are there in Germany?
3. What percentage of organisations register with or interact with the Kenyan embassy in Berlin?
 - a. What do you think is the reason why certain organisations register, while others do not?
4. What kinds of organisations are these diaspora organisations (e.g. professional networks, self-help groups, educational fora)?
 - a. Can you provide us any detail on the kinds of work they carry out?
5. What services, if any, does the Kenyan embassy in Berlin offer to these organisations?
6. Does the embassy have any policies in place that are **directly** aimed at diaspora organisations or members of the diaspora?

7. Does the embassy have any policies in place that **indirectly** affect diaspora organisations or members of the diaspora?
8. Does the embassy want to engage the Kenyan diaspora in Germany? Why or why not?
9. What are the embassy's future plans in the arena of diaspora engagement?

Annex 3c: Interview Guide for the German run Development Organisations

QUESTIONNAIRE IDENTIFICATION	
x.1 Questionnaire Number	
x.2 Date	
x.3 Interviewer	
x.4 Location interview	
x.5 Organisation name	
x.6 Organisation contact person	
x.7 Contact person phone number	
x.8 Contact person email address	
x.9 Organisation mailing address	
x.10 Consent to share contact details with GIZ?	<input type="checkbox"/> 0. No <input type="checkbox"/> 1. Yes

Interviewer introduction

Thank you very much for speaking with me. I am a researcher from the United Nations University-MERIT in the Netherlands, and I am studying the ways in which organisations like yours engage (or do not) with social, economic, and political life in Kenya as well as in Germany. The research seeks to understand how organisations like yours are structured, what kinds of activities you undertake, and what your organisation’s primary goals are. I’m collecting this information as part of a project commissioned by GIZ (German Development Cooperation), which hopes to use this information both to understand different types of engagement activities and to investigate which organisations could participate in development initiatives in cooperation with GIZ. I will take note of whatever we talk about today—as we speak, you will see me writing information down. I want you to know that I will share the information with the other project staff, but we will not share your information beyond our team and will keep it confidential. To ensure I have an accurate record of our discussion, do I have your permission to record our talk?

A. Respondent Information

Before I ask about your organisation, I would like to know more about you and your role within the organisation.

1. What is your position in the organisation? What does this position entail?
2. How long have you been in this role?
3. Have you ever travelled to Kenya? If so, how often and for what purpose?
4. Do you have any personal ties to Kenya?
5. Are you in touch with any Kenyans in the diaspora in Germany? If so, for what purpose?
 - a. Are they involved in the organisation?
 - b. Can you tell me something about the diaspora in Germany?
 - i. Is it homogeneous or heterogeneous (in terms of socio-economic factors, ethnicity, political aspirations, religion)
 - ii. Are there strong ties/networks within the Kenyan diaspora in Germany, and in other countries?
 - iii. What is the relationship to Kenya? Are there strong connections? What is the relationship to the state?

B. Basic Organisational Information

Now, I would like to ask some basic information about your organisation.

8. In what year was this organisation started?
9. Why was the organisation started, and why at that time? [*In other words: What was the original purpose of the organisation?*]
10. Why is Kenya the organisation's focus?
11. What would you say is the goal or the 'core mission' of the organisation? Has it changed over time? [*Alternatively: Could you sum up your organisation in one or two sentences? What is the essence of your organisation?*]
12. What kind of organisation do you consider [name of organisation]? For instance, is it a political organisation, a professional network, a religious organisation, etc.?
13. Is the organisation part of any larger networks of organisations, like an umbrella organisation for all Kenyan organisations? Why or why not?

C. In-depth Organisation information

2. What is the size of your organisation's membership (excluding staff)? Does this include both active and inactive members? (What is the size of both groups?)
3. Is the size of your membership consistent, or does it fluctuate?
4. What is the composition of your membership? What is the distribution in terms of:
 - a. Gender
 - b. Age
 - c. Generation (e.g., first, second, etc.)
 - d. Ethnic group
 - e. Other characteristic [Education or skill level]
5. Are any members (past or present) Kenyans living in Germany or Germans of Kenyan origin or ancestry?
 - a. How many?
 - b. What is the nature of their participation?
 - c. Can you provide us with their contact details for an interview?
6. How does someone become a member of your organisation?
7. How do you attract members and potential supporters? How do they learn about your organisation?
8. How is your organisation financed?
9. Do you partner with any organisations?
 - a. Have you ever (or do you currently) partner with any Kenyan diaspora organisations? Why or why not?
 - b. Have you ever (or do you currently) partner with any organisations based in Kenya? Why or why not?
10. Could you say more about your organisation's core activities? [Prompt: Does your organisation have fund-raising events, and if so, for what causes? Does your organisation have a mentorship programme? How does your organisation engage with the wider Kenyan community?]
11. Have these core activities changed over time?
12. Where do these activities take place? For instance, are some activities run exclusively from Germany while others take place in Kenya?

D. Future Plans

Finally, I would like to talk about the future of your organisation—about what is on your agenda for the coming months and years.

7. What would you like to see the organisation achieve in the future? [For instance, what are its short/medium/long-term goals?]
8. Is there anything that would stop your organisation from reaching these achievements? [*In other words*: What are its key challenges/obstacles?]
9. Do you see potentials for cooperation with the German Development Cooperation (For instance, BMZ, GIZ)? If yes, through which means/forms?