REPUBLIC OF ZAMBIA

DIASPORA POLICY

MINISTRY OF FOREIGN AFFAIRS
LUSAKA.

APRIL, 2019

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FOREWORD

In today's world, it has become increasingly imperative to link migration and national development due to new trends influenced by a number of aspects among them, globalisation and changing technology. The importance of Diaspora populations in the social and economic lives of their countries of origin has come into sharp focus in several regions and among several agencies. High priority is placed on tapping the latent potential in Diaspora communities.

Most countries have realised that with proper management and coordination, large benefits would accrue from countries that are working with the Diaspora. In order to ensure meaningful contributions to the development agenda of the country, it has become necessary for government to provide a clear framework of collaboration with the Diaspora.

The Government is cognisant of the contributions the Zambian Diaspora has made in many different ways both at local and national levels. The positive impact of the remittances and investment by the Zambian Diaspora in the country has, therefore, not gone unnoticed; suffice to add that this has helped in addressing the challenges of poverty reduction. The Zambian Government has in the past made efforts to utilise the knowledge, experience, skills and financial resources of Zambians in the Diaspora to enable them contribute to the economic development of the country.

Despite these efforts, there remains significant potential in the Diaspora that can be harnessed for the benefit of the country.

It is against this background that the Patriotic Front Government has developed this policy in order to provide an inclusive engagement framework that will enhance the positive contributions of the Diaspora to national development. The Policy will also serve to define the obstacles including the information gap and propose strategies to address these challenges in order to ensure that the Diaspora channel their resources in an efficient and effective manner.

I am, therefore, confident that this Diaspora Policy Document shall be used to inform national policies and programmes that are responsive to the needs of the Diaspora and as such enable the Diaspora to become active and reliable stakeholders in the development of their motherland.

Hon. Joseph Malanji, M.P.

MINISTER OF FOREIGN AFFAIRS

ACKNOWLEDGEMENT

This Document has been developed by the Government of the Republic of Zambia in recognition of the potential of the Zambian Diaspora to contribute to national development. The process of developing the Policy involved wide consultation which brought together various stakeholders, who provided their views and input that helped shape the policy. In this regard, Government shall take necessary measures to encourage the Zambians in the Diaspora to be proactive in the development of the country.

Special tribute goes to the International Organization for Migration (IOM) Zambia who provided invaluable technical and financial support in the formulation of this Policy.

Let me also express gratitude to the Drafting Team, the National Steering Committee and other members of staff of the Ministry of Foreign Affairs, both at Headquarters and Missions Abroad, for their invaluable inputs and dedication shown during the process of producing this document.

Lastly, the Ministry of Foreign Affairs is highly indebted to all the various stakeholders for their useful and positive contribution in shaping this Policy.

Amb. Chalwe Lombe
Permanent Secretary (IR&C)
MINISTRY OF FOREIGN AFFAIRS

WORKING DEFINITIONS

For the purpose of this Policy, the following shall apply:

1. **African Diaspora** - 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.
2. **Bonding Agreement** – A legally binding agreement that an Officer enters into with the Government to serve the Public Service for a specified period, upon his/her return from training.
3. **Diaspora** – people who have dispersed or spread from their original home country**.**
4. **Diaspora Remittances** - money or material resources transferred by the Diaspora into their home country.
5. **Emigration** - the act of leaving one's country with intent to settle temporarily or permanently in another.
6. **Gender Equality and Equity** - a situation where women and men have equal conditions and opportunities for realizing their full human rights and potential to contribute to and benefit from socio-economic, cultural and political development.
7. **Immigration** - movement of people into another country or region in which they are not native in order to settle there.
8. **Migration** - movement by people from one place to another.
9. **Patriotism** - to promote and defend Zambia's national interests.
10. **Push Factors** - factors which make someone leave a country.
11. **Pull Factors** - factors that draw someone to live in a country.
12. **Social Capital** - refers to the institutions, relationships and norms that shape the quality and quantity of society's social interaction.
13. **The Vision 2030** - is the national long-term plan expressing Zambia's aspirations and goals of attaining desirable social economic indicators by 2030.
14. **Zambian Diaspora** - persons originating from Zambia, including their descendants, living and/or working abroad, regardless of their nationality, who individually or collectively, are willing to contribute to national development.

ACRONYMS

AU	-	African Union
CIDO	-	Citizens and Diaspora Directorate of the African Union Commission
HIPC	-	Highly Indebted Poor Countries
IOM	-	International Organization for Migration
MIDA	-	Migration for Development in Africa Programme
NELMP	-	National Employment and Labour Market Policy
PSRP	-	Public Sector Reform Programme
RQAN	-	Return and Reintegration of Qualified Nationals
SAP	-	Structural Adjustment Programme
SNDP	-	Sixth National Development Plan

1.0 INTRODUCTION

The emphasis on developing and nurturing a strong positive relationship between development and migration is a recent phenomenon both globally and in Zambia. Many African countries are currently affected by the movement of qualified and skilled personnel out of the country as a result of various social, political and economic factors. It is for this reason that migration has become an increasingly prominent theme in both domestic and international affairs of many countries as its potential for social and economic development has increasingly become recognised.

