

Belonging, Hope, Potential

ESWATINI DIASPORA  
ENGAGEMENT STRATEGY  
2023-2027

*A strategy to engage the Kingdom of Eswatini diaspora*

FINAL DRAFT – 6 April 2023

*In partnership with the  
International Organization for Migration Eswatini*



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The Eswatini Diaspora Engagement Strategy was developed through the technical support of IOM in collaboration with the national partners in the Kingdom of Eswatini. This document was developed for the Kingdom of Eswatini by International Organization for Migration (IOM).

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## Abbreviations

AU	African Union
COMESA	Common Market for Eastern and Southern Africa
EIPA	Eswatini Investment & Trade Promotion Authority
EUDIF	European Union Global Diaspora Facility
DDI	Diaspora Direct Investment (Diaspora-driven Foreign Direct Investment)
FDI	Foreign Direct Investment
GDP	Gross Domestic Product
GKE	Government of the Kingdom of Eswatini
IOM	International Organization
SADC	Southern African Development Committee
TWG	Technical Working Group for the Eswatini Diaspora Project
USD	United States Dollar
WOGA	Whole of Government Approach
WOSA	Whole of Society Approach

### Disclaimer

*The author of this report would like to note that any omissions or oversights are the sole responsibility of the author. The views expressed here represent the views of the author. They do not represent the views of the Government of the Kingdom of Eswatini or the International Organization for Migration.*

# Diaspora Engagement Strategy - The Kingdom of Eswatini

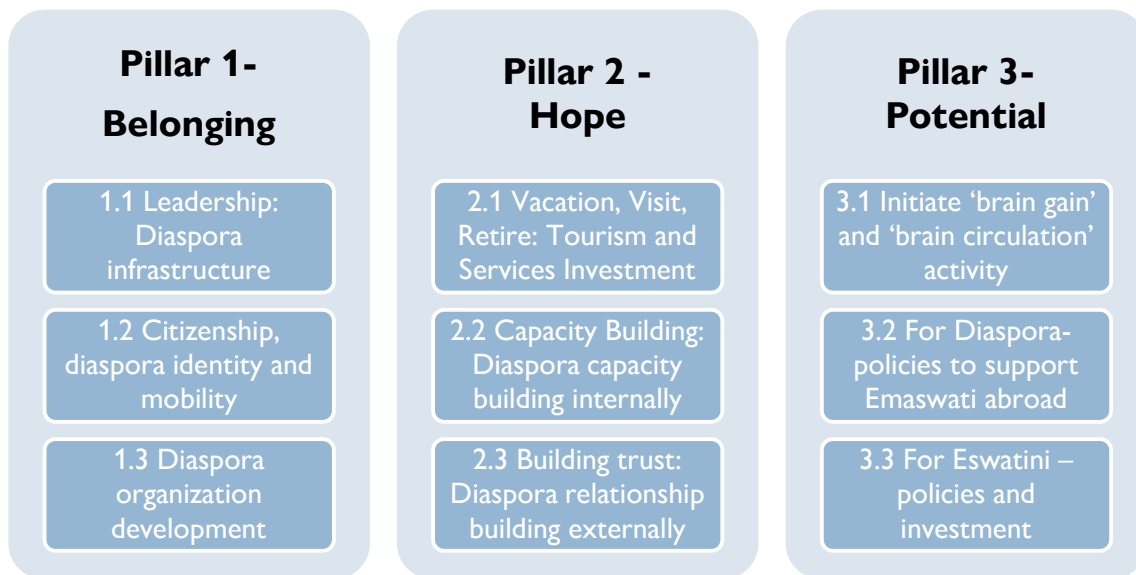
## OVERVIEW

**Belonging, hope and potential** are the overarching themes for this Diaspora Engagement Strategy - Kingdom of Eswatini. The strategy has two key aims: first, to present objectives and activities to effectively engage Emaswati diaspora in the social and economic development of the Kingdom of Eswatini, and second, the strategy aims to support Emaswati in their mobility and migrant experiences, reconnecting the diaspora to the Kingdom of Eswatini. These aims, objectives and activities were validated and prioritized throughout the diaspora engagement project, including the diaspora mapping exercise completed in 2021 and the first Eswatini Migration and Development Forum event in March 2023.

In 2028, the Kingdom of Eswatini celebrates its 60<sup>th</sup> year as an independent nation. This Strategy offers a roadmap to embed Emaswati diaspora engagement ahead of this key milestone. Diaspora engagement with Emaswati abroad is a relationship building process involving cooperation of the Kingdom of Eswatini government ministries, UN agencies, and other key public, private and non-profit sector organizations. These synergies can contribute to engaging in meaningful dialogue and connection with Emaswati diaspora communities in South Africa and beyond.

These recommendations form a 5-year action plan, 2023 to 2027, moving towards a decade as the Kingdom of Eswatini and the milestone year as a nation. The key themes form the strategic pillars of this Strategy, extended from the original themes identified during diaspora mapping project:

**Table 1: Kingdom of Eswatini Diaspora Engagement – Strategic Pillars**



This strategy builds on the lessons and learning from the Migration and Development Forum and through the developments related to Eswatini migration and diaspora since the mapping exercise. This shows the breadth and diversity of work on diaspora engagement that can be mutually beneficial and highly impactful to both the Kingdom of Eswatini and Emaswati diaspora communities.

## Background

At the launch of the Diaspora Engagement Project in February 2020, the UN Resident Coordinator for the Kingdom of Eswatini, Ms Nathalie Ndongo-Seh, stated:

*“The Kingdom of Eswatini holds immense potential to establish a meaningful relationship with Emaswati diaspora across the world. Thus, with a growing diaspora, there are continuously new opportunities to create vital relationships and enhance the development agenda of the Kingdom.”<sup>1</sup>*

Following the appointment of a Diaspora Technical Working Group (TWG), the IOM Eswatini commissioned a diaspora mapping exercise to learn about the Emaswati abroad who hold an interest in engaging with the Kingdom of Eswatini. The result of this process was *Belonging, Hope, Potential: Eswatini Diaspora Mapping Full Report* presented in September 2021. Despite the challenges presented of completing such an exercise during the COVID-19 pandemic, Eswatini was the first African nation to pilot the IOM i-Diaspora tool for diaspora mapping work. In 2022, the TWG undertook a study visit to Ghana to learn from good practice on diaspora engagement embedded in Government policy. Following this visit, the TWG began to organize the Kingdom of Eswatini’s first Migration and Development Forum, which took place in March 2023.

The Forum event was hosted by IOM Eswatini and the Ministry of Home Affairs, Government of the Kingdom of Eswatini, in cooperation and with the full support of the Ministry of Foreign Affairs and International Cooperation. The event involved stakeholders from the Government of the Kingdom of Eswatini across various Ministry portfolios, key Eswatini private sector and investment agencies, IOM officials from Southern African, embassies, non-governmental organizations representing Emaswati abroad and other key identified stakeholders. A report of this Migration and Development Forum is Appendix 1 of this Strategy. The learning, challenges, opportunities, and good practice forms part of this Strategy.

## Definition of Emaswati Diaspora

The mapping exercise and the good practice presented at the Forum demonstrate the advantages of adopting a broad diaspora definition. The majority of Emaswati abroad are located in neighbouring South Africa but are not necessarily engaged in formal Emaswati groups. In this context, the following three-fold diaspora is presented:

A member of the Emaswati diaspora is someone:

- 1- of Kingdom of Eswatini origin living outside of the country, who is or was a citizen of the Kingdom of Eswatini holding a valid Eswatini passport or not.
- 2- who is a descendant of an Eswatini citizen, living or residing in the Kingdom of Eswatini or residing abroad, irrespective of their citizenship or nationality, recognizing their Emaswati ancestry.
- 3- irrespective of their citizenship or nationality willing to preserve and embrace Kingdom of Eswatini culture and heritage and contribute to the Kingdom of Eswatini’s development.

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<sup>1</sup> United Nations – UN Eswatini (2021). ‘Statement of the UN Resident Coordinator at the Launch of the Diaspora Engagement Project.’ 11<sup>th</sup> February [accessed on 16/04/2021 <https://eswatini.un.org/en/111477-statement-un-resident-coordinator-launch-diaspora-engagement-project>].

## Phases of the Strategy

As a five-year strategy, there are three key phases to build vibrant, diaspora engagement:

- **Phase 1 – Preparation Phase:** these are the activities and actions to set the foundation towards meaningful diaspora work - 2023 - 2024
- **Phase 2 – Development Phase:** these actions set the infrastructure and policies to underpin diaspora engagement activity – 2025 - 2026
- **Phase 3 – Engagement Phase:** the activities and actions that begin the genuine and meaningful engagement of the Emaswati diaspora for long-term mutual benefit – 2027 onwards

Each of the three pillars of this strategy include objectives, activities, and actions in all phases towards a diaspora engagement infrastructure, annual schedule of events and initiatives that last beyond the 2027 date.

## Note on Resources

To effectively leverage the full potential of diaspora engagement and of this Strategy, the Government of Kingdom of Eswatini (GKE) and cooperative partners must prioritize the allocation of resources to completing this work. This includes a robust budget, human resources, and an internal infrastructure within the GKE that enables the ongoing development and the fulfillment of the objectives, activities, and actions in this Strategy.

