

**AMBIVALENT CONTRIBUTIONS: PROSPECTS OF
GOVERNMENT INTERVENTION IN DIASPORA WELFARE
AND ENGAGEMENT IN ZIMBABWE?**

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Abstract

Policymakers and Governments across the world are in search of ways of tapping into the diasporic economy and integrating it into the mainstay economy. This has propelled countries like Ethiopia and Philippines to intervene into diaspora engagement and welfare in various ways. However, existing scholarship acknowledges that the diaspora community is not a homogeneous grouping and hence an appreciation of their profiles is of paramount importance. Despite existence of a human development cycle, accounting cycle, grief cycle, there is a diaspora development cycle which needs to be understood in order to guide the sort of intervention that a government may render in mobilizing diaspora participation. This paper therefore, attempts to define and configure 3 types of diasporas of interest: diplomatic, student and economic and detail their profile and development cycles. More so, the paper interrogates government interventions in the Philippines, Ethiopia and Zimbabwe and proffer recommendations for effective diaspora policy interventions. The Study involved a qualitative approach in which interviews were carried out in different countries as well as observations done. This was further substantiated by in-depth critical analysis of document, study tour reports and policy reviews which then prompt the case studies used in this study. Findings of this study on diasporic economy have a profound contribution to economic turn around and development of the country if trust and confidence issues are dealt with in all earnest.

Keywords: Diaspora, Engagement, Government, Intervention, Policy

1. Introduction

As the world economy continue to face an array of challenges, people either choose to relocate or are forced to relocate to other places for economic emancipation, education or enlargement of their territories. Migration patterns have not just witnessed rural to urban movement but movements across borders have been on the rise. As migration experts have often proposed that if migration is well managed it can result in socio-economic development. This paper therefore interrogates three types of diasporas that governments may collaborate with and assist in order to reap the benefits of their movement outside the country. The massive exodus of the Zimbabwean diaspora since 2000 was mostly due to persistent economic meltdown which was blamed on the

perceived government failure to afford them the opportunity to better their lives while at home. Polarization had a role to play since the government and the diaspora were sceptical of each other. The fact that there was no deliberate policy aimed at co-operating the diaspora up until 2016, reveals lack of government commitment towards diaspora welfare and engagement.

It is applauded that the newly revised foreign policy is now buttressed and anchored on three main pillars namely: engagement and re-engage, economic diplomacy and diaspora diplomacy. The inclusion of diaspora diplomacy as a key tenant of the country's foreign policy is a clear testimony of the renewed view of the government towards the diaspora. In this regard, the government acknowledges that the diaspora is a key socio-economic player who needs to be engaged in national discourse and development. There is understanding that the diaspora has untapped potential and can be a crucial partner in economic revival through diaspora investment, trade, tourism, remittances, philanthropy, knowledge and skills transfer. More so, the government realised that the diaspora is passionate about their home and are willing to cooperate in the revival of the economy and its development. The diaspora engagement seminars conducted during State/Official visits are testimony of the desire by government to engage. The current contributions by diaspora remittances of USD\$635.43 million in 2019 and USD\$619.25 million in 2018 (2nd foreign currency earner after the export of gold and tobacco), among other means, bears witness to their initiative to provide solutions back home (RBZ, 2020). From a policy and institutional perspective, government has in recent years: enacted the Diaspora policy; established a dedicated Diaspora Directorate and a National Diaspora Taskforce to administer diaspora affairs. However, there is need for a systematic and aggressive move towards diaspora engagement and consultations if intended results are to be realised. What is intriguing is to appreciate whether government intervention is necessary to propel diaspora contribution back to the country of origin? In establishing this, the researchers conducted interviews with former and serving diplomats, students studying abroad and some members of the diaspora who are from Asia, Africa, Europe and the Americas. Further, the research inferred into reports of study tours to Ethiopia and the Philippines which were carried out by the Zimbabwean Government. This formed the basis of the case studies considered in this paper.

