



**diaspora series**

**EXPLORING THE ZAMBIAN DIASPORA**  
“Tapping into the Potential of the Zambian  
Diaspora”

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## ABBREVIATIONS

CPs	Cooperating Partners
CPRGS	Comprehensive Poverty Reduction and Growth Strategy
HDF	Harmonised Development Framework
JASZ II	The Joint Assistance Strategy for Zambia II
KPIs	Key Performance Indicators
MDGs	Millennium Development Goals
PAF	Performance Assessment Framework
PF	Patriotic Front
PRBS	Poverty Reduction Budget Support
SNDP	Sixth National Development Plan
UNDP	United Nations Development Program

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## FOREWORD



In response to the increased need for clarity on the nature and demographics of Zambians living in the Diaspora, the National Consultative Forum is the first clear step specifically aimed at the formulation of a diaspora policy. The establishment of the Forum has been a significant milestone which has laid the foundation for policy development.

Previous efforts include the Zambian Diaspora E-Conference, Zambian Diaspora Connect held in 2010 as well

as the Zambian Diaspora Survey taken in 2011. Although the objectives of these initiatives may have varied, the need for a diaspora engagement policy was an underlying factor.

Further calls for a policy are noted to have emanated from various stakeholders including networks of Zambians living in the diaspora, sections of government technocrats, academia and research institutions such as the Policy Monitoring and Research Centre (PMRC).

As part of the process of unlocking the resources available to Zambia, we at PMRC recognize that our greatest assets are the minds of the Zambian people. Therefore, we have been advancing work on the diaspora policy in line with our mandate to:

- To promote public understanding through research and education.
- To encourage and facilitate debate on social and economic policy issues critical to poverty reduction.
- To be a source of quality data relevant for stakeholders in areas of social and economic development

The outcome of PMRC's work has been the development of two mutually supportive documents to the formulation of a diaspora policy, namely: The Diaspora Series background briefing document titled: Exploring The Zambian Diaspora "Tapping into the Potential of the Zambian Diaspora" and the Diaspora Communique.

The Diaspora Series background briefing document offers background information on the estimated population of Zambians in the diaspora, motivation for migration, an estimation of skills, human and financial resources among the Zambian diaspora communities as well as recommendations on how best benefits can be drawn from other countries on engaging with diaspora communities.

In compiling the background briefing document, PMRC conducted interviews with several key stakeholders in from various Zambian diaspora communities as well as relevant institutions. Further discussions were held with Ministry of Home Affairs and the National Consultative Forum to establish the level of support that can be rendered to Zambians in the diaspora.

PMRC's goal was to provide preliminary resources to aid dialogue as well as policy formulation for the Diaspora policy.

We look forward to engaging more with all Zambians in the coming period. Thank you for taking time to read this PMRC publication and please get involved and voice your opinions through PMRC's many engagement channels.



**Bernadette Deka**  
Executive Director

# BACKGROUND NOTE



**T**he world today is interconnected and interdependent in social, economic and developmental ways, thus acclaiming the name “One Global Village”. In order to fully to increase the potential of this Global village, it is essential that countries design and implement comprehensive diaspora strategies for engaging with their global citizens. The size of the countries population can no longer be calculated within the contours of its borders, rather it must be perceived through the global lens of migration and encompass those who are defined as the “diaspora”.

## Zambian Diaspora Profile

### What is a diaspora?

The diaspora is defined as a group of members of ethnic and national communities who have left their homeland. The term diaspora conveys the idea of transnational populations living in one place while still maintaining relations with their homelands. This includes the “Third culture kids” (TCK), born from the diasporas. A third culture kid is a person who has spent a significant part of his or her developmental years outside their parents culture. The TCK frequently builds relationships to all cultures, while not having full ownership in any. Although elements from each culture may be assimilated into the TCK’s life experience, the sense of belonging is in relationship to others of similar background. There are different kinds of diasporas depending on causes and the type of relationship the people abroad hold with their home or host country. In some cases, this is defined as: “brain drain” or the loss of skilled intellectual and technical labour through the movement of such labour to more favourable geographic, economic, or professional environments. Instead of this reality being looked at as a challenge, it must be viewed as an opportunity for numerous initiatives.

The Zambian diaspora encompasses students, professionals and entrepreneurs to artists, engineers, journalists, bankers, accountants, economists, medical doctors, nurses and lawyers. The diaspora must be viewed as “National Strategic Asset”.

## Estimated Population of the Zambian Diaspora

The international migration of highly skilled Zambians has increased during the past decade. World Bank Fact book (2011), estimates the total number of migrants from Zambia as a percentage of the total population at 1.4%. The emigration rate of the tertiary educated population is 16.8%, while the total percentage of emigrating nurses is 9.2% or 1,110 people. The rate for medical doctors trained in the country who have migrated to other countries is 24.7%. The Zambian Department of Immigration under the Ministry of Home Affairs keeps annual records of the number of entries and exits from its various regional offices.

## The Migration of Zambia's Skill

The emigration of a specific labour sector can lead to shortages in the country of origin. In Zambia, this has primarily affected the health care and education sectors. The International Monetary Fund (IMF, 2007) has reported that levels of attrition (degree of loss) of highly skilled workers in the health sector range from 15 to 40 people per annum in Zambia. This loss hinders the ability of Government to achieve its national development plans. There is an opportunity to engage the diaspora and leverage from their intellectual capital.