*“It’s a continuous conversation among people that come from Eswatini, in particular those in Johannesburg. It’s the conversation at the braai or the cookout. It’s the conversation on the ride back home. It will come up in conversation to say: ‘how can we do more, or contribute, or affect the ways things are back home to get better. It’s a conversation at home with my wife. It’s a conversation at the basketball game. It’s a conversation with any liswati...either you are keen on it or you feel there is no hope.”*

-Liswati diaspora- South African with Eswatini ancestry, South Africa, May 2021

*“It is important that the Government keeps in mind the reasons why Emaswati left the country to be in South Africa. Such reasons may range from employment opportunities, business, school, or marriages, therefore, when addressing the diaspora, the reasons why people opted to leave Eswatini must be addressed, as some may want to physically return home, but due to lack of employment opportunities, the are in South Africa.”*

-Liswati Focus Group Participant, Johannesburg, May 2021



## **PILLAR 1 – BELONGING – THE IDENTITY THEME**

Emaswati diaspora identity is a deeply held one. The diaspora community internalize their identity as Emaswati: this is not just a place where they were born or grew up, *it is part of who they are*. There is immense opportunity to leverage this sense of belonging and connection for Eswatini and collectively to support Emaswati living abroad.

To foster this sense of belonging and identity in the diaspora requires the establishment of a basic diaspora infrastructure, leadership, policies, and initiatives to fully maximize the potential impact of diaspora engagement.

### **1.1 Leadership: Diaspora infrastructure**

*“It is always the people for me. I always want to associate with the people. We tend to view things the same way. So I might be South African, but because I grew up amongst the Swazi people, my understanding, my youth, my development, my way of speaking the way I associate things...I am married to a Swazi, so it is that association with the people. Anything that is related to Eswatini would be a connection point for me.”*

-Liswati diaspora- South African Interviewee with Eswatini ancestry, May 2021

The focus of this pillar sub-section is on building the key leadership elements for diaspora engagement.

- 1.1.1 Assign key Government infrastructure to lead diaspora engagement:** The GKE assigns a lead Ministry and Diaspora Agency or Directorate to coordinate diaspora engagement and diaspora affairs.
- 1.1.2 Adapt, endorse, and promote a National Diaspora Engagement Strategy:** Establish a Diaspora Engagement Strategy adopted by Government along with other key agencies and stakeholders to advance strategic diaspora engagement across all government ministries, extending to key agencies.
- 1.1.3 Establish a Strategic Inter-Ministerial and Inter-Agency Steering Committee on Diaspora Engagement:** Following on from the Diaspora Technical Working Group (TWG) a formalized mechanism for diaspora engagement is a key primary element of this Strategy to ensure the ongoing advancement of diaspora engagement across GKE Ministries, key agencies, and stakeholders.

**Recommended Lead Institution:** Ministry of Foreign Affairs & International Cooperation (FAIC)

**Overview of timeframe for implementation:** Phase 1 (2023-2024)

## 1.2 Identity: Citizenship, Diaspora Identity and Mobility

*“By being a non-citizen [of Eswatini] you’ve given up your very own identity, when your primary reason for being in South Africa is not to be South African but to get the benefit of better employment...and the proximity, being so close [to Eswatini]...nobody wants to give up their Swazi citizenship.”*

-Liswati interviewee, South Africa, May 2021

This sub-section focuses on key elements of identity: Emaswati citizens, broader Emaswati diaspora identity and elements to support and facilitate mobility and migration.

- 1.2.1 Adopt a broad Diaspora Definition:** Adopt and formal endorsement of a broad Eswatini diaspora definition across the diaspora engagement. A working definition is noted in this document and the Emaswati diaspora definition may be an evolving one to align to the priorities of diaspora engagement activity.
- 1.2.2 Develop a Register of Emaswati Diaspora Abroad:** Facilitated through the diplomatic missions and consular services, implement a formal diaspora register of Emaswati living abroad. This allows the GKE to gain a deepening level of data on diaspora, their interest, and potential to (re)engage with fellow Emaswati diaspora and with Eswatini.
- 1.2.3 Create a Emaswati Diaspora Card programme:** To extend the Diaspora Register, a diaspora card is another form of formalizing a register of Emaswati diaspora (applying the broad definition) living abroad, including those of Eswatini ancestry. As this programme develops is the ability to offer benefits to registered diaspora, along with targeted diaspora investment or development opportunities in Eswatini.
- 1.2.4 Review Citizenship/Dual Citizenship:** Review the parameters for citizenship and dual citizenship and communicate this review to Emaswati living abroad;
- 1.2.5 Advance the Migration Governance Indicators (MGI) report recommendations on mobility:** In 2021 the MGI report on the Kingdom of Eswatini was launched offering areas for potential development to be considered by the GKE, including in the development of a National Migration Strategy, mobility issues and migrants’ rights, bilateral or similar agreements with other countries on the portability of social security entitlements and earned benefits.

**Recommended Lead Institutions:** Ministry of Foreign Affairs & International Cooperation (FAIC) and Ministry of Home Affairs

**Overview of timeframe for implementation:** Phase 1 (2023-2024) and Phase 2 (2025-2026)

### 1.3 Diaspora Organization Development

During the initial diaspora engagement project and mapping exercise, it was evident that while there was a substantial group of Emaswati in South Africa (and abroad) there remain limited number of formal Eswatini-related associations or groups for diaspora communities.

- 1.3.1 Support the development of business, professional, and theme-based diaspora organizations abroad:** Work with Eswatini agencies and organizations to facilitate the launch of formal diaspora business and professional groups or theme-based affinity groups (e.g. Working in Healthcare) to foster inter-diaspora activity and to build initiatives for Eswatini.
- 1.3.2 Develop an emigrant support programme:** to foster positive relations with Emaswati diaspora communities abroad and with organizations within Eswatini who promote diaspora relations (e.g. alumni associations from key higher education or secondary schools in Eswatini). This is a small grants programme for Emaswati groups (e.g. business associations, student groups at South African universities) to apply to promote Emaswati culture, business or professional initiatives or events outside of Eswatini.
- 1.3.3 Identify high profile Emaswati to engage in future strategic diaspora events and Diaspora Forums:** Foster relationships with key prominent members of the Eswatini diaspora for future Eswatini campaigns and outreach initiatives.

**Recommended Lead Institutions:** Ministry of Foreign Affairs & International Cooperation (FAIC) and Ministry of Commerce, Industry & Trade (CIT)

**Overview of timeframe for implementation:** Phase 2 (2025-2026) and Phase 3 (2027)

#### Overview of Pillar 1 with Phased Timeline

Sub-section and objectives	Phase 1		Phase 2		Phase 3
	2023	2024	2025	2026	2027
<b>1.1 Diaspora infrastructure</b>					
1.1.1 Assign Key Government Ministry, Diaspora Directorate					
1.1.2 Endorse National Diaspora Engagement Strategy					
1.1.3 Steering Committee on Diaspora Engagement					
<b>1.2 Citizenship, Diaspora Identity and Mobility</b>					
1.2.1 Broad Diaspora Definition					
1.2.2 Register of Emaswati Diaspora Abroad					
1.2.3 Emaswati Diaspora Card					
1.2.4 Review Citizenship/Dual Citizenship					
<b>1.3 Diaspora Organization Development</b>					
1.3.1 Develop Diaspora Organizations Abroad					
1.3.2 Establish an Emigrant Support Programme					
1.3.3 Strategic Diaspora Events and Diaspora Forums					

## PILLAR 2 – HOPE: THE CONNECTION THEME

This internalized identity and connection to place by the Emaswati diaspora means there is the opportunity to invest strategically in tourism and services. As the diaspora infrastructure from Pillar 1 is developed, Pillar 2 offers the chance for diaspora enabling and capacity building activity. Finally, to fully engage with the Emaswati diaspora includes forging trust with these communities for mutually beneficial returns.

### 2.1 Vacation, Visit, Retire

*“For tourism Eswatini can be a ‘big five animal’ destination...exploiting the natural beauty of the place but it needs to operate at a five-star or six-star level...in great comfort and luxury. This is something that [Eswatini] can explore...I believe we do have great lands, great views, [Eswatini] is a beautiful country...even areas like bird watching. People will leave the UK or the US for luxury. Plus, in general, people like Swazis...the general perception is that Swazis are hospitable. We just need to find something that gives us an edge and capitalize on that.”*

*-Liswati interviewee, South Africa, June 2021*

The diaspora, especially those in South Africa, already return to Eswatini on a frequently and there is an opportunity to create visits and tourism to showcase the beauty of the Kingdom. As many in the diaspora view the Kingdom of Eswatini as home, the challenge is to create the conditions that Emaswati abroad see the attraction of returning or retiring in Eswatini.

- 2.1.1 Devise a strategy to seek diaspora tourism investment:** building a vision for a niche business and/or luxury level tourism focused on the diaspora and to complement the South African tourism market. The reputation of the Bushfire Festival and Umhlanga Reed Dance can be leveraged for diaspora tourism.
- 2.1.2 Organize a Emaswati diaspora targeted homecoming or gathering campaign:** A global diaspora event calling Emaswati home, similar to [Year of Return in Ghana](#), or [The Gathering in Ireland](#) with incentives to visit rural villages, regions and cities to initiate a diaspora-based tourism market.
- 2.1.3 Identify and engage diaspora for tourism leadership:** Engage and invite key diaspora, such as Richard E Grant, who recently presented a series on tourism, to be central to a tourism campaign targeting the UK/US market. Targeting Emaswati diaspora influencers such as tourism bloggers can help promote to Emaswati diaspora and the broader tourism market.
- 2.1.4 Review conditions to attract Emaswati diaspora returnees for retirement:** By devising policies (such as pension agreements) and services (such as healthcare), Emaswati diaspora who wish to return to retire in the Kingdom of Eswatini can do so in comfort after a working life abroad. Once a comprehensive retirement package is devised, this can form part of a diaspora-targeted campaign abroad.

**Recommended Lead Institutions:** Ministry of Tourism and Environmental Affairs with Business Eswatini and Eswatini Investment & Trade Promotion Authority (EIPA)

**Overview of timeframe for implementation:** Phase 2 (2025-2026) and Phase 3 (2027)

## 2.2 Diaspora Capacity Building Internally

*“As eSwatini is the smallest country in the Southern Hemisphere, it was ingrained from an early that the Big Wide World was beyond its borders, so I began ‘looking outwards.’ Via books and movies.. I still wear two watches, with the right one set to eSwatini time.”*

Richard E Grant, actor quoted in *The Telegraph*, 1<sup>st</sup> August 2021

To fully maximize the mutually beneficial opportunities of engaging the Emaswati diaspora requires an internal capacity building process. This process across Government Ministries, missions abroad, along with learning in and across the continent will contribute to diaspora engagement success.