Furthermore, many countries have had a negative view of their citizens moving abroad in search of better opportunities and improved living conditions. This state of affairs was understood from the point of view of loss of skilled manpower which was referred to as "brain drain". In more recent times, however, studies and trends have revealed that emigrants could be harnessed as a resource for national development of home countries. To this effect, many countries have taken measures to effectively harness the Diaspora's contribution towards national development. In the same vein, Zambia has also recognised the value that could be derived from engaging with its Diaspora as partners for national development.

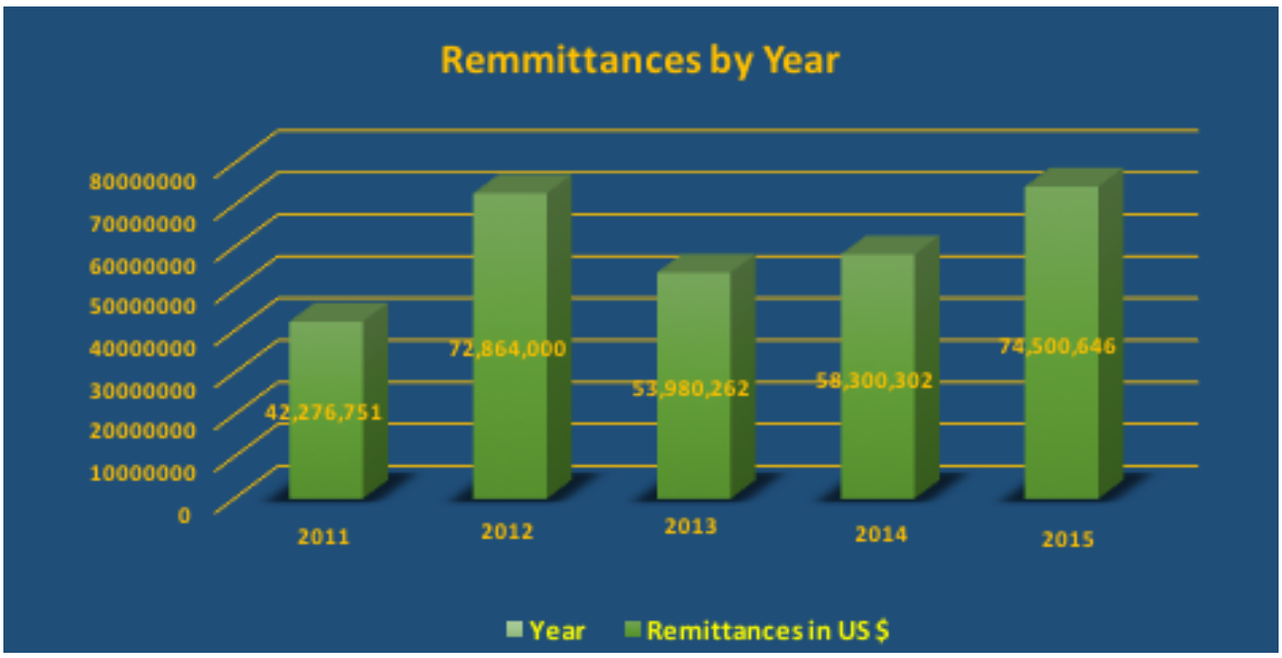
International migration has often been fuelled by economic, political and social factors generally classified as push and pull factors. The push factors of migration include poor economic living conditions, political instability and unemployment, among others. On the other hand, the pull factors have included higher salaries, better career prospects and skills development opportunities, higher standard of living, and educational support. It is important to note that these factors often work in tandem in generating migratory trends. In the case of Zambia, migration has mostly been motivated by socio-economic factors.

The widespread recognition of the Diaspora's role in development has led to an increase in policies and programmes attempting to leverage the goodwill and resources of emigrants as many governments are beginning to realise that they could accomplish much more by establishing close links with their Diaspora. The Diaspora has a potential to make substantial contributions and the most recognised of these are the remittances they send to their countries of origin, as well as their role in the development of human capital.

According to the World Bank Migration and Development 2014 Brief, remittances flows to developing countries rose by 4.4 percent in 2014 to US$436 billion which is a significant rise compared to US$418 billion in 2013 out of the world total of US$583 billion. During the same period, Sub-Saharan Africa recorded a total of US$33 billion in 2014 from US$32 billion of remittances in 2013.