## Remittances to Zambia

Remittances can be broadly defined as “monies earned or acquired by non-nationals that are transferred back to their country of origin”. The value of remittances is very significant. Remittances contribute to poverty alleviation. In addition they can also be used to import capital goods and provide investment funds for entrepreneurs. This creates the financial capacity and thus the buying power of recipients. Remittances lead to increased consumption, which, despite the risk of inflation, boosts imports and, consequently, import duty and value added tax (VAT) receipts. They serve as a significant source of foreign exchange and account for a massive contribution to gross domestic product (GDP) in many nations.

Remittances are potentially a positive outcome of migration. According to the World Bank's latest Migration and Remittances Fact book (2011), worldwide remittance flows were expected to reach USD 440 billion by the end of 2010, up from USD 416 billion in 2009. About three quarters of these funds (USD 325 billion) are channelled to developing countries. This is an increase from USD 307 billion in 2009. Remittances to developing countries were a resilient source of external financing during the global financial crisis. Remittance flows constitute the largest source of financial flows to developing countries after foreign

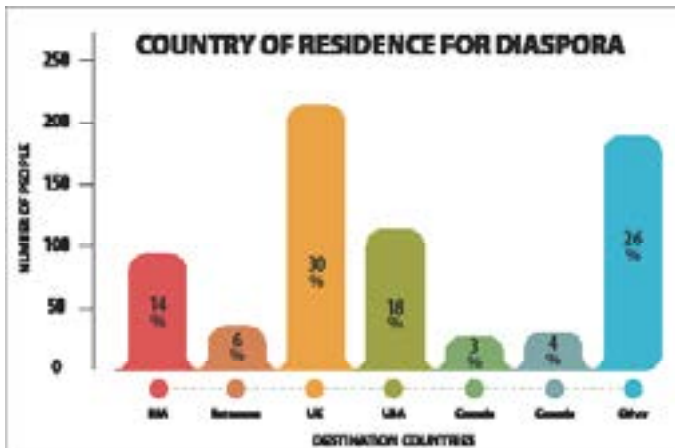
direct investment (FDI), and exceed FDI flows for many countries.

In 2009, Zambia received an estimated USD 68 million in remittances from its diaspora through formal channels. A study dating back to 2007 estimated that the total flow of remittances to the country, both through formal and informal channels, was as high as USD 200 million per annum, or 1.8% of GDP, (World Bank: 2011).

### Diaspora Destination Countries

Evidence has shown that the main destinations for Zambian health workers in the region are; South Africa, Botswana and Namibia. Whereas these countries continue to attract many highly skilled Zambians, growing numbers of health workers are moving beyond the region to Europe, North America and Australia. The Australian 2006 Population Census Report revealed a significant increase in Zambian-born immigrants up from the 2001 census by 33.3%. The 2006 Australian census recorded 4,080 Zambian-born people in Australia. The Zambian Diaspora Survey conducted in 2011 indicated that;

- 30% of the respondents were residing in the UK
- 18% were in the USA
- 14%, in South Africa
- 6%, in Botswana
- 4%, in Australia
- 3%, in Canada
- 26% gave varied responses.





## Motivation for Migration

The main reasons for migration among Zambians are socio-economic in nature. According to the International Organization for Migration (IOM) report (2011), various factors prompting migration from Zambia were put across by the respondents. Notable among these were;

- Education 40%
- Employment/business 40%
- Family relocation 7%
- Marriage 5%
- Asylum less than 1%
- The remaining 8% had varied responses.
- Less than 1% of the respondents have never lived in Zambia.

The number of respondents who left the country for political reasons is low compared to other factors. This could be attributed to Zambia being notably known as a peaceful country.

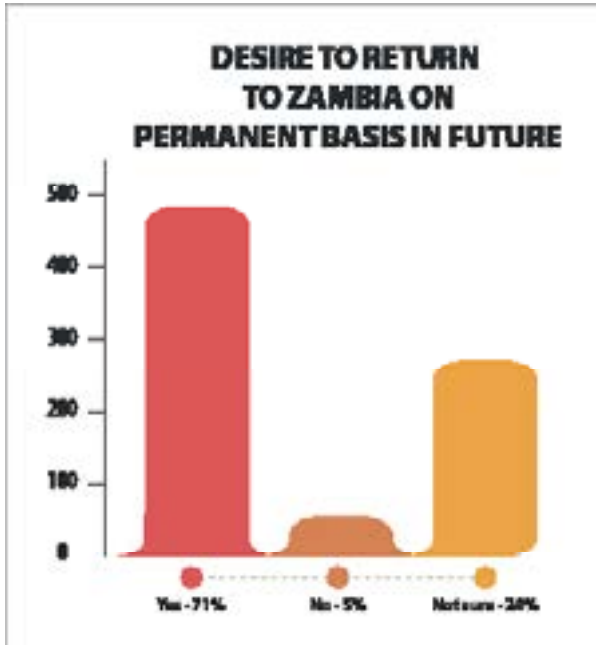
Reasons for leaving Zambia	(%)
Never lived in Zambia	<1
Education	40
Employment/Business	40
Political Asylum	<1
Moved with family	7
Marriage	5
Other	8