2. Conceptual Framework

2.1 Diaspora: Meaning and Limitations

There is a growing acknowledgement of the notion of diaspora and diasporic economy and with it comes vast definitions, depending on who is explaining it and the context in consideration. Etymology unveils that diaspora is derived from two Greek words, “*dia*” which means across and “*speirein*” meaning scatter. Jointly termed, “*diaspeirein*”, the term is used to explain a dispersion, spreading or scattering of people from their country of origin (Constant and Zimmermann; 2016). A host of diaspora scholars and theorists

among them, Robin Cohen, William Safran and Paul Gilroy closely subscribe to this definition, Rapoo (2014).

The diaspora has been viewed by the International Organization for Migration (IOM) as migrants or descendants of migrants whose identity and sense of belonging, either real or symbolic, have been shaped by their migration experience and background. They maintain links with their homelands, and to each other, based on a shared sense of history, identity, or mutual experiences in the destination country (IOM and MPI, 2012). This definition is premised on identity and a sense of belonging as well as connection with country of origin. This is in line with the submission by Abdile (2010), who indicated that diaspora members are viewed as capable of bringing fresh and innovative ideas that propel and accelerate development, among other things.

The African Union has however described the African diaspora as, “people of African origin living outside the continent, irrespective of their citizenship and nationality and who are willing to contribute to the development of the continent and the building of the African Union” (AUC, 2018). This definition is premised on identity or origin and contribution towards the development of the continent. It subscribes to the submission of Kleist (2008) which views diaspora as development agents with regards to their countries of origin. The African diaspora is inclusive as it does not discriminate other people. It includes not only those of African origin living outside the continent, but also those who may not even hold the nationality of an African country, but who consider themselves to have an African ancestry (Omeje 2007:95). Questions arise from the notion of contribution as some members of the diaspora are dormant yet their hearts will be so connected or yearning for their motherland.

Zimbabwe has in its National Diaspora Policy defined the diaspora to mean, Zimbabwean citizens residing outside the country (MMEPIP, 2016). Identity and location (outside the country) is the basis for one’s identity to qualify as a diaspora in the Zimbabwean context. At the horn of Africa, the Federal Democratic Republic of Ethiopia, has emphasized the diaspora as to mean Ethiopians and Ethiopian origins that live outside Ethiopia (MFA, 2012). However, much as there is no commonly agreed definition of diaspora, collectively within this context, it can be summarized that a diaspora is an emigrant or descendent of a migrant of a given identity with a sense of belonging who share some memories and socio-cultural norms and a connection to country of origin and is either active or dormant when it comes to contribution towards the development of the same. This paper shall further be premised on the first approach definition of Abdile and Pirkkalainen (2011) which emphasizes diaspora as having a physically existing root and have a yearning of it, which submission has been advanced by Cohen (1997) and Safran (1990). In this regard, the research assumes that a diaspora goes through a defined development cycle which goes from homeland to the diaspora until they return to it at some point, though some will never.

2.2 Diaspora Categories and profiles

There is consensus that the diaspora are not a homogenous group or community as it is influenced by their different origins, aims, interests and experiences, among other things (Kleist 2008:130). The diaspora originate from different circumstances which earn them the different names some of which has been described by Cohen (2008), as:

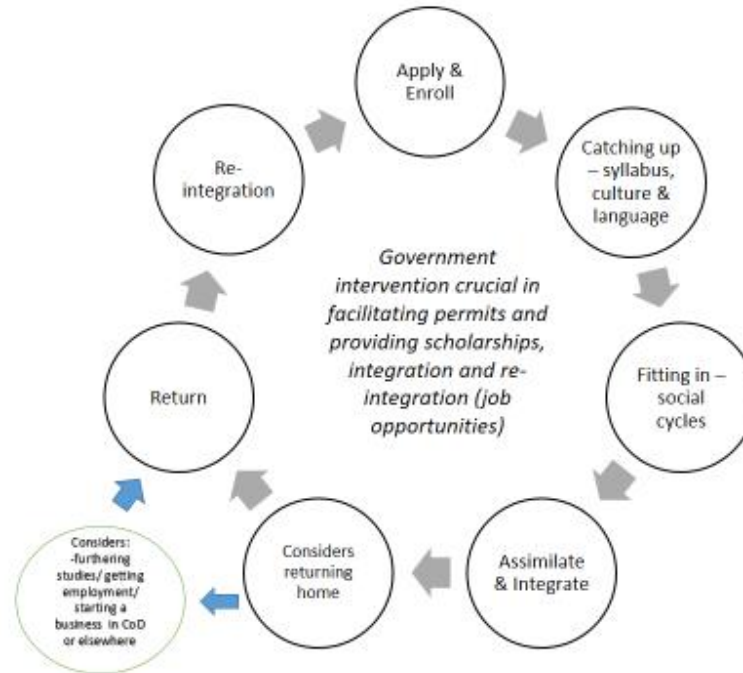
- Imperial/ Colonial Diasporas
- Victim Diasporas
- Labour Diasporas
- Trade and Professional Diasporas
- Cultural/ Hybrid Diasporas