According to the World Bank Report of October 2015, remittance flows to developing countries rose to US$440 billion of which Sub- Saharan Africa is projected to receive US$33 billion, representing a growth percentage of 0.9 percent in 2015.

The graph below illustrates the trends in remittances that Zambia received during the period 2011-2015.



Source:World Bank

The largest contribution of the remittances in the aforementioned period was dominated by the Zambians based in the United Kingdom, Southern African region and the United States. As observed above, it is estimated that the figure could have been higher if informal remittances were aggregated. Hence, the potential for these remittances to be recognised as an integral part of national development cannot be overstated.

The Government of the Republic of Zambia recognises the value of its nationals in the Diaspora as important partners to national development. However, an engagement framework to harness the potential of the Diaspora has been lacking. Furthermore, the potential of the Zambian Diaspora to contribute towards national development has been inhibited by, among others; the high cost of remittances, the absence of a comprehensive information portal on Zambia and the absence of an engagement framework that would allow the Zambians living abroad to actively participate in national development including; acquisition of property, private investment, philanthropic development projects and skills transfer programmes.

This Policy has, therefore, been developed to create an effective framework for engaging the Zambian Diaspora. The policy document has been divided into ten (10) Chapters, namely: Introduction, Situation Analysis, Vision and Rationale, Guiding Principles, Policy Objectives, Policy Measures, Implementation Framework, Resource Mobilisation and Financing, Monitoring and Evaluation and Policy Review.

In this document, the Zambian Diaspora refers to persons originating from Zambia, including their descendants, living and/or working abroad, regardless of their nationality, who individually or collectively, are willing to contribute to national development.

2.0 SITUATION ANALYSIS

2.1 Background

The emigration phenomenon in Zambia can be traced back to the mid-1970s, when the impact of the oil crisis followed by a slump in copper prices in 1975, resulted in Zambia's economy slowing down drastically. During this period poverty levels escalated resulting in a significant number of Zambian citizens leaving the country in search of better opportunities. By the mid-1980s, the emigration trend continued with a wave of highly qualified and experienced Zambian professionals, among them teachers, health workers (Medical Doctors and Nurses) leaving the country.

In the 1990s, Zambia further recorded another wave of emigration following job losses occasioned by rapid privatisation of parastatal's and wholesale economic liberalisation under the Structural Adjustment Programmes (SAPs). The growing demand for certain skills abroad, such as nursing and teaching led to a further increase in migration of Zambians.

During the period 2000 to 2005, the living conditions further deteriorated as the Government implemented employment and wage freeze in order to reach the Highly Indebted Poor Countries (HIPC) Initiative Completion Point. The wage freeze contributed to attrition for those within the Government system, while the employment freeze meant that graduates from different tertiary institutions were forced to look for alternative employment opportunities outside the country. Despite the attainment of the HIPC Initiative Completion Point, the country continued losing critical highly skilled professionals to other countries.

Furthermore, a significant number of students who went abroad to study on Government and other scholarship programmes did not return upon completion of their studies. This trend was due to a variety of factors which included better living conditions and opportunities in those countries. In an effort to address the continued emigration and its effect on the important sectors of the Zambian economy, the Government, in partnership with its Development Partners, made concerted efforts to address the challenge of emigration in the country.

The earliest effort by Government, in close collaboration with the International Organization for Migration (IOM), was to encourage Zambian professionals in the Diaspora, particularly in the health and education sectors, to consider returning home and participating in the development of the country. This was through the "Return and Reintegration of Qualified Nationals (RQAN)" programme which ran from 1983 to 1999. The programme targeted those Zambians willing to return home by facilitating travel arrangements to enable them to take up vacant jobs in the public sector or start small scale businesses. Government further implemented the Public Sector Reform Programme (PSRP) through measures such as the retention schemes and improving conditions of employment in the public sector.

In 2005, the Government further developed the National Employment and Labour Market Policy (NELMP) which took into consideration issues of migration, and whose objective was to attract skilled Zambians to come back to home by facilitating their return and improving their conditions of employment. At the same time, the Government also re-activated the Bonding System which required Zambians who obtained scholarships through public institutions, to serve Government for a period equivalent to the duration of their studies.

In recognition of the untapped potential of Zambians living abroad, the Zambian Government decided to develop a Policy that would maximise the financial, intellectual and social capital contributions of the Diaspora to the national development process. It is for this

reason that the Zambian Government considered the need for Diaspora engagement in the Sixth National Development Plan (SNDP). Subsequently, in 2009, the Zambian Government held a consultative meeting, "Indaba" on the economic crisis which recommended, inter alia, that appropriate Government departments continue to dialogue with the Diaspora and establish mechanisms for their participation in national development.