(Source:-The Zambia Survey Report, 2011)

## Intentions to Return to Zambia

Many Zambians in the diaspora have taken the opportunity to advance their levels of expertise in various fields, thereby building massive potential for much needed assistance in the development of the country. At the individual level, many are keen to participate in development initiatives in Zambia. Stud-

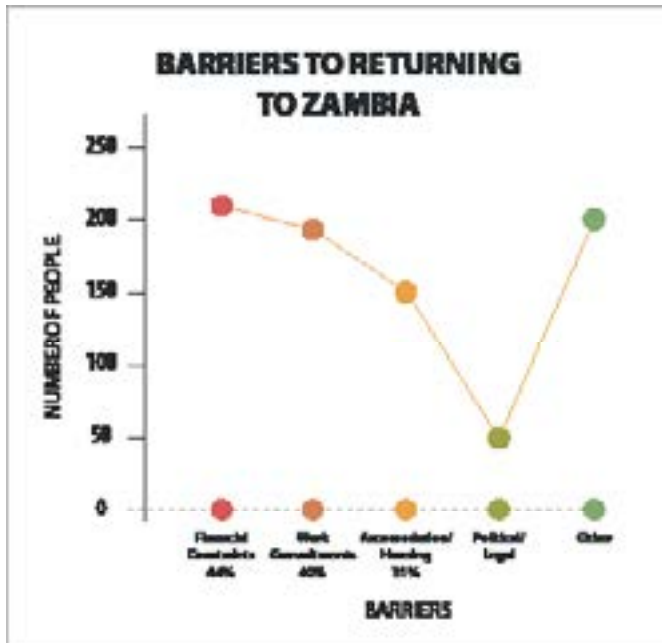
ies have shown that 71% of the respondents indicate that they were interested in permanently returning to Zambia, 5% were not interested, while 24 % were not decided about returning permanently.



The Zambia Survey Report indicated that;

- 63% of the respondents indicated that they faced some barriers to their return
- 34% said they faced no barriers
- 4% were not sure.

Various barriers to permanent return were cited, among others were financial constraints, political/legal barriers, accommodation/housing, work commitments and others.



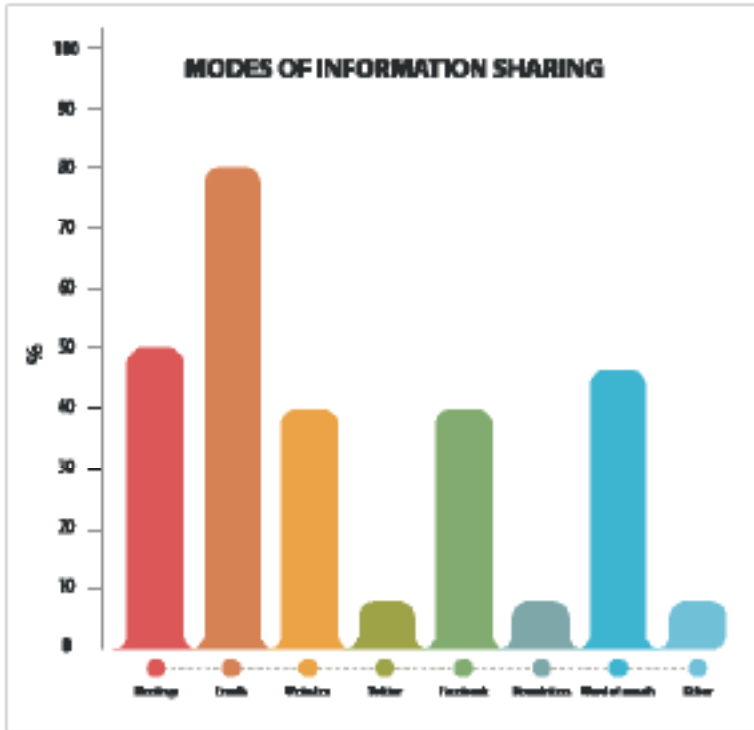
## Diaspora Communication Channels

Evidence indicates that;

- 74% of the people in the diaspora use telephones as a means to access information in Zambia
- 80% use e-mail
- 9% use letters
- 66% use newspapers
- 10% use newsletters
- 47% use word of mouth
- 85% use the Internet
- 9% use Twitter
- 42% use Facebook
- 41% use Zambian websites (unspecified)
- 18% use the Zambian High Commission
- 9% other.

The pattern exhibits similarities with the means of communication employed by the diaspora to keep in touch with their family members indicating high

usage of IT-based communication systems to access information on Zambia. Thus, IT-based communication should be at the core of future diaspora communication strategies.