- 2.2.1 Engage in a comprehensive training programme for diaspora engagement:** This training ensures GKE Ministries, departments, key agencies, and members of the Strategic Inter-Ministerial and Inter-Agency Steering Committee on Diaspora Engagement.
- 2.2.2 Participate in the African Union’s Citizens and Diaspora Organizations Directorate (CIDO) activities and Diaspora Engagement Self-Assessment Tool (DESAT):** This is an additional learning opportunity for the GKE to actively get involved with other diaspora directorates and adapt learning for Eswatini.
- 2.2.3 Devise mechanisms to monitor and evaluate the Diaspora Engagement Strategy:** Devise an operational plan, key performance indicators and costings to be monitored by the Strategic Steering Committee. There is also the need to consider and devise a follow-up Diaspora Engagement Strategy for 2028-2032, starting in Phase 3 of this current Strategy.

**Recommended Lead Institution:** Ministry of Foreign Affairs and International Cooperation

**Overview of timeframe for implementation:** Phase 1 (2023-2024) Phase 2 (2025-2026) and Phase 3 (2027)

## 2.3 Building Trust

*“I would love to see my country do well. This process has come at a time where I have felt a disconnect with the country. There are haves and have nots. The poorer people are, the less likely they can contribute to GDP. If everyone is thriving and doing well, guess what? The whole country can thrive and do well. With more opportunities, there’s more jobs and more demand for products and services. And, and, and!”*

-Liswati interviewee, South Africa, June 2021

The initial Diaspora Engagement Project monitored by the TWG was the first stage in building trust and fostering formal relationships with Emaswati diaspora. Building trust with the Emaswati diaspora is an ongoing process overseen by the new Strategic Steering Committee and involve key Emaswati diaspora in South Africa and beyond. By “diaspora-proofing” activities across GKE Ministries and key agency work, this creates a whole-of-government approach and even whole-of-society approach to the value and potential of diaspora to the Kingdom of Eswatini.

- 2.3.1 Create regular communication mechanisms with Emaswati diaspora:** By creating mechanisms for communications, through the diaspora registration system, to streamline the messaging and the special calls to and for diaspora.
- 2.3.2 Identify and engage high profile Emaswati and Emaswati diaspora for an outreach campaign:** Continue to foster relationships with key prominent members of the Eswatini diaspora for future diaspora events, campaigns, and outreach initiatives. The potential to embed this work into missions abroad (role of attaché or consular personnel) is key to its progression.
- 2.3.3 Develop Global Emaswati Leadership Network:** As an initiative of GKE, this network would involve membership of key members of the Eswatini diaspora to offer expertise and advisory to the Steering Committee and GKE Ministries on diaspora matters.
- 2.3.4 Review repatriation policies, services, and initiatives for Emaswati returnees in the labour force:** This inter-Ministerial review examines Emaswati returnees to access government services, participate in a reorientation or repatriation programme, with an emphasis on ways to maximize the impact of tertiary education graduates who return and those Emaswati active in the labour force. Aligned to the review in 2.1.4.

**Recommended Lead Institutions:** Ministry of Foreign Affairs and International Cooperation and Ministry of Labour & Social Security

**Overview of timeframe for implementation:** Phase 1 (2023-2024) Phase 2 (2025-2026) and Phase 3 (2027)

### Overview of Pillar 2 with Phased Timeline

Sub-section and objectives	Phase 1		Phase 2		Phase 3
	2023	2024	2025	2026	2027
<b>2.1 Vacation, Visit, Retire</b>					
2.1.1 Devise a Diaspora Tourism Investment Strategy					
2.1.2 Homecoming of Gathering Campaign					
2.1.3 Engage Diaspora in Tourism Leadership					
2.1.4 Review Conditions for Emaswati Retiree Returnees					
<b>2.2 Diaspora Capacity Building Internally</b>					
2.2.1 Diaspora Training Programme – GKE, Steering Committee					
2.2.2 Participate AU CIDO Diaspora Engagement Activities					
2.2.3 Monitor, Evaluate the Diaspora Engagement Strategy					
<b>2.3 Building Trust</b>					
2.3.1 Begin Regular Communications with Emaswati Diaspora					
2.3.2 High Profile Emaswati Diaspora for Outreach Campaign					
2.3.3 Global Emaswati Leadership Network					
2.3.4 Review Policies, Services for Active Diaspora workers					

### **PILLAR 3 – POTENTIAL: THE ADVANCEMENT THEME**

The Emaswati diaspora and potential could be synonymous: there is immense potential on what Emaswati abroad can offer to Eswatini along with the potential for (re)connection between Emaswati diaspora and support from their country of origin. Pillar 3 focuses on this advancement from brain gain and brain circulation activities to the mutually beneficial opportunities for diaspora and for Eswatini.

#### **3.1 Initiate ‘Brain Gain’ and ‘Brain Circulation’ activities**

*“Eswatini has suffered a lot of brain drain. Everyone that was doing well, they seek opportunities outside Eswatini, overseas or outside of the country where the economy is better than Eswatini... Eswatini needs to help us [diaspora] with opportunities. If we go back there [Eswatini] it helps with the economy. They gain back from us...if we could do, what we do in Eswatini, this would be empowering for the country [Eswatini]. The brain drain doesn’t have to be as bad as it is right now.”*

-Liswati Interviewee, South Africa, June 2021

**3.1.1 Develop thematic diaspora forum and/or Global Eswatini Summit events:** Building on the Migration and Development Forum in 2023 and the Meet and Greet event in Johannesburg in 2021, engaging diaspora in meaningful thematic roundtable discussions, forum events focusing on key diaspora matters or a Eswatini Global Summit to identify, foster and showcase the global Emaswati and knowledge/skills exchange.

**3.1.2 Create Diaspora Fellowships for academia and professionals in the Emaswati diaspora:** Identify and promote short-term volunteer fellowships (either virtual or visiting roles) to honour service to Eswatini by distinguished academics, Emaswati diaspora professionals or members of the public sector, arts, healthcare or industry to share their knowledge with Eswatini institutions, students or business.

**3.1.3 Devise an Alumni Diaspora Fellowship programme:** A special fellowship for members of the broader diaspora and/or an affinity to the Kingdom of Eswatini who may have studied in Eswatini but may not be of Emaswati descent to act as special advisors, participate in diaspora forums or activities and contribute to Eswatini institutions and society.

**3.1.4 Initiate a Diaspora Skills Platform:** This is a suite of branded programmes to identify and leverage the skills of professionals matched to the skills shortages in Eswatini business and institutions. This can also extend to a youth diaspora skills transfer programme to rural communities, like the [initiative operational in Madagascar](#). The IOM Regional Office also has the iDiaspora Southern Africa portal available to support this platform work.

**3.1.5 Explore a Diaspora Public Sector Service Programme:** Drawing from the learning from the [‘IGORTS’ programme for Armenian diaspora](#) to serve in the public sector of the government of Armenia, there is potential to develop a short-term programme to formalize the knowledge exchange for experts in the Emaswati diaspora to serve GKE ministries, departments or agencies to offer a strategic knowledge and skills exchange.

**Recommended Lead Institutions:** Ministry of Commerce, Industry & Trade, Ministry of Labour & Social Security

**Overview of timeframe for implementation:** Phase 2 (2025-2026) and Phase 3 (2027)

## 3.2 Affinity to Collaborative Action: For Diaspora

*“One of the things I truly believe, we as outsiders, or the people who have made it out and we have all this opportunity outside looking in, I believe we can all mobilize together and reach back and help in a very positive direction. I think each and every one of us wants to help and absolutely can help. I think what needs to be done is have a way to tap into that willingness to help, mobilizing into something actionable that would proactively contribute.”*

-Liswati interviewee, outside Eswatini, August 2021

Diaspora engagement is a two-way relationship building process. As the Kingdom of Eswatini activate strategies to build trust with the Emaswati abroad, offering individual benefits contributes forging links with diaspora communities. The MGI exercise highlighted some areas related to labour mobility and migration and this section offers strategies to enhance services to the Emaswati diaspora.

**3.2.1 Develop an Emaswati Abroad Community of Care Programme:** Building on a labour attaché role, this programme, embedded in missions abroad, enables migrant workers, students, the elderly, and other vulnerable groups to access support, services, legal advice, and protection. This programme can also begin to integrate a formal repatriation and return plan for migrant workers intending to return to work with employment opportunities and key technical/industrial/agricultural skills.

**3.2.2 Create a ‘diaspora desk’ service:** The extension of the programme in 3.2.1, a ‘diaspora desk’ in missions abroad helps foster relations with formalized diaspora groups and to enable individuals to get information on services and Eswatini opportunities available (including investment) to diaspora.

**3.2.3 Advocate for better remittances market for Emaswati diaspora:** To increase the likelihood that Emaswati abroad use formal channels to transfer funds to family/friends in Eswatini, the GKE can advocate with the South African government on a regional approach to remittances. Offering a low-cost and safe options for remittances along with mobile options should help to attract Emaswati diaspora to formal remittance channels.

**3.2.4 Evaluate the potential for a Digital Nomad Visa for the Kingdom of Eswatini:** Over 50 countries offer [Digital Nomad Visas](#) (including Namibia). This visa allows those with remote jobs secured abroad the opportunity to live, work and contribute to local communities. A Digital Nomad Visa for 6 or 12 months may also be attractive to the broader Emaswati diaspora or affinity diaspora to spend significant time in the Kingdom of Eswatini and offer knowledge and skills transfer.