During the same year, Government created a Diaspora Liaison Office at State House to facilitate interaction between the Zambian Diaspora and national institutions. This led to the holding of the Zambian Diaspora Connect Conference in June, 2010, to promote dialogue with the Diaspora.

Other initiatives included the Zambian Diaspora Survey, which was carried out in 2011 and 2015 respectively, by the Zambian Government, in collaboration with the International Organization for Migration, with a view to gain a better understanding of the Zambian Diaspora.

As part of the Roadmap for the formulation of the Diaspora Policy document, relevant line Ministries that form part of the National Steering Committee on the Formulation of the Diaspora Policy, undertook Study tours, in 2015, to countries that have wide experience in Diaspora engagement and formulation namely, Ghana and Kenya, and also to countries that have large populations of Zambians namely, the United States of America and the United Kingdom. These interactions enabled the National Steering Committee gain a better insight and understanding of the main interests and concerns of the Zambian Diaspora.

In addition, the Ministry of Foreign Affairs hosted a three-day National Consultative Forum on the Formulation of the Diaspora Policy from 7th–9th October, 2015.

At the continental level, the African Union committed itself to widening the development constituency in Africa by incorporating the African Diaspora in the development process of the continent as valuable partners. As a result of this recognition, the AU designated Africans in the Diaspora as its "Sixth region". Further, the AU created the African Citizens Directorate (CIDO) to manage the relationship between Diasporas and homeland Governments. In this regard, one of the policy goals of the African Union is to involve the Diaspora more actively in the development of the continent.

In its continued commitment to the Diaspora, the African Union hosted the first ever Global African Diaspora Summit, in Johannesburg, South Africa, on 25th May, 2012. The overall objective of the Summit was to discuss how best to harness skills and energies within the continent and abroad for the socio-economic development of Africa. The Summit was also aimed at boosting synergies in addition to facilitating innovation and entrepreneurship through sustainable partnership with the African Diaspora. African Governments were urged to formulate Diaspora policies in order to establish institutional engagement frameworks to coordinate Diaspora affairs.

At the global level, the international community acknowledges the important contribution made by migrants and migration to development in countries of origin, transit and destination as well as the complex interrelationship between migration and development. Active efforts are, therefore, underway to address all challenges in a coherent, comprehensive and coordinated approach. Migration has been recognised as an important input for the global sustainable development agenda. Among the prominent issues under consideration is the need to protect the human rights and labour of the migrant workers.

2.2 Characteristics of the Zambian Diaspora

Zambian emigration, though it may be lower in comparison to many other African countries, is comprised predominantly of the well-educated. The number of well-educated migrants has a major impact in Zambia because of its limited human capital and lack of educational infrastructure for developing skilled professionals in key fields. The emigration rate of the tertiary-educated population is estimated at 16.8 per cent, while in 2008, 1,198 Zambian nurses were working in seven European Countries equivalent to 5% of the total number of nurses in Zambia. In addition, from 2011 to 2016, 322 doctors and 2,376 nurses migrated from Zambia to other countries.

The findings of the Zambia Diaspora Survey conducted in 2015 revealed that the majority of Zambians in the Diaspora currently live in South Africa (38%), USA (21%) and the UK (15%).

The main reasons that were given by most Zambians for leaving the country were to seek employment and education opportunities. It was established that 63% intended to return to Zambia on a permanent basis in the future. It was further observed that 91% of Zambians abroad sent remittances home, mainly to support family members, while 60% showed interest in contributing to development projects in education and 50% to developmental projects in the health care sector.

The 2015 Survey further showed that a considerable number of Zambians in the Diaspora were interested in future investments in agriculture, manufacturing and tourism and 93% wish to access land in Zambia, but 76% had insufficient information on how to access land.

Regarding political participation, it was established that only 8% participated in voting out of 93% who would like to have an opportunity to vote.

Most significantly, 95% of members in the Diaspora supported the proposal for provision of dual citizenship.

Therefore, the need to call on the development potential of Zambian nationals living in the Diaspora cannot be overemphasised.

3.0 VISION

The Vision of the Government is "***a Zambian Diaspora that is protected, engaged and participates as an active and reliable partner in the socio-economic development of the country".***

4.0 RATIONALE

Zambia's Diaspora Policy is based on the realisation that the Diaspora has enormous potential to contribute positively to the country's development. The Policy, therefore, aims to provide a framework for effective mobilisation and engagement of Zambia's Diaspora, in order to identify and implement mechanisms for harnessing the developmental potential of the Diaspora.

The essential features of today's globalised world include an ever-accelerated transformation towards a more networked world with well-integrated markets, strategic shift towards regional economic blocs and advancing technologies, all contributing to the increased movement of labour, professionals, students and families. Within this networked world, the Diaspora communities maintain strong sentimental and material links with families in their respective countries of origin.