### Human and Financial Resources among the Diaspora

Approximately 75% of the Zambian diaspora have attained a minimum of a bachelor's degree. Studies have shown that;

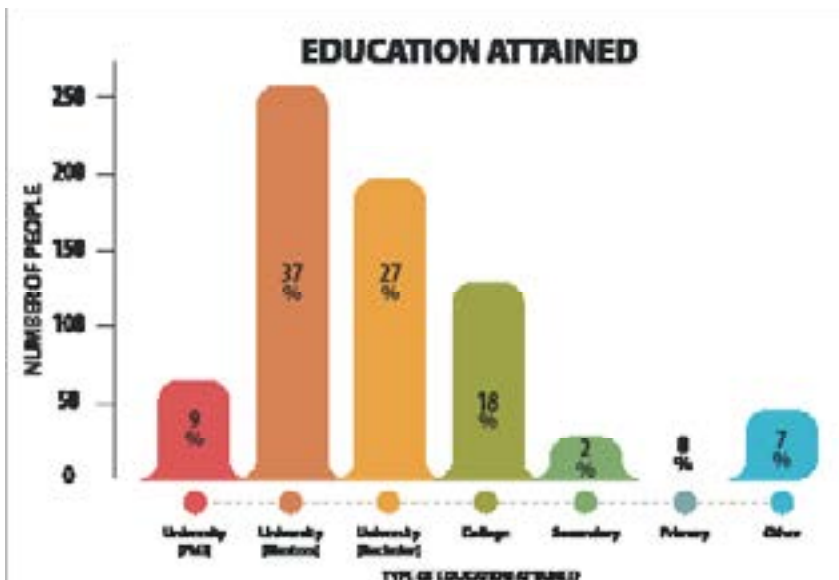
- 37% of the people in the diaspora have attained a Master's degree
- 27% Bachelor's degree
- 19% have attained college
- 9% Doctor of Philosophy (PhD)
- 7% had reached various post-high school levels
- 2% had reached secondary level of education.

The survey on the professional expertise also showed that of the professions;

- Healthcare accounted for 16 %
- Accounting/banking/finance stood at 12 %
- IT and engineering accounted for 10 % each.

These findings are consistent with earlier statements that health care professionals emigrated in large numbers as part of the emigration wave that began in the 1980s. Contrary to the widely held assertion that education training is one of the identified sectors critically affected by rising migration in Zambia, it appeared that only a small proportion of the total number of respondents to the survey were teachers or professionals in the field of education. This is because when some professionals migrate, they do not necessarily remain in their areas of professional training, opting instead to avail of employment opportunities in other professional areas.

An alternative explanation may be possibly due to the fact that most respondents were from outside the African continent, while most Zambian teaching professionals may be practicing in neighbouring African countries (Ammassari, 2005: 64).



## Opportunity

The Zambians both locally and internationally can greatly benefit from the massive untapped potential of the Zambian diaspora through remittance of money, human resources, investment and exchange of ideas to boost economic development. Many Zambians living in the diaspora are proud of their lineage, education and heritage and anxious to rediscover their roots by retaining; this may not only mean coming back physically but through means which may give them a touch back home. Government should be aware that the Zambian diaspora want to make an even greater contribution to the development of their country hence needs to devise diaspora strategies for harnessing the power of Zambian diaspora to contribute in national development.

There exists an opportunity for government to work with Zambian embassies abroad and develop a “national asset database” which consists of information on all Zambians abroad, their occupations and how much they remit to Zambia. This will further explore opportunities and strategies that enable them to partner with Zambians home and the government to foster the development agenda.

## Challenges in Communication

The key to benefiting from the massive untapped power of Zambians in the diaspora is by networking and mapping a viable way of engaging the diaspora into development activities. There are six main factors that should be considered in harnessing the potential of the diaspora.

- 1. Identification:** The first challenge in engagement with a diaspora is identifying the Zambians abroad (there is no single database that has all the information of Zambians abroad).
- 2. Communication:** In order to engage with a diaspora group there must be channels of communication i.e. how can the government transmit the messages to the target diaspora group.
- 3. Engagement:** The diaspora target groups must be receptive to engagement if the policy is to be effective i.e. how much are they willing to participate and how easily can this occur
- 4. Extension of rights:** There must be sustainable engagement that will involve both give and take i.e. the diaspora must benefit as equally as the Zambian government and focusing on costs, benefits and implications.

## Benefits of the Diaspora

There are three main categories 1) financial benefits which includes transfers, investment, trade and tourism. 2) Social benefits which includes knowledge transfer and international influence. 3) Population benefits which includes immigration benefits and circular migration benefits, this deepens democracy.

### Financial Benefits

**Transfers:** Remittances from abroad are an important source of income for many countries, this can be money sent home to family or friends, donations to charitable organisations, and endowments to the home country. Countries may extend taxation obligations to their overseas diaspora..

**Investment:** The overseas diaspora can provide a flow of investment capital back to the home country, this could be investment of their own funds held abroad or through the channelling of Foreign Direct Investment (FDI) to the home country.

**Trade:** Local knowledge, understanding of culture, or national affinity may lower the costs of trade normally associated with doing business with a foreign country. This could be sourcing international suppliers or opening new markets.

**Tourism:** Members of the overseas diaspora may have an interest in visiting Zambia, or even being a regular visitor. Their link to Zambia provides the basis to promote Zambia as a tourist destination.

### Social Benefits

**Knowledge transfer:** Research and technology developed overseas can be exchanged between countries through links with experts in the overseas diaspora.

A “scientific diaspora” gives countries of origin a boost to their knowledge stock.