3. The Diaspora Development Cycle

3.1 Students Diasporas

In Africa and precisely in Zimbabwe, the 21st Century has witnessed a growing trend of students choosing to pursue tertiary education in reputable institutions that are outside their countries. These students have become diaspora by the mere fact of residing outside the country. Most of the students fall in the category of third culture children who spent significant years of their developmental years outside their parents' culture – Ted Wall (psychologist). However, some become student diaspora by virtue of their relocation to the diaspora as a result of their parents/ guardians being posted to work outside their country of origin (CoO), while others deliberately choose to study abroad regardless of their parents' location. The Filipinos categories students studying abroad as temporary diasporas as they are meant to return home after studying. The Commission of Filipinos Overseas revealed that temporary diaspora (of which students are a component) constitutes a significant proportion of its diaspora population. A student diaspora goes through a cycle which really needs support from all stakeholders (government included), from enrolment to completion of studying duration.

Figure 1: Student Diaspora Development Cycle



Source: (Field work, 2019)

Securing a scholarship or a place to study at any institution is not easy. Once one is enrolled, student diasporas are faced with the challenge of adapting to the new syllabus, culture and language in the country of destination. If the integration and assimilation of the student is well managed, one will learn well and properly, while deriving maximum value by being in the diaspora. Students who are children of diplomats often find the challenge when their parents are recalled and so may need to transfer schools/institutions. In some instances, parents may make arrangements for students to complete a certain stage of their education in the country of accreditation. Interviews with former diplomats revealed that some have even resorted to leaving a spouse in the country of accreditation beyond their time in order to ensure children complete their studies. Listening to student diasporas, they indicated that upon completing their education some of them decide to further their studies or secure jobs in the host countries while a small percentage prefers returning home to work or start a business. Brain gain is inevitable as they learn and acquire new knowledge and skills which may enhance development back home, should one consider being a returnee diaspora.

However, government intervention is seemingly important at every stage of the life cycle of a student diaspora especially securing scholarships, document processing, pre-departure counselling and re-integration into the job market (handling the labour dynamics). Some governments such as the Philippines have done well in ensuring that

their syllabus is being taught in host countries of their diaspora in preparation for them to fit in when they return. This is done in agreement with the host government.

3.2 Diplomatic Diasporas

A diplomat operating in any country of accreditation is ideally regarded as operating from country of origin as reflected in the Vienna Convention on Diplomatic Relations. Similarly, at birth, children of diplomats cannot obtain citizenship of that foreign country. However, the fact that the physical location of a diplomat is outside the country of origin, where a sense of belonging and identity and culture is diverse and somewhat different from CoO thus implies a diplomat can also be regarded as a diaspora. The diplomatic diaspora also undergoes a typical cycle from time of posting to a time of recall which varies across each country's posting policy.

Figure 2: Diplomatic Diaspora Development Cycle



Source: (Fieldwork, 2019)

The research established that the development cycle of a diplomatic diaspora commences with his/her posting, goes to documentation and presentation of credentials, integration up until time of recall. What is crucial is the establishment of social cycles and how to fit in. Whether at the mission or within the community in the country of accreditation, integration may not be so smooth. This is because of perceptions around the nature of a diplomat's job and their perceived role in information gathering.