Globalisation and advancements in communication technologies have greatly expanded the avenues for the Diaspora to remain actively involved in their respective countries' cultural, economic, social and political life. In this era, it is the relationship between the Diaspora and the socio-economic development of many countries that is becoming relevant and stimulating attention for policy direction.

Zambia recognises that the major socio-economic benefits that can be realised from the Diaspora are the substantial material and financial contributions to their families and communities. Other benefits that could be derived from the Diaspora include, skills and technological transfer, networking and investment. Government's desire to make use of the skills and financial resources, enhance the impact of remittances and increase the participation of Zambian Diaspora in investment and projects has therefore, warranted the development of the Diaspora policy.

By creating a conducive environment and strengthening the relationship between the Diaspora community and the Government, benefits to the country and its people are expected to be maximised. Through this Policy, the country has the potential to organise formal and institutionalised structures to deal with Diaspora issues in a more harmonised and coherent manner. This will also help to eliminate the barriers and perceived bottlenecks that may hinder the maximisation of the potential economic benefits from the Diaspora.

5.0 GUIDING PRINCIPLES

Zambia's Diaspora Policy is premised on values and principles which safeguard the country's social, economic and cultural interests. The Policy also aims at creating a framework for the effective interaction between Government and its Diaspora. In this regard, the implementation of this Policy will be guided by the following principles:

5.1 Participation in National Development

Zambia aspires to become a prosperous middle-income nation by 2030. The Government recognizes the fact that the attainment of the Vision 2030 will depend on the participation of all Zambians, including the Diaspora. The Government will, therefore, uphold this principle to ensure all stakeholders including the Diaspora, Civil Society Organisations, Faith-based Organisations, Diaspora Associations, Cooperating Partners, the private sector and other interest groups, to participate in national development.

5.2 Trust and Confidence Building

The Government recognises the importance of creating trust and confidence in its engagement with the Diaspora. In the same vein, the Government recognises the need for fostering dialogue and understanding between the Diaspora and the various stakeholders in Zambia, if the objectives of this Policy are to be attained.

5.3 Gender Equality and Equity

The Zambian Government recognises the need for equal, fair and full participation of both men and women at all levels of development. Therefore, the Government shall uphold the principle of gender equality and equity in the formulation and implementation of the Diaspora Policy and its strategies.

5.4 Democracy and Good Governance

The Zambian Government recognises that a transparent and accountable system of governance enables the general populace, including the Diaspora, to effectively participate and contribute to the development of the nation. As such, Zambia shall uphold the principles of democracy, good governance and transparency in all its engagement with the Zambian Diaspora.

5.5 Empowerment

The Zambian Government recognises the immense potential of the Diaspora to contribute to the socio-economic development of the country. Through this Policy, the Government will endeavour to explore this potential by creating an enabling environment and empowerment initiatives for the Zambian Diaspora.

5.6 Patriotism

The Zambian Government shall encourage Zambians in the Diaspora to uphold the principle of patriotism in the implementation of this Policy, in order to enhance Zambian's image abroad.

6.0 POLICY OBJECTIVES

6.1 Overall Objective

The overall objective of this Policy is to integrate the Zambian Diaspora in the development agenda of the country by creating an enabling environment and platform for effective participation of the Zambian Diaspora in national development and promote their rights, interests and welfare abroad. The Policy will harness the Zambian Diaspora as a resource for development and maximise their contribution to national development.

6.2 Specific Objectives

The specific objectives of this Policy are**:**

a) Promotion, facilitation and leveraging of remittances;

b) Promotion of trade and investment;

c) Improve access to land by the Zambian Diaspora;

d) Facilitate portability of Social Security Benefits;

e) Promotion of tourism, culture and art;

f) Encourage the promotion of patriotism among the Zambian Diaspora for image building of the country;

g) Safeguard the rights and interests of the Zambian Diaspora;

h) Access to National Documents;

i) Dual Citizenship;

j) Political participation;

k) Knowledge and Skills Transfer;

l) Facilitate effective administration of the Diaspora;

m) Establish a comprehensive information online portal and Diaspora database.

7.0 POLICY MEASURES

In order to achieve the stated objectives, the Government will pursue different measures to ensure that the knowledge, experience, skills and financial resources of Zambians in the Diaspora contribute to national development.

7.1 Promote, Facilitate and Leverage Remittances

a) Facilitate the lowering of costs of sending remittances by the Diaspora with the view to maximizing the benefits of remittances to the country;

b) Provide information on mechanisms, policies and programmes to members of the Diaspora about the various transfer options available and the costs of remitting from the host countries;

c) Provide incentives to the Diaspora for the import of personal belongings and capital goods for returnees; and

d) To monitor the transfer and payment systems of remittances in order to inform policy intervention and direction.