**International influence:** The home country can increase its impact on the international stage if members of its diaspora hold prominent or influential positions in international organisations. This has diplomatic and reputation benefits for the home country, these links can help build connections and the social capital of Zambians at home and abroad. They can assist in the transmission and promotion of Zambian culture and cultural capital around the world.

## Population Benefits

**Immigration:** The immigration of skilled workers to the home country can provide an increase in productivity and increase economic growth. It can also address skill shortages in the home country. The temporary immigration of students into higher education brings in fees as international students and attracts skilled workers to the economy.

**Deepening of inclusive democracy:** This promotes inclusion and clear depiction of equality. It allows members of the diaspora to be actively involved in the affairs of their home country.

**Circular migration:** Circular migration recognises that many workers now operate in a global labour market. They are prepared to move between countries for work. With increased opportunities for travel and communication this is becoming easier, as is the maintenance of links with the home country. This can lead to a pattern of spells working abroad interspersed with spells working at home.

## Conclusion

Zambia's call on the development potential of its nationals living in the diaspora cannot be overemphasized. This Background Note highlights the high level of diaspora skills, educational qualifications and other relevant social and professional experiences. Majority of the Zambian diaspora have expressed a keen interest in returning home to engage in both commercial and humanitarian investment prospects. The possibilities of realizing these prospects are marred by barriers such as financial constraints, work commitments and the general lack of a deliberate diaspora engagement policy framework. The need for formulating a deliberate engagement policy is highly emphasized. Unless concerted efforts are solicited from all stakeholders, these will continue to hamper the effective utilization of the development potential of the diaspora and their right to participate in the affairs of the nation.



# POLICY BRIEF

## KEY MESSAGES:

**B**eyond Zambia's borders, lies the untapped power of its citizens in the diaspora. The Zambian diaspora has a potential to play a key role in the development of the country and must be viewed as **"National Strategic Asset"**.

Diaspora strategies that extend across a range of social, cultural, political, educational and financial dimensions must be formulated and implemented.

A **"Diaspora Engagement Policy"** must be formulated by government to define modes and terms of engagement with the diaspora. A **"Zambians in the Diaspora Database"**, must be created as an Information and networking tool for government and Zambians abroad.

The Zambian government can greatly benefit from massive untapped power of Zambians in the diaspora through remittance of money, human resources, investment and exchange of ideas to boost economic growth and national development.

Remittances from the diaspora into Zambia can be channelled into various investment and developmental programmes. According to the World Bank, remittances to developing countries totalled \$188bn in 2006 - double the amount of international aid received in the same year.

Government must tap into the potential of the diaspora as a National Strategic Asset.

## Summary

This Policy Brief builds towards developmental framework for the Government to engage the Zambian diaspora in national development efforts. There is currently no policy on diaspora engagement in Zambia. This Policy Brief draws up a preliminary roadmap for short and medium-term interventions necessary to engage the Zambian diaspora. It offers guidance for the formulation of a national diaspora policy that would ensure the effective engagement of the diaspora.

The ultimate goal is realization of the rights for Zambians in the diaspora to participate in national development and utilization of resources for investments.

## Statement of the Problem

A diaspora policy and development engagement frameworks are currently lacking. The government recognizes that Zambians abroad have the right and enormous potential to contribute to national human and financial capacity building, through the sharing of knowledge, skills, experience and the transfer of financial sources via remittances.

Levels of diaspora engagement by government haven't been satisfactory. Government acknowledges the enormous potential of the diaspora to contribute towards national development, but an engagement framework has been lacking. Harnessing the diaspora potential and leveraging it for development purposes requires a deeper understanding of the diaspora, who are also keen to exercise their right to participate in the affairs of the nation.

## PRE-EXISTING POLICIES AND INITIATIVES

Zambia has no diaspora policy. The Ministry of Foreign Affairs is mandated to coordinate and organize the operations of the Zambia mission abroad. Significant initiatives have been undertaken in the past to facilitate diaspora engagement. The first major initiative was the Zambia Diaspora E-Conference. This conference was held in October 2008, with a view to setting the frame for Zambia's citizens abroad holding collective dialogue with 'Home'. The main theme for the conference was to explore the diaspora's collective aspirations for Zambia through 'Visioning' and 'Prioritization' of actions. It was hoped that the next steps following the conference would facilitate the development of government policy on the welfare of its citizens abroad. This was also to fill the policy gap required to complement the existing Vision 2030, which only constitutes the development aspirations of Zambia's domiciled citizens. This is in keeping with the African Union's urge to all its member countries to take ownership of their citizens in the diaspora as respective country's members of constituencies abroad.

The second major initiative was the Zambia Diaspora Connect; held in Lusaka on 23 June 2010. This engagement meeting was between the Zambia Diaspora Connect and Zambia Diaspora Desk at State House. The aim was promoting Zambia's dialogue with its diaspora through Government and media channels.

The third major initiative was The Zambia Diaspora Survey. This survey was undertaken in 2011, by the International Organization for Migration and the Diaspora liaison Office; with a view to establish information on the Zambia diaspora.

There have been sentiments echoed by the Minister of Foreign Affairs, Hon.

Given Lubinda on the importance of Zambians abroad registering with the Zambian Embassies.