**3.2.5 Foster a positive relationship with Emaswati university students abroad:** With the GKE offering scholarships to students to study in South Africa and abroad, there is potential for missions abroad to host gatherings and keep in contact with this special group of highly talented Emaswati to build their awareness of Eswatini opportunities on their return and/or ways to support each other and their country of origin.

**Recommended Lead Institutions:** Ministry of Foreign Affairs and International Cooperation with the Ministry of Finance and the Central Bank.

**Overview of timeframe for implementation:** Phase 1 (2023-2024) Phase 2 (2025-2026) and Phase 3 (2027)



### 3.3 Affinity to Action – for Eswatini

- 3.3.1 Establish an Emaswati Diaspora Business Network and Council:** Create a broader network to connect with each other abroad and with Eswatini businesses for trade, skills/knowledge exchange and networking initiatives. An advisory Council of key Emaswati diaspora business leaders to advise the GKE on international trade, investment development, skills priorities, and opportunities.
- 3.3.2 Identify and enact policies and reform for diaspora business development and investment:** Through diaspora roundtable events (including the Business Network and Council- 3.3.1) explore the regulations, laws, and reform necessary to increase business investment into Eswatini involving diaspora.
- 3.3.3 Design and launch a Diaspora Investment Incentive Programme:** To enable diaspora investors and entrepreneurs to invest in a transparent business ecosystem in the Kingdom of Eswatini with the support from key business agencies. Such diaspora incentives would complement indigenous business incentives.
- 3.3.4 Promote a business and investment campaign:** Involve the Emaswati diaspora in the design and promotion of ‘Brand Eswatini’ and/or ‘Eswatini Means Business’ campaign to showcase the Diaspora Investment Incentive Programme and other initiatives to involve Emaswati diaspora in business and investment.

**Recommended Lead Institutions:** Ministry of Labour & Social Security, Ministry of Finance, Ministry of Commerce, Industry & Trade, Central Bank and Business Eswatini

**Overview of timeframe for implementation:** Phase 2 (2025-2026) and Phase 3 (2027)

#### Overview of Pillar 3 with Phased Timeline

Sub-section and objectives	Phase 1		Phase 2		Phase 3
	2023	2024	2025	2026	2027
<b>3.1 ‘Brain Gain’ and ‘Brain Circulation’ Activity</b>					
3.1.1 Diaspora forum and/or Global Eswatini Summit events					
3.1.2 Diaspora Fellowships for academia/ professionals					
3.1.3 Alumni Diaspora Fellowship programme					
3.1.4 Diaspora Skills Platform					
3.1.5 Diaspora Public Sector Service Programme					
<b>3.2 For Diaspora – policies for Emaswati abroad</b>					
3.2.1 Create a ‘diaspora desk’ service					
3.2.2 Advocate for better remittances market					
3.2.3 Explore a Digital Nomad Visa					
3.2.4 Relationship with Emaswati university students abroad					
<b>3.3 For Eswatini – Policies and Investment</b>					
3.3.1 Diaspora Business Network and Council					
3.3.2 Diaspora business development/investment reform					
3.3.3 Diaspora Investment Incentive Programme					
3.3.4 Campaign ‘Eswatini Means Business’					

## THE OPPORTUNITY: MOBILIZING THE STRATEGY

The Diaspora Engagement Strategy is inspired by the stories and recent experiences of exploring the potential of a positive relationship between Emaswati diaspora and the Kingdom of Eswatini. Many Emaswati diaspora, especially in South Africa, maintain close ties with immediate family members in Eswatini. The diaspora communities hold a deep affinity for the Emaswati culture, the landscape and its people. This Strategy aims to harness this affinity to action to offer opportunities for reconnection, support, development, and investment for Emaswati diaspora with their country of origin or ancestry.

The IOM highlight a 3E strategy to working with diaspora: enable, engage, and empower. In the summary table below, the Strategy objectives and actions are categorized by these 3E tenets to reinforce the variety and phased approach to diaspora engagement for the Kingdom of Eswatini.

## Diaspora Engagement Strategy: Phased Approach and 3Es

### Phase 1 – 2023-2024

Sub-section and objectives	Phase 1		IOM 3Es		
	2023	2024	Enable	Engage	Empower
<b>1.1 Diaspora infrastructure</b>					
1.1.1 Assign Key Government Ministry, Diaspora Directorate			*		
1.1.2 Endorse National Diaspora Engagement Strategy			*		
1.1.3 Steering Committee on Diaspora Engagement			*		
<b>1.2 Citizenship, Diaspora Identity and Mobility</b>					
1.2.1 Broad Diaspora Definition			*		
1.2.2 Register of Emaswati Diaspora Abroad			*		
<b>2.1 Vacation, Visit, Retire</b>					
2.1.3 Engage Diaspora in Tourism Leadership				*	
<b>2.2 Diaspora Capacity Building Internally</b>					
2.2.1 Diaspora Training Programme – GKE, Steering Committee			*		
2.2.2 Participate AU CIDO Diaspora Engagement Activities			*		
2.2.3 Monitor, Evaluate the Diaspora Engagement Strategy			*		
<b>3.2 For Diaspora – policies for Emaswati abroad</b>					
3.2.1 Create a ‘diaspora desk’ service				*	
3.2.2 Advocate for better remittances market			*		
<b>3.3 For Eswatini – Policies and Investment</b>					
3.3.1 Diaspora Business Network and Council					*

**Phase 2 – 2025-2026**

Sub-section and objectives	Phase 2		IOM 3Es		
	2025	2026	Enable	Engage	Empower
<b>1.1 Diaspora infrastructure</b>					
1.1.1 Assign Key Government Ministry, Diaspora Directorate			*		
1.1.2 Endorse National Diaspora Engagement Strategy			*		
1.1.3 Steering Committee on Diaspora Engagement			*		
<b>1.2 Citizenship, Diaspora Identity and Mobility</b>					
1.2.2 Register of Emaswati Diaspora Abroad			*		
1.2.3 Emaswati Diaspora Card			*		
1.2.4 Review Citizenship/Dual Citizenship			*		
<b>1.3 Diaspora Organization Development</b>					
1.3.1 Develop Diaspora Organizations Abroad				*	
1.3.3 Strategic Diaspora Events and Diaspora Forums				*	
<b>2.1 Vacation, Visit, Retire</b>					
2.1.1 Devise a Diaspora Tourism Investment Strategy			*		
2.1.3 Engage Diaspora in Tourism Leadership					*
2.1.4 Review Conditions for Emaswati Retiree Returnees			*		
<b>2.2 Diaspora Capacity Building Internally</b>					
2.2.3 Monitor, Evaluate the Diaspora Engagement Strategy			*		
<b>2.3 Building Trust</b>					
2.3.1 Begin Regular Communications with Emaswati Diaspora				*	
2.3.2 High Profile Emaswati Diaspora for Outreach Campaign					*
2.3.3 Global Emaswati Leadership Network					*
2.3.4 Review Policies, Services for Active Diaspora workers			*		
<b>3.1 'Brain Gain' and 'Brain Circulation' Activity</b>					
3.1.1 Diaspora forum and/or Global Eswatini Summit events				*	
3.1.2 Diaspora Fellowships for academia/ professionals					*
3.1.4 Diaspora Skills Platform					*
<b>3.2 For Diaspora – policies for Emaswati abroad</b>					
3.2.4 Relationship with Emaswati university students abroad				*	
<b>3.3 For Eswatini – Policies and Investment</b>					
3.3.2 Diaspora business development/investment reform			*		
3.3.3 Diaspora Investment Incentive Programme			*		
3.3.4 Campaign 'Eswatini Means Business'			*		

### Phase 3 – 2027

Sub-section and objectives	Phase	IOM 3Es		
	2027	Enable	Engage	Empower
<b>1.3 Diaspora Organization Development</b>				
1.3.2 Establish an Emigrant Support Programme		*		
1.3.3 Strategic Diaspora Events and Diaspora Forums			*	
<b>2.1 Vacation, Visit, Retire</b>				
2.1.2 Homecoming or Gathering Campaign			*	
2.1.3 Engage Diaspora in Tourism Leadership				*
<b>2.2 Diaspora Capacity Building Internally</b>				
2.2.3 Monitor, Evaluate the Diaspora Engagement Strategy		*		
<b>3.1 ‘Brain Gain’ and ‘Brain Circulation’ Activity</b>				
3.1.3 Alumni Diaspora Fellowship programme				*
3.1.5 Diaspora Public Sector Service Programme				*
<b>3.2 For Diaspora – policies for Emaswati abroad</b>				
3.2.3 Explore a Digital Nomad Visa		*		
<b>3.3 For Eswatini – Policies and Investment</b>				
3.3.3 Diaspora Investment Incentive Programme			*	*
3.3.4 Campaign ‘Eswatini Means Business’			*	*

*“Eswatini is one of the most beautiful countries, with some riches that can offer some of the greatest opportunities ever...that is one of the biggest motivations. I want to plow back all that the country has invested in me and I really want to plow back all my skills to my country.”*

*-Liswati interviewee, South Africa, May 2021*

*“I am really passionate about my country. I support any project that can help shed light on what is happening... I have a drive to make the country better.”*

*-Liswati interviewee, outside Eswatini, August 2021*

The Diaspora Engagement Strategy presents an incredible opportunity for the Kingdom of Eswatini to ignite dynamic development and connection with Emaswati living abroad. These diaspora communities with the pride of their Emaswati heritage and see the potential for the country to thrive can enter into a positive lifelong relationship with the Kingdom of Eswatini and with each other. This strategy offers a roadmap to develop transparent, accountable, and formalized engagement with the diaspora. It presents a mutually beneficial proposition to support Emaswati abroad and to support Kingdom of Eswatini in development, growth, and vitality.