7.2 Promotion of Trade and Investment

In recognition of the Diaspora's potential to contribute towards national development, Government will:

a) Provide information to the Diaspora on available trade and investment opportunities and incentives, in order to encourage the Diaspora to participate in trade and investment;

b) Facilitate the establishment of Diaspora Investment Funds in order to enhance the capacity of the Diaspora to invest in Zambia;

c) Encourage Zambians in the Diaspora to enter into partnerships with indigenous businesses and joint ventures with foreign enterprises, for the purpose of investing in Zambia;

d) Encourage the Diaspora to promote Zambia's trade and investment opportunities abroad;

e) Encourage the Diaspora to get together and form companies to invest in Zambia;

f) Use the Diaspora for market penetration and expansion for Zambian products in the host countries;

g) Encourage savings from the Diaspora, through participation in social security, housing, and microfinance programmes;

h) Establishing a formal investment platform from which the Government can borrow, through issuance of bonds targeted at the Diaspora.

7.3 Improve Access to Land

Recognising the right of the Zambian Diaspora to benefit from the ownership of land, Government shall endeavour to:

a) Provide information on land availability and acquisition procedures;

b) Ensure that local Councils avail the Zambian Diaspora an opportunity to apply for land in newly opened up areas through the online Portal;

c) Use ICT to make land acquisition and administration easier; and

d) Designate Missions Abroad to facilitate the processing of applications for land acquisition by the Diaspora.

7.4 Facilitate Portability of Social Security Benefits

The portability of earned rights on social security benefits across countries is an increasing concern for Zambians in the Diaspora as well as policy makers. Cognisant of this fact, the Zambian Government will progressively endeavour to enhance or establish portability of social security benefits through the following arrangements:

a) Bilateral Agreements (BAs)

- Which will include reconciliation of transfer rules and rates, assessment rules, legislation and reciprocity of policies and guidelines;

b) Multilateral Agreements (MAs)

- Which will involve a group of countries where a general framework of portability of social security benefits is established; and

c) Multinational Providers (MPs)

- Which will function well for insurance and health care benefits.

7.5 Promote Tourism, Culture and Art

In recognition of the Diaspora's potential to promote tourism, art and culture, the Government, in collaboration with the Zambian Diaspora communities will:

a) Support the programmes and activities aimed at promoting Zambian tourism, art and culture;

b) Facilitate various Zambian cultural festivals and events in destination countries that would enable the reconnection of Zambians in the Diaspora to their heritage;

c) Provide tourism promotional materials to Zambian Missions Abroad and Diaspora associations; and

d) Provide information on the web portal relating to tourism, art and culture.

7.6 Promotion of Patriotism

In order to promote and project a favorable image of Zambia to the international community, Government shall:

a) Encourage patriotism amongst Zambians in the Diaspora;

b) Encourage solidarity amongst the Diaspora to be united as they contribute to national development, and;

c) Encourage Zambians abroad to form country specific umbrella associations.

7.7 Safeguard the Rights and Interests of the Zambian Diaspora

In an effort to safeguard the rights and interests of the Zambian Diaspora and guided by the Zambian Foreign Policy, Government will:

a) Strengthen and enhance the capacity of its Missions Abroad and (Honorary Consuls) to effectively provide Consular Services to the Zambian Diaspora;

b) Encourage Zambians in the Diaspora to register with the nearest Zambian Missions (and Honorary Consuls);

c) Advocate for the rights of Zambians in the Diaspora, including through the signing of bilateral agreements;

d) Urge the Zambian Diaspora to respect immigration and other laws of the host country;

e) Promote Diaspora interests in international organisations to which Zambia is a member, and facilitate for Zambians to access international job opportunities; and

f) Develop and promote mechanisms to aid the re-entry and reintegration of Zambian Diaspora returning permanently.

7.8 Improve Access to National Documents

To provide for the acquisition and renewal of national documents at Missions Abroad, Government will:

a) Work towards the progressive implementation of the issuance and renewal of national registration documents at selected Zambian Missions abroad; and

b) Ensure information on processes and procedures for acquiring national documents is clear and accessible;

7.9 Dual Citizenship

Government will, in accordance with the Constitutional provision:

a) Provide for dual citizenship for Zambians, including children born in the Diaspora; and

b) Provide for the re-acquisition of citizenship for Zambians who had lost or renounced their citizenship.

7.10 Political Participation

In order to promote political participation, Government will:

a) Progressively provide for the participation of Zambian citizens abroad to vote in General Elections; and

b) Progressively provide for the participation of the Diaspora in the decision-making processes of the country.