There have also been calls from Zambian diaspora networks, such as UKZambians, on the proposed Diaspora–Government engagement facilitation. All these initiatives cannot materialize without a sound and comprehensive diaspora policy that would define clearly the terms of engagement and collaboration between Zambian Government and its diaspora members.

## LEARNING FROM COUNTRIES WITH DIASPORA ENGAGEMENT POLICIES

China, India and Ghana are countries that have implemented diaspora public policy in addressing economic development and nation building.

### China



China created an institutional apparatus, targeting diaspora citizens through the Overseas Chinese Affairs Office (OCAO). OCAO demonstrated that overseas Chinese issues are a national matter. This national recognition encouraged all the provinces and municipalities to set their own OCAO. It further created the All China's Federation of Returned Overseas Chinese (ACFROC) with the mission of tapping the financial and human resources from their citizens abroad. The Chinese People's Congress has an Overseas Chinese Commission, whose mission is to conduct research and provide recommendations for guiding policies concerning Chinese diaspora. There are more than 11,000 Chinese laws and regulations concerning the Chinese Diaspora. The Chinese constitution recognized Chinese overseas returnees as a special group.

### India



India's diaspora consists of the Non-resident Indians (NRIs). These are Indian citizens who live abroad and Persons of Indian Origin (PIOs) (individuals with no Indian passport but of Indian descent). The Indians first strategy to engage their diaspora was to introduce legal and tax incentives to attract NRIs financial resources and to create a PIOs card. The PIO card is a long-term 20-year visa

that allowed them to have property or access to education system in India. The government created a High Level Committee on the Indian Diaspora, mandated by the Ministry of External Affairs to assess the role of NRIs and PIOs in India's development. India's increasing interest in its diaspora has been affected by two major historical facts.

India once had a closed economy that did not encourage foreign contributions, businesses, or investment. When the government liberalized the economy in 1991, the diaspora Indians became more useful as agents of trade, investment, and technology.

Indian foreign policy began to recognize the value of the diaspora in industrialized countries, especially the United States, for public diplomacy. Since 2003, the government has hosted an annual diaspora conference that is designed to serve as a platform for interaction between overseas Indians, the Indian government, and interested segments of the Indian society, such as businessmen, cultural and charity organizations. Established in 2004, the Ministry of Overseas Indian Affairs coordinates activities aimed at reaching out to the diaspora. These include the "Know India Program" for diaspora youth and annual awards for eminent diaspora personalities.

The government also set up a Global Advisory Council to the Prime Minister, consisting of diaspora scholars, scientists, politicians, and businessmen, in 2009. With the financial resources of the diaspora in mind, the government amended investment laws and established the Overseas Indian Facilitation Centre in 2007. This was to facilitate investment from individuals abroad.

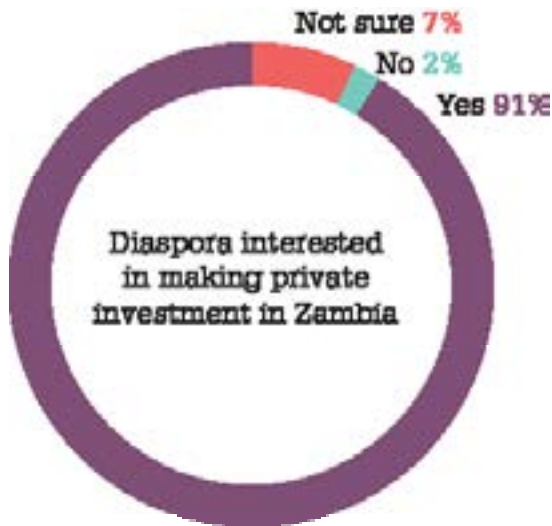
In addition, the Reserve Bank of India has procedures in place so that NRIs and PIOs can invest in Indian companies.

## Ghana



Realizing the economic importance of the diaspora, the Ghanaian government has sought to keep its citizens abroad engaged. The government organized a Homecoming Summit in 2001, which invited members of the diaspora to the capital city Accra. A Non-Resident Ghanaians Secretariat (NRGS) was instituted in May 2003, to promote further links with Ghanaians abroad and to encourage return. Data from the Ghana Living Standards Survey (GLSS) indicate that in 1998-1999, there were approximately 50,000 returning migrants living in Ghana. The return of diaspora can positively affect poverty alleviation as migrants tend to return with more capital and education than they had on departure and more investment opportunities for them, resulting in creating jobs for the local people. Return migration can also be a path to job creation.

## Diaspora and Willingness to Invest in Zambia



### CHALLENGES IN ENGAGING WITH THE DIASPORA

The key to benefiting from the massive untapped power of Zambians in the diaspora is by networking and mapping a viable way of engaging the diaspora in development activities. There are six main factors that should be considered in harnessing the potential of the diaspora.

**1. Identification:** The first challenge in engagement with a diaspora is identifying the Zambians abroad. There is no single database that has updated and comprehensive information of Zambians abroad.

**2. Communication:** In order to engage with a diaspora group there must be channels of communication. The key question is, how can the government efficiently and effectively communicate with the diaspora and ensure they obtain timely and relevant feedback?

**3. Engagement:** The diaspora target groups must be receptive to engagement if the policy is to be effective. There is need to assess how willing they are to participate and how easily can this occur? E.g. using networks like the UKZambians.