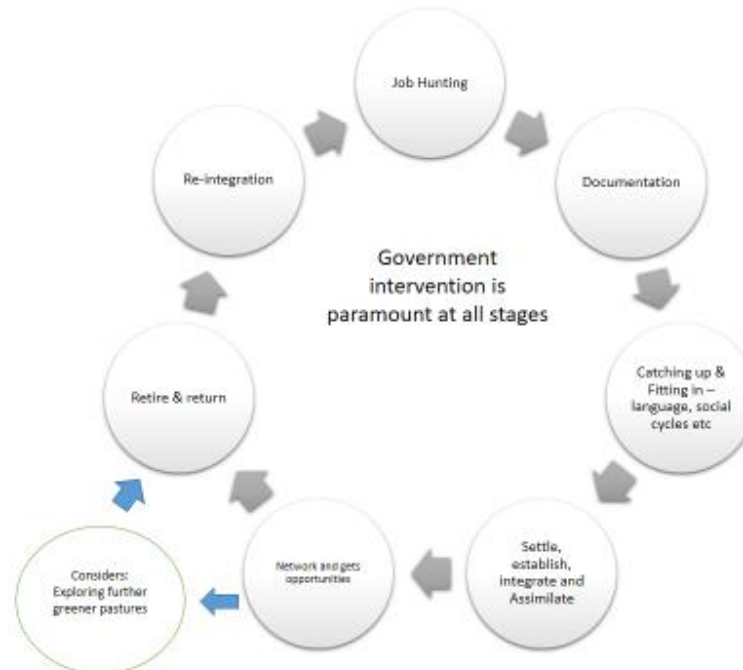
Depending on the character and social traits of individual diplomats, one will integrate and assimilate in the country of accreditation. Diplomatic diasporas, indicated that there is certainty that recall is eminent at the end of their tour of duty and as such some invest back home so as to make their return comfortable and smooth. Upon recall and return, some will find it difficult to re-integrate in their country of origin due to different perceptions of life, exposure earned and at times resentment from whether family, associates or colleagues at work. Some might find themselves retiring and so faced with the need to cope with a new world of not working for a system. By virtue of the job, a diplomatic diaspora is a good example of an agent of brain circulation. The knowledge acquired from different missions, cultures, environment and countries equips a diplomatic diaspora to share and better their home countries in every way possible. Diplomatic diaspora tends to be self-driven in their thrust to contribute and participate back home. As such there is little or no government intervention required to mobilise them to participate.

3.3 Economic Diasporas

The 21st century has, as a result of limited economic opportunities in home countries particularly in Africa, witnessed a great exodus of people in search of economic emancipation. The situation has witnessed the diaspora being under-employed and in some instances employed for better remuneration than what they would earn in their home country. Some have become entrepreneurial diaspora as they exercised their enterprising skills in foreign lands and are able to manouver the business terrain in those countries. In our appreciation, an economic diaspora is therefore one who is very courageous to explore economic opportunities beyond their borders. While confronted with the aspect of job hunting, some apply while in home countries while others enter the diaspora first then search for a job or a business opportunity. Obviously there are pull and push factors to this.

The difficulty that befalls the economic diaspora is normally the requirement for a work permit before a getting a job or getting a job then a work permit. This has really been a deterring requirement for the diaspora. Securing proper documentation in a foreign country is what confronts the diaspora at this stage. The need to regularize one's stay is vital and if not properly executed can inconvenience an economic diaspora's pursuit.

Figure 3: Economic Diaspora Development Cycle



Source: (Field work, 2019)

Some economic Diasporas have forged documents while some play hide-and-seek with the immigration authorities and police in host countries as their stay will not be regularised. Yet some economic diasporas avoid accessing their embassies abroad due to lack of proper documentation that affords them an opportunity to stay legally in a given country. There is another group of economic diaspora that believe in securing proper documentation in order to stay and work peacefully in a foreign country. It is at this point that they assimilate and integrate into the local culture and system of doing things. At any point on the life cycle of an economic diaspora, it is acknowledged that the economic diaspora will be contributing back home but more significantly when they have reached a self-actualization stage. As the economic diaspora nears retirement, he or she considers establishing sustainable mechanisms that will see him/her living comfortably after retirement. Interviews with current economic diaspora indicated that many of them intend to model their retirement based on experiences from countries of destination. Returnee Diasporas highlighted re-integration challenges which are experienced when one eventually returns home. This is mostly to do with those who either were out of touch with their CoO or those who were not so involved at home. It could be possible that some who had assimilated and integrated immensely in Country-of-Destination (CoD) could struggle to introduce so many new things that may not fit well the home dynamics and systems.