## APPENDIX 1



# Report from the first Migration and Development Forum – Kingdom of Eswatini

**1<sup>st</sup> March 2023**

## REPORT FROM THE FIRST KINGDOM OF ESWATINI MIGRATION AND DEVELOPMENT FORUM

1<sup>st</sup> March 2023

### 1 INTRODUCTION

#### 1.1 Purpose and Expected Outcomes of the Forum

The Migration Development Forum seeks to facilitate the identification and exchange of good practices among different government institutions and cooperation partners that will create an enabling environment towards the effective mobilization of the Eswatini Diaspora. The expected outcomes of the Migration and Development Forum include:

- Government officials and partners identify consular challenges faced by Eswatini in the diaspora and;
- Government and partners agree on way forward to improve how consulates and embassies engage, communicate, mobilize their diaspora in the countries of destination to offer them better support but also to increase their participation in the development of the Kingdom of Eswatini.

This report offers insight into the challenges, issues and opportunities discussed along with the lessons that can be learned from other countries. Many recommendations for the Government, agencies, and public and private sector partners are integrated in the Diaspora Engagement Strategy 2023- 2027.

#### 1.2 Welcome and Introduction of the Event

Mr Jason Theede, Senior Regional Labour Mobility and Social Inclusion Specialist in the IOM Regional Office for Southern Africa opened the conference and acted as the MC for the Forum. He introduced the theme of the Forum, outlining the migration and development nexus along with the interplay between migration and mobility, linked to the broader development agenda. The context of this theme and the [Global Compact for Safe, Orderly and Regular Migration](#) as a means to discuss and build capital – political capital, economic capital (including remittances), human capital (including skills development and a framework for labour migration), cultural and social capital (including for entrepreneurs) are areas he anticipated would be discussed during the day-long event towards action. Theede acknowledged the energy in the Kingdom of Eswatini to participate in this topic, as he noted the event is an opportunity for sharing and hearing from the broader group to build consensus and increase momentum on migration and development.

## **1.1 Opening Address - Mr. Ashraf El Nour, IOM Regional Director for Southern Africa**

Mr El-Nour opened the event by expressing his thanks to the government of the Kingdom of Eswatini supporting Eswatini migration work for all. He noted that importance of involving all the right stakeholders-- a cross-section of Government Ministries, UN agencies and beyond—to engage in dialogue on migration management. By recognizing the importance of positive impact of managing migration, Mr El-Nour acknowledged the Government of the Kingdom of Eswatini's National Development Plan addressing the challenges and opportunities of migration. With approximately 108,000 Emaswati diaspora living outside of the Kingdom of Eswatini, Mr El-Nour noted how the majority of these Emaswati diaspora—about 92,000—are not far from home in neighboring South Africa, with others in the United Kingdom, the United States and beyond. Along with this context, he emphasized the impact that these diaspora communities offer in providing remittances, representing 2.4% of GDP, contributing to families and households in Eswatini focused on income for consumer activity, but also some in investment.

In his address, Mr El-Nour referenced three points to maximize the impact of migration for the Kingdom of Eswatini. First, considering the regional dimension of migration, that is, the role of South Africa as the country of destination of the majority of Emaswati migration, thus the considerations needed related to migration integration across the Southern African region. Second, Mr El-Nour outlined how migration for Eswatini is regional labour mobility, which brings challenges and opportunities, especially as a region with middle income countries. He also recognized the Emaswati in the region engage in economic migration (including rural to urban migration), which can lead to migrants participating in the unregulated, informal economy. He referenced SDG 10.7 – Facilitate orderly, safe, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies, which can be supported through the [UN Sustainable Development Cooperation Framework](#). With African diaspora recognized as the sixth region of Africa, there is an opportunity for countries like the Kingdom of Eswatini to mainstream migration into national planning, governance priorities towards effective and positive migration outcomes.

Finally, Mr El-Nour third point focused on the potential for diaspora contribution to knowledge and skills development to support socio-economic development. There is an opportunity for good practices in diaspora engagement—some that Mr El-Nour would be presented during the Forum event today. He emphasized the role that key partners play in supporting diaspora engagement and this human capital development including with the Ministry of Foreign Affairs (with the connection to embassies) and involving other ministries and agencies for fruitful outcomes. He noted the opportunity to learn from and maximize these good practices to adapt for the Emaswati abroad and for the Kingdom of Eswatini.

### **1.3 Opening Address – Mr Deepak Shah, UN Resident Coordinator (a.i.) UN Resident Coordinator Office, Kingdom of Eswatini**

Mr Shah offered in his address a welcome on behalf of UN family of agencies to the visiting members of the Forum to the majestic Kingdom of Eswatini. In his address he acknowledged the outstanding leadership and foresight of Ministry of Home Affairs, Kingdom of Eswatini, in progressing the migration profiling tool to be outlined in detail during this Forum event. Eswatini's greatest asset is its people and Shah noted the potential to mobilize Emaswati in the country and outside the country.

As the first Migration and Development Forum for the Kingdom, Shah wished the participants today a healthy exchange to support the social and economic development of the country, to supercharge its growth to change Eswatini and the world.

### **1.4 Keynote Address – Mr Nhlanhla Nxumalo, Principal Secretary – Ministry of Home Affairs**

The Principal Secretary opened his remarks by noting the apologies from the Minister of Home Affairs as could not attend the Forum, but he noted her commitment to this migration and development work. Nxumalo noted the sensitivities related to migration and the ways that the COVID-19 pandemic increased the vulnerability of migrants, such as through trafficking in persons. He noted the aim to create migration management that offers positive outcomes for all stakeholder involved.

On behalf of the Government of the Kingdom of Eswatini, Nxumalo acknowledged the support of partners including IOM, the UN High Commission, UNDP, and UNICEF among others that work with the Ministry of Home Affairs. He emphasized the importance of these effective partnerships with unite again the risk of irregular migration – human trafficking and person smuggling – and the review of the legislative framework on migration in cooperation with Mozambique and South Africa to improve migration outcomes. Nxumalo also noted cooperation between Ministries to pledge for safe and legal migration pathways. In his conclusion, Nxumalo wished the participants a fruitful dialogue at this Forum.

*Following this keynote address, all participants of the Forum were invited to introduce themselves and the organizations or government ministries/agencies they represented for this event. A full listing of attendees is in the Appendix. This also included time for an official Forum photograph of event participants.*



## **2 FORUM PRESENTATIONS**

### **2.1 Advances by Eswatini in Key Instruments for the Management of Migration for the Benefit for All (Migration and Governance Indicators, Migration Policy, Migration Profile) – Mr Brian Mohammed, Lead Project Coordinator for Migration Policy, and Profile, Ministry of Home Affairs**

In the introduction to his presentation, Mr Mohammed offered some historical context on the placement of immigration and migration within the Government of the Kingdom of Eswatini. He noted that the Ministry of Home Affairs is the focus for immigration, passports, and visas, along with labour migration, border control and citizenship services.

Mr Mohamed then offered the outline to the Migration Governance Indicators (MGI) project supported through IOM, a profile completed by the [Kingdom of Eswatini in 2021](#). As a taking stock exercise, he noted the MGI project identified over 100 gaps in migration governance, building the opportunity for cooperation to address these gaps. The findings highlighted that the Kingdom of Eswatini did not have a national migration strategy, nor did they have a dedicated department enacting migration-related policies. He also highlighted that the MGI showed how the country did not have an active register of nationals abroad. The migration profile enabled the Government to secure funding to build the capacity related to reliable migration data, to enable decisions and policies to be evidence-based.

Currently the Government of the Kingdom of Eswatini, in cooperation with a Technical Working Group of key Ministries or organizations through the support of IOM are offering guidance and technical support to develop a comprehensive migration policy for the country aligned to international standards. The data collection mechanisms are having a positive impact and enabling the Kingdom of Eswatini to address the first of the 23 objectives in the Global Compact on Migration on data to build evidence-based migration policies. The MGI was an exercise to offer Eswatini's baseline and the impetus to enact the necessary cross-Ministry, department, agencies and UN agency cooperation needed to develop effective migration programmes. Mr Mohammed concluded his presentation by emphasizing the importance of a multi-sectoral approach that involved the Technical Working Group (TWG) and the private sector towards a whole-of-government approach (WOGA) and a whole-of-society approach (WOSA) to migration, such a multifaceted issue. He acknowledged that for effective migration governance and management cannot be the responsibility of only one private sector or government entity, but the complexity of migration requires a collaborative approach.

## 2.2 Unpacking the Southern Africa Migration Management Project (SAMM), Mr Tunde Omoyeni, IOM Regional Project Coordinator

To open his presentation, Mr Tunde Omoyeni the IOM Regional Project Coordinator, offered the background to the [Southern African Migration Management project \(SAMM\)](#), a multi-UN agency project involving the IOM, International Labour Organization (ILO), UN Office on Drugs and Crime (UNODC) and the UN Refugee Agency (UNHCR). The purpose of the SAMM project is to manage migration holistically and open migration global discourse. Mr Omoyeni hoped his presentation would also offer some context relevant to the Kingdom of Eswatini. He noted that instead of viewing migration as a negative issue, with the integration of migration into the UN Sustainable Development Goals, migration is not a problem but a development enabler.

With collaboration across countries as a key tenet to the Global Compact on Migration and within the region, for the Kingdom of Eswatini, this migration cooperation needs to include South Africa and Mozambique as the country's closest neighbours, prioritizing data for this region. He also referenced documents such as the [African Union Migration Framework Plan of Action to 2027](#) noting critical elements to consider for the effective management of migration: diaspora engagement, the regulation of migration and the leveraging of policy to manage these issues.