**4. Sustainability:** There must be sustainable engagement that will involve benefits on both sides. The diaspora and Zambian government must be in a win-win scenario, focusing on costs, benefits and implications.

**5. Continuity:** A sustainable diaspora policy must be able to continue engagement after first contact. The key questions are:

- How well can members of the diaspora be tracked after first contact?
- What are the costs of ensuring that data on the members of the diaspora is up to date?
- How to handle movement between diaspora groups and also the mechanism for moving from one engagement to another?

**6. Policy Interactions:** Diaspora policy has the potential to lead to conflicts between strategies aiming for competing benefits, hence there is need to ensure harmonization between the diaspora policy and other policies.

**Diaspora Flow of Engagement**



Adapted by PMRC based on systematic representation by:- Commonwealth Journal, 2006)

## BENEFITS OF THE DIASPORA

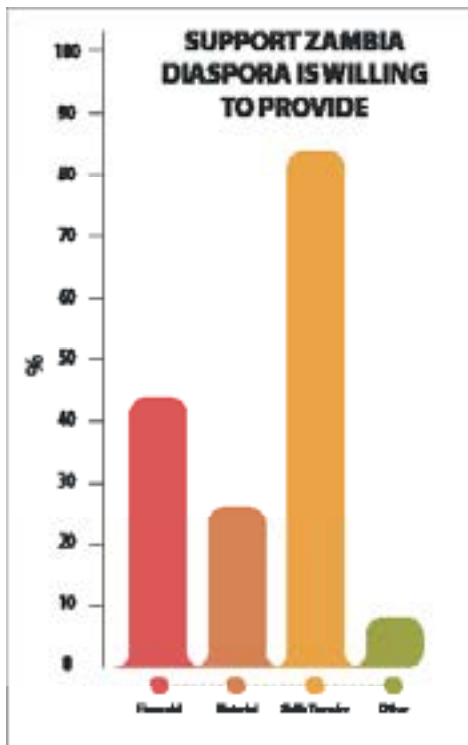
### There are three main categories

1. Financial Benefits which includes transfers, investment, trade and tourism.
2. Social Benefits which includes knowledge transfer and international influence
3. Population Benefit which includes immigration benefits, circular migration benefits and deepening of democracy.

### Financial Benefits

**Money Transfers and remittances;** from abroad are an important source of income for many countries. This is money sent home to family or friends, donations to charitable organisations and endowments to the home country.

In 2011 Zambia's remittances totalled approximately USD126m through formal and informal means; in the 2013 National Budget 4.6% (USD288m) will be derived from aid. If we had a deliberate Diaspora Policy, we can reduce our aid dependency from 4.6% in 2013 to about 1.7% in 2014 and possibly be free of aid dependency by 2015.



(Source:-The Zambia Diaspora Survey, 2011)

**Investment;** The diaspora can provide a flow of investment capital back to the home country, this could be investment of their own funds held abroad or through the channelling of Foreign Direct Investment (FDI) to the home country.

**Trade;** Local knowledge, understanding of culture, or national affinity may increase the volumes of trade normally associated with doing business with a foreign country. Engagement with the diaspora across the globe will not only increase the

volumes of trade but also the global footprint of trade. This could be sourcing international suppliers or opening new markets.

**Tourism;** Members of the overseas diaspora may have an interest in visiting Zambia, or even being a regular visitor. Their link to Zambia provides the basis to promote Zambia as a tourist destination.

### Social Benefits

**Knowledge transfer;** Research and technology developed overseas can be exchanged between countries through links with experts in the diaspora. Zambia must tap from this opportunity and benefit therein.

**International Influence;** The home country can increase its impact on the international stage if members of its diaspora hold, prominent or influential positions in international organisations. This has diplomatic and reputation benefits for the home country and can help build connections and the social capital of Zambians at home and abroad. Additionally they can assist in the transmission and promotion of Zambian culture and cultural capital around the world.

### Population Benefits

**Immigration;** The immigration of skilled workers to the home country can provide an increase in productivity and economic growth. It can also address skill shortages in the home country.

**Deepening of inclusion;** This promotes inclusion and clear depiction of equality. It allows members of the diaspora to be actively involved in the affairs of their home country. This inclusion entails the diaspora's gain of safety and security provided by their home country.

**Circular migration;** Circular migration recognises that many workers now operate in a global labour market. They are prepared to move between countries for work. With increased opportunities for travel and communication this is becoming easier, as is the maintenance of links with the home country. This can lead to a pattern of spells working abroad interspersed with spells working at home.





## RECOMMENDATIONS

1. Formulation of a cohesive diaspora engagement policy; This should be done in an inclusive and participatory mandate involving all relevant stakeholders. This can begin with identifying current leading diaspora network groups such as UKZambians, Zambians in the US, Zambians in South Africa, the Zambia-Italy; as known networks. Creating a sustainable partnership between the GRZ and diaspora associations to actively work towards joint exercises to reach out to the diaspora and support diaspora initiatives. This initiative must be undertaken by the Ministry of Foreign Affairs in liaison with all Zambian missions abroad.
2. Establishment of a Diaspora Opportunity Development Agency, within the Ministry of Foreign Affairs; This agency should be charged with the development of and implementation of initiatives to unleash diaspora potential. The establishment will be a single entity totally committed to engaging the Zambian diaspora and pioneer the establishment of an all-inclusive Zambian Diaspora Database.
3. Expanding and strengthening existing national institutional capacity; This is to implement diaspora-related policies and ensure a sustained course of action for the effective engagement of the diaspora. This would facilitate the inclusion of the Zambian diaspora in national development planning and also drawing up a National Remittance Strategy. We can draw examples from India; that promoted the channelling of remittances towards developmental projects. Zambians abroad must be enticed to invest in Zambia with low costs of doing business and incentives, to promote more remittances into Zambia.