Economic diasporas have been known for causing brain drain as they leave a vacuum in given professions, particularly health and education sectors. In this regard, government's intervention is so very important in safeguarding against such mobilities in critical sectors especially if such movement are detrimental to the domestic economy. This aspect of brain drain subscribe to the notion of first generation diaspora programs as enunciated by Kuznetsov (2010) while presenting the debate on individual welfare gain for the emigrant versus welfare losses for homeland (Adam, 1968). There is a risk that the brain drain will transform its intellectual community into a ghetto. More so, government intervention will also be crucial in mobilizing return migration, as proposed by Bhagwati and Partington (1976). It is also claimed that once a diaspora, always a diaspora as migration patterns reflect a movement of migrants into the region and further afield.

4. Case Studies and Discussions

4.1 Diaspora Mobilization and Engagement: Government Intervention in Diaspora Welfare and Engagement

4.2 Case of the Philippines:

The Philippines is a major labour sending country with mostly economic diasporas in search of economic emancipation. The profile of Filipino migrants ranges from domestic workers to engineers and these are spread in many countries mostly on a government-to-government arrangement between the Philippines and the Country of Destination (CoD).

The Philippines Government through its structured departments employs crucial publications and programmes before, during and after deployment of migrant workers abroad. Among them: *Pre-Departure Orientation* which prepares the diasporas to facilitate their adjustment to the new work setting abroad. It put emphasis on the rights and obligations of the Overseas Filipino Workers (OFW) and their significant role as a representative of the country to the world. The orientation also exposes OFW to common problems and possible remedies associated with Employment Contracts. It concludes with tips on how to manage finances and remittances and the value of savings. *Financial Planner for a Migrant* is a simple tool meant to infuse financial literacy in OFWs and speaks to issues of how to plan, potential use of remittances, social insurance plans and investment opportunities to consider, among others. *Reintegration of Overseas Filipino Workers (Handbook on Reintegration Counselling)* is a handbook for duty-bearer meant to clarify the functional concepts of integration counselling, how they can be effectively carried out with an analysis of returnees' needs. *Reintegration of Overseas Workers (Compendium of Programmes and Services for the Reintegration of OFWs)* is a collection of programmes and services of the government, private sector and civil society organisations that address the needs and requirements of OFWs to help them prepare for their integration into the Philippines society. The programmes include

livelihood, financing, employment and professional development, as well as services that provide the OFWs with rights and legal protection, social security and psycho-social health. *Philippino Schools Overseas (PSOs)* is a programme which is intended to provide Filipino students with home syllabus to aid their integration when they return to the Country of Origin (CoO) after their stay. It was indicated that there are about 41 PSOs in 10 countries with over 27 500 Filipino students abroad. This is made possible through government-to-government bilateral negotiations. *BaLinkBayan* is a diaspora engagement platform for linking up the diaspora and local governments for community development projects. *Presidential Awards for Outstanding Filipino Individuals and Organisations Overseas* is an event which is hosted after every two years during the month of the Overseas Filipinos in order to appreciate the diaspora for their contribution. An Inter-Agency Committee (IAC) organizes the events with the involvement of local authorities.

Evidently, the Philippines government is involved in the life of the diaspora from pre-departure orientation, documentation processing, home syllabus for schools run in countries of destination to reintegration. It is observed that as a result of government facilitation at every stage, the diaspora feels obligated to contribute to their home country, thus making it the 4th top recipient of remittances in the World at US\$33.5 billion trailing behind India, China and Mexico (World Bank, 2019). All this is done on the premise that government appreciates its socio-economic challenge and the demographic and economic profiles of its people which enable it to negotiate government-to-government agreements for export of labour.