Mr Omoyeni noted that what makes the SADC region (Southern Africa Development Community) unique is that 80% of the mobility of migrants is within the region. He acknowledged that the Kingdom of Eswatini is one of a few countries in the region that has developed and adopted a labour migration policy. Skilled and highly skilled migrants are staying within the region, primarily with mobility patterns to South Africa from Eswatini, meaning the skills remain in the region. There remain issues of labour migration, especially with mixed migration, that is mobility involving asylum seekers, the trafficking of persons underpinning the importance of a comprehensive migration management system that seeks a regional cooperative approach.

The SAMM Project, as outlined by Mr Omoyeni, is a four-year European Union funded project that started in 2020. The project's overall objective is to improve migration management in the Southern Africa region guided by, and contributing to, the realization of the 2030 Development Agenda (focusing on SDG goals 8 and 10). The project is divided into two thematic areas:

- 1- **Labour Migration**, focused on supporting the implementation of the UN Global Compact on Safe, Orderly and Regular Migration (GCM)
- 2- **Mixed Migration** to supports the application of the UN Global Compact on Refugees (GCR), as well as of the GCM

He noted the role of regional economic communities including the Common Market for Eastern and Southern African (COMESA) and the Southern African Development Community, with the Kingdom of Eswatini as participating members along with the Indian Ocean Commission.

In the second part of Mr Omoyeni presentation he focused on the two thematic areas of the SAMM Project. Under the thematic work of Labour Migration, the SAMM project is focused on gender sensitive labour migration policies both at national and regional level. He acknowledged the work by the Government of Eswatini to present labour migration policies with a presentation to cabinet imminent. He also noted the importance of policies that protect migrant worked in the countries of destination, in the context of Eswatini, this is the need for such policies for Emaswati migrant worked in South Africa, including fair recruitment practices and migration management with remittances. The aspect of diaspora engagement- highlighting the positive aspect of migration for regional development capacity building still requires more focus within the SAMM project region.

Under the second thematic section of the SAMM project, Mr Omoyeni outlined the importance of gathering up-to-date statistics and sound data evidence to strengthen migration coordination to combat negative narratives or anecdotes on migration. He noted that such migration coordination is a multi-sectoral issue that involves several front-line actors including the police, immigration official, home affairs, social welfare among other key actors. He also explained the magnitude of migration of unaccompanied children from the Horn of Africa to this region seeking asylum and requiring protection. He emphasized the importance of reaching a point where migration is not by necessity but by choice. This second SAMM project theme is also focused on legal pathways to improve migration management. Mr Omoyeni detailed how the Government of the Kingdom of Eswatini revised and validated labour migration policy and support the policy endorsement. He also outlined the study visit to Malawi that presented the migration information data analysis system (MIDAS) that generates data on mobility. The IOM is committed to building data capacity within the SADC region and to support the endorsement of migration regional policies. He also noted the areas of collaboration with national disaster agencies, whereby the movement of people can be impacted by such large-scale events, such as was witnessed during the COVID-19 pandemic and will be increasingly an issue with climate change related events.

Mr Omoyeni finished his presentation by highlighting key issues that are impacted by migration and could be improved with regional responses to migration management. He discussed the issue of refugee documentation, with reference to the resettlement of refugee and the role of government and UNHCR in supporting those who access the labour market, with refugee and asylum seekers with the legal ability to work.

Next, he outlined the key issue of the cost of remittances, noting that the regulatory environment is not conducive to cross-border remittances leading to informality alongside regular channels. Mr Omoyeni outlines that for those Emaswati in South Africa sending back remittances to Eswatini that the high cost of remittances are a result of South Africa regulation from a domestic perspective and there is potential to change this to regulation from a regional perspective thus decreasing the cost of remittances. He offered an example that the regulatory transfer fees in South Africa are some of the highest in Africa if not the world at 10-15%, which then drives money transfer to informal channels. He concluded by highlighting the potential for bilateral conversations to highlight these disparities to lead to raising awareness of these domestic regulatory practices on regional migration remittances.

### **3 PANEL ON GOOD PRACTICE: ENGAGING MIGRANTS FOR THE DEVELOPMENT OF THEIR COUNTRY OF ORIGIN**

The third part of the Forum programme focused on panels to offer good practice examples and an open dialogue process with the Forum participants. Ms Jabulile Malaza, Parliament Director of Research, Government of the Kingdom of Eswatini, as moderator, offered some initial context to this panel discussion. She noted the milestone responses by the Kingdom of Eswatini in the processes, policies and directives related to migrant profiling, the issues of remittances, mobility, and economic development. She emphasized how this panel would offer aspects of best practice in Africa and also open interactive discussion on some of these key topics of migration and development.

#### **3.1 Ghana: Dr Nadia Adongo Musah, Deputy Director for Diaspora Affairs at the Ghana President's Office**

Dr Adongo Musah opened her remarks by acknowledging the openness of the Government of the Kingdom of Eswatini in learning from best practice from diaspora engagement following their visit to Ghana last year. She offered context on the establishment of the Diaspora Affairs, Office of the President in 2017 by the new President. She noted the new president undertook consultation with the Ghana diaspora around the world and brought her from Canada and the Director from the UK to lead this new directorate.

The diaspora engagement work began in earnest in Ghana with the [Diaspora Homecoming Summit](#) an event supported by the IOM and GIZ, engaging of 3,000 Ghanaian diaspora to discuss the development of Ghana. She reported then on the planning and the launch of the [Year of Return](#) in 2019 with the tagline 'celebrating 400 years of resilience' and commemorating the 400<sup>th</sup> anniversary of the arrival of the first recorded enslaved Africans to Virginia in 1619. The year of celebrations also included an agreement with Jamaica to offer visa-free reciprocal agreements and exploring direct flights between Ghana and the Caribbean.

This successful event was followed up with the [Beyond the Return](#) in 2020. Dr Adongo Musah shared various sectoral projects to engage the diaspora with Ghana, including the Diaspora Internship Programme to align with the national service expected of Ghanaians, that diaspora can along engage in this service of skills development and exchange. She also highlighted how diaspora professionals—doctors, teachers, lawyers – volunteered their expertise back to Ghana, including as guest faculty at universities and offering free medical surgeries and clinics. The diaspora investment summit events detailed by Dr Adongo Musah showcase how a gathering of Ghanaian diaspora in their host countries can identify and bring opportunities for investment to Ghana. Before the Forum opened to questions to Dr Adongo Musah, she concluded her remarks by sharing the vision of diaspora for Ghana, with the focus on humanitarian based, mainstreamed activities that across all government ministries including health and education.

Following Dr Adongo Musah's intervention, the discussion centered around the challenges to setting up diaspora partnerships outside the country and the support of organizations like IOM and GIZ to offer guidance and funding for such activity. There was a discussion related to education and vocational training between countries like

Germany and Venezuela, where this initiative bringing two to four years of vocational training to unemployed Venezuelans in Germany over the 15 years of this bilateral agreement has led to a special diaspora group within diaspora, even among Venezuelans who were required to return to their country of origin.

The Forum also discussed the elements for Ghana to attract foreign direct investment (FDI) and be investment friendly, which started with an Investment Summit roadshow. These series of Investment Summit events across country, city and church associations and involving embassies and the President's Office to share opportunities for and in Ghana.

Dr Adongo Musah emphasized the importance of leadership and the strategic position of the Diaspora Affairs in the President's Office to give the work gravitas and reinforce the interest from Ministries and from diaspora alike. She noted that diaspora policy is not political but remains a key mainstreamed government activity. She noted that the current President was the Minister for Foreign Affairs but recognized that Foreign Affairs was not the proper place for Diaspora Affairs that it was best sitting directly with the President's Office as it is cross-cutting across many or most Ministries. There is an appreciation that diaspora affairs cannot be effective with silo working or by a singular entity of government.

The discussion also focused on youth engagement within the diaspora. Dr Adongo Musah reported that Ghana has a [Youth Ambassador for Diaspora Affairs](#) appointed in 2018 and engages also with various universities in the USA and the UK with African student unions to begin interactions with youth. With tech companies like Twitter and Google opening in Ghana this brings attractive job prospects for youth, including technical skills transfer from Ghanaian diaspora.

Dr Adongo Musah explained the importance of segmentation of diaspora groups – those that left Ghana as economic migrants less than a generation ago versus those with ancestry ties to the country or those who had different reasons to leave Ghana. This helps to personalize the response to why these particular diaspora communities should re-engage with the country and/or return. The purpose of diaspora events is the connection to place, to people and to have fun.

The final discussion points centered around data and registration of Ghanaians abroad. Dr Adongo Musah outlined the support for a database of Ghanaians abroad is with the support from Embassies abroad. However, it is recognized that many Ghanaians in the diaspora lack trust in the government and do not wish to share their information. The roll-out of the GhanaCard as a proof of identification for Ghanaians in the country and abroad has incentivized many in the diaspora to register with the Card as it enables many benefits when in Ghana.

### **3.2 African Union: Angela Naa Afoley Odai, African Union Commission – Citizens & Diaspora Directorate (CIDO)**

To begin her intervention, Ms Afoley Odai by outlining the need for African diaspora for member states, to enable a person-centered view of development. She presented the work of the CIDO to engage and streamline the work with diaspora. The African Union have a broad definition for diaspora:

The African Diaspora consists of peoples 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 building of the African Union. ([Source](#))

Ms Afoley Odai emphasized that this definition focuses on anyone of African descent willingness to engage in the Americas and Caribbean, Europe, Middle East, Asia, and Australasia, especially for socio-economic development. She notes three original networks with pan-African views of the diaspora:

1. Build member states capacity for diaspora efforts to thrive at this level
2. Establish diaspora network where there aren't yet any present
3. Circular migration issues, that is multiple migration whereby a person enters a destination country at least once (or is born there), then they move to the country of origin, country of nationality or a third country, then returns to the destination country.

She also acknowledged there was a fourth network linked to Brexit and the impact to the diaspora. She added that African diaspora need to work collaboratively to engage in civic responsibilities.