4. Establishment of a comprehensive information online portal; This would offer information on Zambia and a permanent database that could capture detailed information on the diaspora and generate up-to-date reports.
5. Establishment of skills/professional Impact groups; These will be a consolidation of professionals abroad, based on their skill sets (e.g. doctors, engineers, architecture and lawyers).

The aim is to engage with their fellow professionals in Zambia, this will enable them to share information, resources and knowledge based on their trades. Zambia would benefit greatly, as oversees professionals would be meeting and networking regularly with focus on Zambia and how they would help in. An example is the Zambian Doctors in Washington (USA), who recently collaborated and held a dinner, with the resolution of coming to Zambia and helping briefly with the University of Zambia (Medical school) and University Teaching Hospital (UTH).

## Conclusion

The Zambian diaspora has the potential to play a key role in the development of the country. This potential has remained untapped although its significance can be seen in terms of remittances and in the various transfers such as technology. Despite the potential of the diaspora, there are still many constraints that have inhibited the effective utilization of this financial and human resource for the socio-economic development of Zambia. These includes among others, lack of statutory provision for the establishment of structured institutional frameworks for addressing issues of concern to the diaspora community. It is imperative that the government develops policies that expand the rights of Zambia's diaspora and increase the capacities of government bodies to administer these rights.

The importance of government's policy learning and adaptation from other country policy practice detailed in this study cannot be underestimated. The adoption of this PMRC Policy Brief recommendation by government will contribute to increased volumes of remittances for investment, sent by Zambians living abroad. It is also noted that approximately 47% use formal means to send their remittances and 53% use informal means.

In 2011 Zambia's remittances totalled approximately USD126m through formal and informal means; in the 2013 National Budget 4.6% (USD288m) will be derived from aid. If we had a deliberate Diaspora Policy, we can reduce our aid dependency from 4.6% in 2013 to about 1.7% in 2014 and possibly be free of aid dependency by 2015.

# PMRC DIASPORA SERIES

## Potential of the Zambian Diaspora

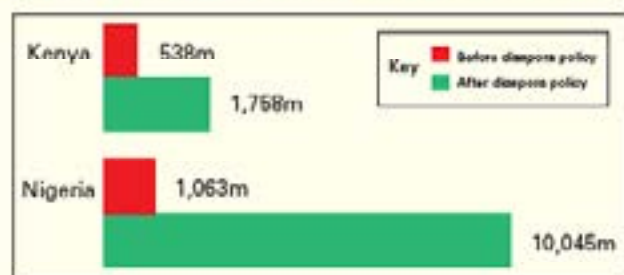
Zambia can greatly benefit from the untapped power of Zambians living abroad (**Zambian diaspora**) through remittances of money, human resources, investment **Skills & Knowledge** and knowledge transfer to boost economic advancement. Zambians in the diaspora should be viewed as a **"National Strategic Asset"** in context of nation building.



### Remittances

In 2007, Zambia received an estimated **USD 59 million** in remittances from its diaspora through **formal** channels. It has been estimated that the total flow of remittances both through **formal** and **informal** channels, was approximately **USD 200 million**, **1.8%** of GDP, (World Bank: 2011).

### Diaspora remittances before and after diaspora policy



### Barriers to Diaspora returning or contributing to Zambia's development

1. Financial constraints
2. Lack of organised participation in national programmes
3. Legal barriers, dual nationality
4. Lack of housing in Zambia
5. Work commitments

In 2011 Zambia's remittances totaled approximately **USD120m** through formal and informal means. Only **4.8%**(USD200m) of the 2013 National Budget will be derived from aid. Increasing remittances could reduce our aid dependency and possibly enable Zambia to be self sufficient by 2016.

### What would a Diaspora Engagement Policy mean for Zambia?

Partnership for Economic Growth and Development:- The Diaspora can be a source of knowledge, skills, resources and technology to contribute to economic growth and development.



Increased Remittances and Foreign Direct Investment:- Engagement with the diaspora will promote an enhanced investment environment which will increase the levels of remittances into Zambia.



Deepening Democracy:- Inclusive participation in national issues and dialogue will help Zambia's quest for social and economic development.



## Recommendations

1

### Policy



Formulation of a comprehensive diaspora engagement policy. This would create a sustainable partnership between Zambia and the diaspora, towards achievement of our nation building agenda.

2

### Delivery



Establishment of a Diaspora engagement desk, with the mandate to orchestrate the development and implementation of initiatives to unlock the diaspora's potential.

3

### Information



Establishment of a "Zambians in the diaspora database" which would offer information on Zambia, detailed information on the diaspora and joint initiative opportunities.



**Unlocking Zambia's Potential**  
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