7.11 Knowledge and Skill Transfer

In order to promote knowledge and skill transfer, Government will:

a) Promote the permanent, temporary and virtual return of skilled Zambians in the Diaspora;

b) Establish a database of available skills in the Diaspora and use it for, among other things, the placement of qualified Zambians in International organisations;

c) Match the Diaspora skills to local needs;

d) Link local available opportunities to the database;

e) Provide for exchange of knowledge and skills; and

f) Promote collaboration between the Diaspora, including Zambian professionals abroad on one hand, and Zambian institutions in the country on the other hand, to strengthen partnerships for experience, knowledge and skills transfer.

7.12 Facilitate Effective Administration of the Diaspora

In an effort to harness the Diaspora's contribution to the development of the country, Government will:

a) Encourage partnerships, linkages and networks that will help realise the objectives of mainstreaming Diaspora issues in the national development agenda;

b) Establish a Diaspora administrative structure within the Ministry of Foreign Affairs to coordinate and mainstream Diaspora issues to ensure that the objective of the Diaspora contributing to national development is achieved;

c) Establish Focal Points in the relevant Government Ministries and Institutions and in Zambia's Missions Abroad, and;

d) Enhance coordination between Diaspora Associations in different geographical locations to establish wider networks, partnerships and linkages that will help realize the objectives of mainstreaming Diaspora issues.

7.13 Establishment of Comprehensive Information Online Portal and Diaspora Database

In order to ensure effective participation of the Zambian Diaspora in the national development agenda, a comprehensive Information Online Portal (Web Portal) shall be developed. The Web Portal shall provide the Zambian Diaspora with a broad range of up-to-date information on Government policies, regulations, procedures, empowerment programmes, viable investment and trade opportunities and other initiatives.

In addition, the Government will establish a database on the Zambian Diaspora which will provide strategic information about the Zambian Diaspora. This database will be critical in the formulation of strategic linkages and information sharing for both the country and the Diaspora.

Therefore, through the web portal and Diaspora database, Government will:

a) encourage Zambian nationals to register on the Portal or with the nearest Zambian Missions abroad; and

b) Facilitate interaction, exchange and dissemination of information.

8.0 IMPLEMENTATION FRAMEWORK

The Government is committed to the implementation of strategies outlined in this Policy, which are meant to mainstream Zambian Diaspora issues in the national development agenda. To achieve these outcomes, it is important to have an effective implementation framework. Further, Government recognises that successful implementation of the Policy will require the involvement and active participation of the various stakeholders and these include, the Ministries responsible for Foreign Affairs, Labour and Social Security, Gender, Legal Affairs, Home Affairs, Education, Land, Finance and National Planning, Commerce and Trade, as well as the Zambian Development Agency.

Other stakeholders that are key in implementing this Policy include the International Organization for Migration (IOM), Cooperating Partners, the Diaspora Associations, Private Sector, Civil Society Organisations (CSOs) and Non-Government Organisations (NGOs). The framework, therefore, provides for the roles and responsibilities of the institutions and agencies entrusted with the implementation of the Policy.

8.1 Institutional Arrangement

Effective coordination is critical in implementing this Policy as it is a pre-requisite for enhanced monitoring and evaluation mechanism. In this regard, the Ministry responsible for Foreign Affairs will be charged with the responsibility of coordinating diaspora affairs, specifically the implementation of the Policy. To effectively achieve this mandate the Ministry will strengthen institutional capacity, both at Headquarters and its Missions Abroad, by creating a Diaspora Desk and assigning specific officers in its Missions, to deal with Diaspora issues.

Further, the Zambia Institute of Diplomatic and International Relations Studies (ZIDIS) will train and provide the necessary skills required for effectively engaging with Zambians abroad.

In addition, each line Ministry that was identified as a major stakeholder, will be responsible for reviewing the National Policy and developing an Action Plan to implement those measures falling within the Ministry's institutional mandate, such as:

Ministry responsible for Home Affairs

The Ministry will facilitate the progressive acquisition and renewal of national documents at Zambian Missions abroad. The issuance and renewal of these documents may be conducted by way of capacity building at the Missions Abroad or mobile clinics. The Ministry will facilitate the acquisition of dual citizenship for Zambians in the diaspora, including their children born in the diaspora or descendants, as well as provide for the re acquisition of citizenship for Zambians who had lost or renounced their citizenship. The Ministry will also provide guidance on immigration matters to Zambians in the Diaspora.

Ministry responsible for Lands

In supporting Zambians in the Diaspora, the Ministry responsible for Lands will:

a) Provide information on land and land acquisition procedures;

b) Ensure that Councils avail the Zambian Diaspora an opportunity to apply for land across the breadth of the country in newly opened up areas through the online Portal;

c) Use ICT tools to make land acquisition and administration easier; and

d) Designate Missions Abroad to facilitate the processing of applications for land acquisition by the Diaspora;

Ministry responsible for Commerce, Trade & industry

In supporting the Diaspora Policy, MCTI will

a) promote the growth, development and competitiveness of industrial, commercial and trade sectors, in order to tap the economic potential of the Diaspora; and

b) Provide an enabling economic environment conducive to the operations of domestic investors, as well as of those in the Diaspora.