The African Union, with support from GIZ, developed the [Diaspora Engagement Self-Assessment Tool \(DESAT\)](#) that Ms Afoley Odai described as a tool to assess their current diaspora engagement environment and to investigate the extent to which policies are diaspora-friendly. By noting the bi-annual workshop to support the development of the self-assessment tool Ms Afoley Odai encouraged participation in the self-assessment tool and in the workshops by the Kingdom of Eswatini. She outlined that the pillars of the DESAT includes whether an African country has a national plan, a strategy, the political will, diaspora-friendly policies, all cross-cutting measures to address key elements of diaspora engagement across government and with public sector and private sector partners.

Ms Afoley Odai highlighted countries such as Cape Verde, an island nation that has developed clear incentives to engage its diaspora including extending the same rights as national to its diaspora and special diaspora bank accounts. She also cited Mauritius, that offers pre-departure orientation programmes to increase the chances of smooth diaspora/migrant mobility and an effective reintegration upon return. The sharing and learning that can happen at these AU DESAT workshops provide an opportunity to consider ideas that work in other African countries in fostering diaspora engagement to be adapted for one's own country.

The celebration of a diaspora day once a year, facilitated through political will, enables diaspora to foster a sense of belonging and connection to their country of origin (or country of ancestry). A diaspora desk in key embassies also helps to build trust with diaspora/migrants who wish to understand their rights and ways they can reconnect (or return) to their country of origin. Ms Afoley Odai also highlighted how diaspora friendly dual citizenship laws and extending voting rights helps diaspora thrive and remain formally engaged to their country of origin. She noted that some countries like Ethiopia have opted for a diaspora card ([Ethiopia Origin ID](#)) that entitles the bearer in the diaspora to ease of travel in their country of origin and also offers a profile of diaspora on a government database. Critical information on diaspora enabled Ethiopia to successfully generate almost \$5 million USD through [diaspora bonds](#) to build national infrastructure (in this case for the Grand Ethiopian Renaissance Dam).

She concluded her presentation by noting that the diaspora communities are non-homogenous group and identifying various key diaspora groups to assess and build their engagement is key. Resourcing diaspora activity with an appropriate budget will enable for long-term planning and not only ad hoc diaspora projects but a strategy to develop meaningful, sustainable diaspora engagement.

### **2.3 Lesotho: Mr Molefi Nyaka, Director of Diaspora Affairs Directorate at the Ministry of Foreign Affairs and International Relations in Lesotho and Member of the National Consultative Committee on Migration and Development**

To open his intervention, Mr Nyaka noted the common features between Lesotho and Eswatini: both are kingdoms with a shared common neighbour in South Africa, with a large percentage of labour migrants in South Africa. Mr Nyaka explained that the diaspora engagement in Lesotho began with a National Diaspora Policy in 2018. A stakeholder meeting was a starting point, that included the private sector, academia, government departments as part of this process.

‘Our diaspora is an extension of our economies’ Mr Nyaka explained, and he detailed the importance of government recognition in diaspora engagement as the diaspora never forget the place they are from. He described the relationship between diaspora and their country of origin as a daughter who gets married abroad – they remain family even with the distance.

Following the [National Diaspora Policy](#) in 2018, Lesotho organized outreach forums in South Africa for a broader policy consultation. They also conducted a very detailed diaspora mapping of Basotho living in 48 countries around the world. Mr Nyaka outlined how the National Diaspora Policy contributes to the mainstreaming of diaspora issues across the government. The Policy offers a signpost for government ministries to focus on various diaspora-related matters from labour migration to diaspora investment. Recently Lesotho passed a law on [dual citizenship](#) to enable Basotho abroad to consider how their ties to the country can be active and positive.

Mr Nyaka also detailed the key relationship between the Lesotho Development Corporation and the Foreign Affairs, to focus on a strategy to engage diaspora in investment. Since this cooperation and the development of the Policy, members of the Basotho diaspora have individually contributed to the agriculture sector and foreign direct investment to Lesotho. He reported on Lesotho's remittances strategy, encouraging labour migrants to send money back to Lesotho through formal channels.

Currently, Lesotho is preparing its first homecoming event in December 2023, involving Lesotho Tourism Development with an activity-based calendar of events. The Diaspora Directorate, based in the Department of Foreign Affairs, was established in August 2022. With the launch of the National Diaspora Policy, Lesotho also established a National Consultative Committee led by the Ministry of Home Committee to act as the technical committee on diaspora engagement. As an active member of this National Consultative Committee, Mr Nyaka explained that this coordinating body addressing key issues such as human trafficking and labour migration, along with exploring key issues that impact diaspora and migration including environmental, climate change and national disasters. The Committee also oversees the skills transfer that can be another form of diaspora investment in Lesotho. He cited the example of a Masotho diaspora is the former Chief Statistician for South Africa and these skills can help to contribute to the modernization in data management for Lesotho.

Mr Nyaka acknowledged that there remain many challenges in diaspora engagements, including Basotho mistrust in the government along with the government perception that some members of the diaspora are perpetuating a regime change. The Diaspora Directorate focuses on the cost benefit of engaging with diaspora remain strong. He concluded his intervention by showing an interactive map showing where Basotho can be found all over the world.

The discussion following Mr Nyaka's intervention centered around relationships between country of origin and its diaspora. To start were questions related to how to engage with diaspora when it is unclear why they left and Mr Nyaka suggested that the role of a Diaspora Policy is to clearly articulate positive opportunities for diaspora, especially with a mutually beneficial perspective. They also discussed the potential psycho-social trauma of returned migrants, and the importance of reintegration programmes and reorientation of services available to returnees. The transparency of opportunities in Lesotho also includes the potential for young people, such as in technology sectors, representing a highly skilled diaspora group. The group discussion also focused on the service, technical or lower skilled migrants. Mr Nyaka re-emphasized the importance of integrated services for labour migrants and/or vulnerable diaspora of all skill levels involving consular affairs and other key ministries. There were extended discussion on the yellow diaspora card established in Ethiopia and other countries to offer a way to register and maintain a database of information on diaspora skills and communities.

The session concluded with a challenge to the Kingdom of Eswatini to take courage in engaging its diaspora and be curious, be bold in developing efficient inter-governmental cooperation on diaspora engagement.



## **4 PANEL ON CREATING AN ENABLING ENVIRONMENT TOWARDS THE EFFECTIVE ENGAGEMENT OF MIGRANTS FOR THE DEVELOPMENT OF THEIR COUNTRIES OF ORIGIN AND DESTINATION**

The final panel discussion of the day was introduced by Dr Maria Gallo, the IOM consultant who conducted the Eswatini Diaspora Mapping Report. Dr Gallo emphasized that this is an interactive discussion related economic impact of remittance transfers, investment opportunities, knowledge and skills transfer programmes and circular labour migration programmes.

### **4.1 Samukelisiwe Dlamini, *Eswatini Investment and Promotion Authority***

Ms Dlamini opened her intervention by outlining the work of the EIPA and the opportunities involving diaspora in skills transfer and investment. She highlighted the need to improve investment opportunities to create an enabling climate for diaspora engagement, especially to create mutually beneficial opportunities. The Forum discussed the investment challenges for diaspora into Eswatini and foreign guest offered their perspective.

Dr Adongo Musah offered a perspective from Ghana with the establishment of the [Diaspora Investment Desk](#) following the Ghana Year of Return event. The purpose of the Diaspora Investment Desk is to drive diaspora investment into Ghana as part of the Ghana Investment Promotion Centre. She also noted that the Diaspora Desks in across the embassies and consulates are also briefed on investment opportunities for Ghanaian diaspora if the opportunities may arise.

Mr Nyaka emphasized the importance of incentives for investment. In Lesotho he shared that with the advent of dual citizenship in Lesotho this acts as a major incentive for Basotho abroad as this allows them to own their own home in Lesotho. Ms Dlamini outlined some of the incentives in place to attract foreign direct investment (FDI), including reduction in tax of 10% for 10 years for certain types of FDI, including investors in manufacturing or other industrial sectors. She noted there is more room to explore additional incentives for FDI or indeed DDI (Diaspora Direct Investment).

The discussion in the Forum explored how to best balance incentives for FDI or DDI initiatives to without disenfranchising or discouraging indigenous Emaswati businesses or entrepreneurs. It was acknowledged that Emaswati in business have deep knowledge and the skills to operate private enterprises successfully in the Kingdom of Eswatini. The knowledge transfer has the potential of being free flowing to/from Eswatini and interested diaspora investors abroad.

Ms Dlamini highlighted that a key pillar of EIPA work is to support early-stage entrepreneurs – including youth—to access financing, capacity building and markets outside of Eswatini. She noted that there is potential to create cooperative partnerships between Emaswati entrepreneurs and diaspora with the interest to invest in business opportunities or start-ups in Eswatini. Subsequent Forum interventions considered ways to attract youth – especially youth highly educated abroad—to return to Eswatini. Ms Afoley Odai suggested a market listing of business knowledge/skill needs, and aligning programmemes for youth to occupy these positions. She also noted

the reverse is true for labour exports where surplus skills/knowledge in Eswatini could form the impetus for bilateral labour agreements with countries with these identified needs. In addition, the Forum discussed special [business incubation centres](#) available that can be showcased to diaspora (and diaspora youth) as an option to grow their business, including in a [Special Economic Zone \(SEZ\)](#) to promote export-driven business development.

An intervention from the Forum outlined the potential to engage refugees with business skills development. It was noted that organizations like the Centre for Financial Inclusion are actively undertaking a risk assessment on how to create an enabling environment for refugees, asylum seekers and undocumented to engage in business development.