4.3 Case of Ethiopia

Ethiopia has made significant progress in engaging the diaspora and this emanates from decades of handling exodus of its emigrants. Ethiopian diasporas are reported to have left the country in 1974 mainly for political reasons. With the collapse of the military regime in 1991, Ethiopians continued to emigrate to South Africa, Middle East, Europe and North America in search of better opportunities (economic reasons). It was established that the majority of those who went to North America, Middle East, Europe, and Australia were knowledge-based and those who migrated to Middle East and South Africa were semi-skilled. Against this background, Ethiopia undertook to engage the diaspora for economic reasons. In this regard, engaging the diaspora was viewed as a source of financial (accessing foreign capital through remittances and investments), social (connections, networks and links development and strategic partners), human and intellectual capital.

It should be noted that the Ethiopian Government, which does not permit dual citizenship, created a conducive environment to facilitate engagements with the diaspora and solve investment bottlenecks. *Government proclamation* granting foreign nationals of Ethiopian origin 5-year renewable identity cards that serve as a residence permit to stay in Ethiopia. The same granted the diaspora as domestic investors meaning that they

could invest in any sector with no capital restrictions. *Bank Incentives* which encourages remittances and investment by the diaspora, for instance, when a diaspora opens a non-repatriable account and send hard currencies, he or she earns double interest which can be used as collateral to get loans locally. *Access to land*: government encourages the diaspora to construct houses and commercial buildings in their provinces/regions of origin by encouraging formation of cooperatives by individuals leading to access to land. *Liberalisation of Remittance Services* which witnessed the opening up of space for Remittances Service Providers to register with the Central Bank, review and publish their money sending agreements on the Central Bank's website. *Diaspora Day Celebration* is reported to be a day of commemorating the diaspora which is jointly organized by the government and diaspora associations. It was noted that on the sidelines of the commemorations and engagement, the government honour and acknowledge the diaspora with outstanding investments in Ethiopia. Further, the government is said to have negotiated and entered into an agreement with the Ethiopian Airline to ferry the diaspora at a discounted rate during the commemorations.

It was highlighted that as a result of government intervention in diaspora welfare, there has been notable and positive response by the diaspora. It is acknowledged that the Grand Ethiopian Renaissance Dam (formerly known as the Millennium Dam) had the contribution of Ethiopians abroad through purchasing of diaspora bond (Beyene, 2015). This is one among other notable contributions.

4.4 Lessons for Zimbabwe

Zimbabwe, like the Philippines, is a labour sending country but it differs from the Philippines case in that the exodus that happens are largely self-initiated by individuals and not by the State. It is estimated that approximately 3 – 5 million Zimbabweans are living and working in the diaspora, excluding students (MMEPIP, 2016). These went out as a result of the economic turmoil of 2000 which saw many migrating to the diaspora in search of economic emancipation. The migration pattern has been that people would migrate into regional countries with better opportunities such as South Africa, Mozambique, Zambia, Malawi and Namibia. As Maslow's theory states that once a higher order need is satisfied, a human being yearns for more, bigger and better, most Zimbabwean diaspora would further migrate from regional countries to overseas and the United Kingdom, United States of America, Australia and Canada became the final countries of destination. A host of the Zimbabwean diaspora has thus been economic diasporas and of late student diaspora proportion has grown and the diplomatic diaspora component is somewhat relatively low. In this regard, most second, third and later diaspora generations have been born in destination countries. With such appreciation of the migration pattern and profile of the Zimbabwean diaspora, it is prudent for the government to be strategic in its intervention. Meaningful diaspora engagement in Zimbabwe is stifled by the confidence deficiency. It is essential for government to build

bridges that restore trust and confidence between the diaspora and the home systems, policies and government.

Learning from the aforementioned cases of the Philippines and Ethiopia, Zimbabwean government needs to do more in providing a conducive environment for diaspora engagement, protection, promotion and participation. The first important step in this direction calls for acknowledgement of the demographic and economic profiles of the diaspora and addressing their concerns (calls for a thorough diaspora mapping and profiling exercise). It should be vitally important for the government to appreciate the categories in which the diaspora fall in and be able to proffer necessary and befitting interventions. It can be extrapolated from the Philippines case as well as from the diaspora development cycles defined earlier for government to ensure that it plays a facilitatory role from the first stage of a life of a diaspora to the point of return of a diaspora.