Ministry responsible for Education

In order to facilitate knowledge and skills transfer, the Ministry responsible for Education will:

a) Integrate ICT in teaching and learning across all levels of education and training, and provide e-learning to enable access to information and facilitate networking between Zambian education institutions and the Diaspora;

b) Engage partnerships and collaborations with the Diaspora in investing in the education sector;

c) Provide information on knowledge and skills required for seeking jobs abroad;

d) Engage Zambian Missions to provide information to the Ministry on skills required in their countries of accreditation in order to encourage the production for such skills for export, and

e) In partnership with relevant stakeholders, implement public education programmes aimed at creating awareness to parents and students travelling for studies abroad.

Ministry responsible for Tourism & Arts

In promoting tourism and arts to Zambians in the Diaspora, the Ministry responsible for Tourism and Arts will:

a) Provide accurate information on tourism investment opportunities such as culture and heritage, resort towns and accommodation facilities in emerging tourism circuits;

b) Offer investment incentives in the tourism industry;

c) Work closely with relevant bodies, such as the Zambia Tourist Board, to provide accurate and timely information on potential tourism attractions, facilities and profiling tourism related database; and

d) Develop special Diaspora tourism packages targeting Zambians abroad in order to encourage more visits back home.

Ministry responsible for Labour & Social Security

In supporting Zambians in the Diaspora, the Ministry of Labour and Social Security will:

a) Provide information on the labour market and employment opportunities in Zambia;

b) Provide information on labour legislation in Zambia;

c) Facilitate the portability of earned rights on social security benefits; and

d) Provide information on productivity at individual, enterprise and national levels.

Ministry responsible for Finance

The Ministry of Finance is mandated to manage the economy through macro-economic fiscal policy measures in collaboration with Bank of Zambia which coordinates monetary policy. In view of the central government function of coordinating these policies, the Ministry will, therefore, collaborate with the Ministries of Commerce and Foreign Affairs, the Bank of Zambia, Commercial Banks and the Diaspora Community to work towards implementing the framework of the Diaspora Policy.

The Ministry will, therefore, facilitate the achievement of the following outputs:

a) Increased ease of access to remittance services;

b) Reduced the cost of remittances services; and

c) Support to the formulation of Diaspora Bonds.

Ministry responsible for Health

In supporting Zambians in the Diaspora, the Ministry responsible for health will:

a) Articulate opportunities for health professionals abroad;

b) Maintain a database of qualified Zambian health personnel in the Diaspora, especially for those rare areas of specialisation in the country;

c) Provide direction on investment areas for the local production of essential health products and technologies;

d) Explore ways of working with Zambian healthcare professionals abroad to carry out clinical trials on health technologies; and

e) Work with the Diaspora to market the concept of medical tourism.

Other Partners

Cooperating Partners may be requested to provide technical, financial and logistical support for the implementation, monitoring and evaluation of the Diaspora Policy.

International Organisations, NGOs, Civil Society and the Private Sector will also play a critical role in the creation of an enabling environment for the implementation of the Diaspora Policy through the provision of financial and business services, training, advocacy and monitoring the implementation of the Policy.

9.0 LEGAL FRAMEWORK

Government shall facilitate for the participation of the Diaspora in national development by creating a favourable legal framework for Diaspora operations. In order to realise the objectives set out in this Policy, there is need to review the relevant pieces of legislation that are informed by the Policy.

10.0RESOURCE MOBILISATION AND FINANCING

The implementation of the Diaspora Policy will be financed within Government budgetary provisions and allocation, as well as with the assistance of the International Community, the Corporate World and other stakeholders.

11.0MONITORING AND EVALUATION

The Ministry responsible for Foreign Affairs shall be responsible for the coordinating, monitoring and evaluation processes, for the implementation of the Diaspora Policy. The Ministry will define the reporting mechanisms for all the activities. To this end, the Ministry will provide timely feedback, through evaluation reports and consultations amongst the respective implementing stakeholders.

12.0INTERNATIONAL COOPERATION

Zambia is a signatory to several International Agreements, Accords, Conventions, Memoranda of Understanding, Protocols and Treaties. As a member of the African Union, Zambia will endeavour to ratify the amendments relating to the Protocol recognising the Diaspora initiative as an important process in the development of Africa. Zambia may also consider signing other international legal instruments that affect the Zambian Diaspora.

13.0 REVIEW OF THE POLICY

The Ministry of Foreign Affairs shall review the Policy every 5 years.