It is fundamentally important for African governments, Zimbabwe in particular, to consider signing and ratifying regional and international protocols and treaties that facilitate smooth movement of persons and protect their people living, studying and working abroad. These include, but are not limited to:

- AU Free Movement of Persons Protocol
- Tripartite FTA Agreement on Movement of Business Persons
- COMESA Protocol on Free Movement of Persons
- SADC Protocol on Facilitation of Movement of Persons
- SADC Protocol on Employment and Labour

In summary, government intervention is crucial across the three identified diaspora categories at all levels of the development cycle and this is depicted in table 1 below:

Table 1: Summary of Government Intervention at all levels of Diaspora Development Cycle

	STUDENT DIASPORA	ECONOMIC DIASPORA	DIPLOMATIC DIASPORA
Government-to-Government Agreements (for Labour Export, scholarships and diplomatic relations)	Negotiate and sign agreements for uptake of Zimbabwe students to study outside the country especially on scholarships.	Negotiate labour agreements with strategic labour-receiving countries and agree on favourable working conditions in sectors of comparative advantage. Negotiate Double Taxation Agreements with countries hosting many	Establish diplomatic relations and open diplomatic missions in each other's capitals and strategically deploy diplomats based on competence and their strengths/capabilities. Negotiate Reciprocal Agreements on

		economic/entrepreneurial diasporas to preserve their incomes.	Employment of Spouses.
Pre-Departure Orientation	Conduct pre-departure counselling and orientation sessions to prepare citizens before taking up positions or scholarships abroad. The orientation should address all facets of life and creating contacts for them with embassies in advance.		
Protection of the Diaspora	Protect the diaspora by providing repatriation relief during incidents such as xenophobic attacks or in the wake of outbreak of pandemics such as COVID-19 or war/ social unrest of any sort. Legislate and govern recruitment agencies in order to curb the incidents of human-trafficking and enrolment of self-sponsored students at sub-standard institutions of learning abroad.		
Information Sharing and Dissemination	Register diasporas and diaspora associations and have a systematic way of communicating with them to update them of events back home, government intervention and possible opportunities for their consideration.		Deploy Diaspora Attachés in Strategic Missions.
Consular Services	Provide easy and reliable means of renewal of primary documents to the diaspora in host countries at the shortest possible time. Attend to other consular related issues of concern to diaspora i.e. deaths, imprisonments, victimisations, etc.		
Incentives, rights and interests of the diaspora	Ensure inclusion of the rights, interests, demands and concerns of the diaspora in legislation and ensuring that all government systems are oriented towards diaspora diplomacy and facilitation. Diaspora awareness training/workshops for government departments that interface with the diaspora.		
Facilitation and incentivisation of economic flows	Clear regulations on movement of goods, services and capital from the diaspora in the form of trade, investment, tourism, philanthropic works and remittances will propel more contribution. Coupled with smooth and friendly facilitation of services and		

	granting of incentives, this will enhance diaspora participation in national development.	
Re-integration Programmes	Counselling Services and career guidance and negotiation with corporates for absorption of graduates into the local job market. Need for addressing issues of trade-in-service with regards to mutual recognition of qualifications.	Establishment of retirement schemes for returnee diasporas Counselling services and re-integration programmes to ensure that the country benefits from the brain gain acquired while abroad

Source: (Field work, 2020)

At a macro-level, in pursuit of diaspora diplomacy the government need to recognize the diasporic economy and ensure its integration and linkages with the domestic economy. This entails:

- Managing migration for development;
- Negotiating and opening up labour market;
- Removing or reducing border controls to ensure free movement of persons; and
- Facilitating and incentivizing economic flows.

5. What are the key elements that can thwart Diaspora engagement?

- Trust and confidence – The diaspora will be sceptic to participate in an environment in which they have no confidence. It is fundamentally important that the root cause of trust deficiency be addressed for effective engagement.
- Level of assimilation of the diaspora – the degree of integration or assimilation of the diaspora into the CoD has implications towards their involvement back home. Once a diaspora is deeply involved in CoD he or she tends to focus less on CoO.
- Circumstances under which the diaspora left the country makes it easy or hard to engage them. The economic turmoil of the past decades has propelled the exodus of many. As a result of frustration some may not wish to be engaged while some deeply seek to be engaged in redressing the challenge.
- Many countries and practitioners view diaspora only as economic agents rather than citizens who wish to be engaged in national discourse. This in some cases

has made the diaspora wonder on whether their interests, welfare and needs are considered. Not granting the diaspora their rights and interests.

- Lack of effective communication with the diaspora can hinder engagement with the same. Policy changes, opportunities and current affairs need to be communicated thoroughly for informed decision making. Lack of coordination of government policies on migration are a cause for concern.
- Many still lack the capacity to design effective policies and implement them on a meaningful scale. This explains the gap between schemes that look good on paper and truly effective policies and programmes that actually make a difference attitude towards the diaspora. It is concerning to engage a polarized diaspora population as most things will be dissected from a political lens.

6. Diversity and Fragmentation of the Diaspora Community

6.1 How can State policies address these concerns?

Diplomats believe that foreign policy is an extension of domestic policies and equally so, the diaspora community will exhibit their domestic views and conduct with fellow countrymen as they would in-country. If domestically, there is tribalism or some form of discrimination to other ethnic groups, this is likely to reflect in countries-of-destination. It is thus difficult for people to unite in the diaspora if they cannot unite in-country.

The State needs therefore to advance an agenda of national tolerance, peace and reconciliation in order to unify the citizens at home and abroad. Cultural exchange programmes can be used to enhance cultural tolerance among the diaspora. Commemoration of diaspora and award day is also critical in ensuring that the diaspora acknowledge the beauty of diversity.

Governments must embrace diversity of the diaspora as a positive attribute and as such ensure an inclusive narrative around the beauty in diversity should be impressed upon. It should however be acknowledged that the diaspora is not a homogeneous group and so interventions must address largely the interests, demands and concerns of the diaspora in their respective settings.

6.2 Engendering commitment from new Diasporas born outside Zimbabwe

Social ties will remain the major push factor for first generation Diasporas to re-integrate and re-engage. Understandably so, the circumstances upon which the diaspora left the country and their view and opinions of the country of origin, plays a critical role in how their children view the country of origin. Commitment to serving or contributing to the country is a function of perception and understanding of the CoO's dynamics relative to the CoD.

It therefore rests upon the government to develop and package a narrative that informs and enthuse the later diaspora generations of their identity and the obtaining

opportunities to be exploited. Nigerians have done well through Nollywood in re-enforcing their identity to the diaspora through the familiar African movies. The Philippines on the other hand, will through the overseas schools programmes be able inculcate home standards in children of overseas Filipinos'. Cultural exchange programmes will enhance the later generation's appreciation of their being and hence propel them to contribute to their motherland.

The Zimbabwean diaspora in the United Kingdom (UK) constituted a soccer team composed mainly of second, third and later generation Diasporas. Through a visit to Zimbabwe, the team members appreciated and identified with the locals and so committed to participate in economic recovery efforts.

7. Conclusion

It is well acknowledged that Zimbabwe has made some notable intervention in diaspora welfare and engagement, chief among them: the inclusion of diaspora diplomacy in her foreign policy and the establishment of the reception centres at some ports of entry. However, more can be done in order to ensure promotion of diaspora interests and rights in legislation as well as protection of the diaspora and their re-integration upon returning home. Ideally, there has to be a deliberate, systematic and coordinated engagement strategy which addresses aspirations of both the diaspora and the State. Of paramount importance is the re-gaining of trust and confidence by the diaspora which is attained through among other things having a consultative and inclusive approach to policy making as it concerns the diaspora. With this said, the current levels of contribution can easily be surpassed. Apparently, government intervention is crucial at every level of a diaspora development cycle in order to address diaspora welfare. All this can remain a wish, unless there is a genuine government-diaspora relationship premised on trust and confidence.

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