#### **4.2. Nelisiwe Mtshali, Head of Industrial Relations & Company Secretary, Business Eswatini**

Ms Mtshali opened her presentation with some background on Business Eswatini, an organization that combines the Chamber of Commerce (an entity that is over 100 years old) and the Federation of Swaziland Employers. Business Eswatini represents over 1,000 businesses in the Kingdom of Eswatini from across 22 sectors of the economy, with the responsibility to members to advocate for environment conducive to business success. She noted that diaspora present a new business opportunity in the form of DDI to Eswatini, with particular attention to a harmonized business conditions for members towards the revitalization of the economy.

Business Eswatini is focused in an Investment climate-- including immigration and migration policies— to support business in Eswatini. Ms Mtshali contended there is an opportunity to better align the skills shortages needs in business and those who complete university (including Emaswati with university scholarships abroad). She noted that this type of policy would better alignment with government policy on localization and opens the opportunity to involve diaspora in skills and knowledge transfer activity in Eswatini. The Forum discussed the advantage of DDI over FDI – as diaspora have a vested interest in and knowledge of the Kingdom of Eswatini.

The Forum also outlined the changes in the world of work. Emaswati are working in countries around the world in remote or work-from-anywhere roles. There is potential to attract these Emaswati workers back to Eswatini as a component of the active labour force, connect with local business for skills transfer and collaboration.

The Forum discussions pivoted to worldwide remittances and the moderators called on Ms Nonhlanhla Simelane from the Central Bank to offer an intervention. Ms Simelane presented some statistics related to remittances in and out of Eswatini. She noted that formal remittances into Eswatini represent a half a billion and were as high as 658 million in 2020. It was recognized by the Forum that these formal remittances only represent a portion of all such transactions as there are informal remittances, and there needs to be efforts to make the process of formal remittances safer and cheaper. Ms Simelane also emphasized the importance of tools and policy interventions to steer remittances beyond consumption to include investment to see diaspora contributing to the wider Eswatini economy.

Ms Simelane clarified the role of the Anti-Money Laundering Act as legislation to keep the Eswatini economy and financial sector safe from illicit and illegal flows of capital. As Eswatini participates in the Common Monetary Area, any transactions to comply with this legislation requires an explanation, thus there are not any thresholds in amounts of legitimate flows of money in or out of Eswatini.

The Forum discussed the challenges to remittances, especially from those undocumented Emaswati in South Africa or elsewhere abroad. The current requirements (including in identification) and the high costs of formal remittances remains a deterrent and continuing informal flows of capital. As noted earlier in the Forum there is an opportunity to advocate with the South African government for a regional approach to remittances (instead of a domestic approach) to make the process easier and less expensive thus increasing the potential that formal channels will be employed over informal channels. There is also the scope to examine the West Africa model that has an open market for remittances and mobile forms of remittances that has enables the costs of this process to go down, and, in turn the informality of money transfer also goes down.

The discussion also focused on bilateral labour agreements, which is another mechanism to address areas of remittances. Mr Nyaka spoke of such agreements with Lesotho and Qatar or Mauritius which then has an impact on the remittances from the diaspora participating in these labour schemes. He also noted the potential role of diaspora bonds, as successfully implemented in other African countries, as attractive investment opportunities for the diaspora community. The need to create an attractive investment environment for diaspora bonds was discussed to make it an attractive but possibly feasible option for diaspora investment.

Mr Theede summarized the Forum discussion, outlining the need for schemes and incentives as part of policy development and action planning as an interplay between government and private sector interests. He also noted the need to foster the entrepreneurial spirit of Emaswati in Eswatini and abroad to see the opportunity to go abroad and make money and the aspirations of Emaswati to then return to Eswatini to build a house and set a business.

The panel discussion concluded by outlining the need to create a business ecosystem that involves the interplay between government, business, society, and diaspora communities.

## 5 CLOSING REMARKS

### 5.1 Mr Nhlanhla Nxumalo, Principal Secretary, Ministry of Home Affairs

The final address of the Forum was led by Mr Nhlanhla Nxumalo, where he described the Forum as an all-encompassing event for the Kingdom of Eswatini to consider the key issues related to the engagement of diaspora and migration. On behalf of the Minister of Home Affairs, Mr Nhlanhla expressed thanks to the IOM Eswatini and the IOM Regional Office for their cooperation in organizing the event and his gratitude for all those who participated in the event. He outlined the broad span of development and migration issues detailed at the event, from mobility and migration to ways diaspora can positively contribute to boosting the Kingdom of Eswatini economy. He added that the inter-Ministerial and inter-agency approach of the Forum is a step in addressing migration and diaspora engagement in a whole-of-government approach, enabling the political will to dispel mistrust. He thanked the interventions from abroad, stating that Eswatini can continue to learn from other countries like Ghana and Lesotho. He concluded the Forum by indicating that you cannot manage who you cannot measure, emphasizing the importance of key demographics of the diaspora to be able to mobilize in a bold and intentional way as the Kingdom of Eswatini with Emaswati abroad.



*Photo: Participants of the first Migration and Development Forum for the Kingdom of Eswatini, held at the Hilton Garden Inn, Mbabane, Eswatini on 1<sup>st</sup> of March 2023.*

## FORUM 2023 REFERENCE MATERIALS

### Concept Note - Migration and Development Forum



#### Concept Note

#### Migration and Development Forum

**1<sup>st</sup> of March 2023, Hilton Hotel Mbabane**

#### I. Introduction

The Global Compact for Safe, Orderly and Regular Migration (GCM) recognizes the important role of migrants and diasporas in the sustainable development of both countries of origin and destination within objective 19 of the agreement. To ensure that government institutions and development partners have the opportunity to adequately showcase the many ways that they engage with and maximize the positive impact of the diaspora community, IOM and the Ministry of Foreign affairs and International Cooperation of the Kingdom of Eswatini are organizing the on the **1<sup>st</sup> of March 2023 at the Hilton Hotel in Mbabane the first Migration and Development Forum** that will focus on discussing policies and creating opportunities to increase the participation of Emaswati living abroad in the development of the country.

The Government of Eswatini fully acknowledges the importance of harnessing the valuable potential of its diaspora and recognizes that the mobilization of the Emaswati diaspora requires determined efforts, constant and innovative outreach, and collaborative strategies to establish regular communication channels that would allow involving diaspora members more prominently in various socio-economic initiatives in the country.

There is a growing recognition that transnational communities facilitate increased trade, investment, and cultural linkages between the different countries that they are connected to and that they are important development actors. They have been playing this important role long before the international community took notice. The resources of these communities that flow across borders are immensely varied and range from skills, knowledge and ideas to cultural capital, finance, and trade links.

The Government of Eswatini strongly believes that its dispersed community abroad is an asset to its national development as most of its members contribute to the economy by sending remittances regularly to their relatives in Eswatini.

It is important to remember that economic capital is not only represented by remittances, which constitute only a fraction of total private capital flow, it also includes direct investments that diaspora members have the potential to make. Members of diaspora communities will often be in a prime position to take advantage of new economic opportunities in the countries where they originate from, and they are more willing to invest as a result of their personal ties. However, the lack of a clear diaspora engagement strategy blocks both government and diaspora members from harnessing this opportunity that would contribute to the social and economic development of the country.

## **II. Objective of the Migration and Development Forum**

The Migration Development Forum seeks to facilitate the identification and exchange of good practices among different government institutions and cooperation partners that will create an enabling environment towards the effective mobilization of the Eswatini Diaspora.

## **III. Expected outcomes of the Migration and Development Forum**

1. Government officials and partners identify consular challenges faced by Eswatini in the diaspora and;
2. Government and partners agree on way forward to improve how consulates and embassies engage, communicate, mobilize their diaspora in the countries of destination to offer them better support but also to increase their participation in the development of the Kingdom of Eswatini

## **IV. Participation**

Institutions are requested to identify high-level representatives to participate in the Migration Development Forum.

## **V. Dates and Venue**

The Migration and Development Forum will take place on the 1<sup>st</sup> of March 2023 at the Hilton Hotel in Mbabane, the capital of the Kingdom of Eswatini.

## Agenda - Migration and Development Forum

1<sup>st</sup> of March 2023, Hilton Hotel Mbabane

Master of Ceremony: Mr Jason Theede, IOM Regional, Senior Regional Labour Mobility and Social Inclusion Specialist		
Time	Session I: Opening Ceremony	Moderator/facilitator
09:00 – 09:30	Arrival of participants	Protocol
09:30 – 09:45	Opening prayer	Protocol
09:45 – 10:00	Opening remarks	IOM Regional Director for Southern Africa, Mr. Ashraf El Nour
10:00 – 10:15	Opening Remarks	UN Resident Coordinator Office
10:15 – 10:30	Keynote Address	Mr Nhlanhla Nxumalo, Principal Secretary, Ministry of Home Affairs
10:30 – 11:00	Tea Break and Official Group Photo	Protocol
11:00 – 12:00	Advances made by Eswatini in the development of key instruments for the Management of Migration (MGI, Migration Policy, Migration Profile)	Mr Brian Mohammed, Ministry of Home Affairs
12:00 – 13:00	Lunch	Protocol
13:00 – 13:45	Unpacking the Southern Africa Migration Management (SAMM) Project	Mr. Sunday Omoyeni, IOM Regional Project Coordinator
13:45 – 14:45	Session III: Engaging Diaspora for the Development of their countries of Origin (Best Practices) Panellists: Dr. Nadia Adongo Musah, Deputy Director for Diaspora at the Ghana President's Office Ms Angela Naa Afoley Odai, Citizens & Diaspora Directorate (CIDO), African Union Mr Molefi Nyaka – Member, National Consultative Committee on Migration and Development of the Kingdom of Lesotho	Moderator: Jabulile Malaza, Research Director – Parliament of the Kingdom of Eswatini
14:45 – 15:00	Afternoon tea	Protocol
15:00 – 16:00	Session VI: Creating an Enabling Environment Towards the Effective Mobilization of emigrants for the development of the countries of origin. Economic Impact of the Remittances Transfer Investments opportunities Knowledge skills transfer initiatives Putting in place policies to attract diaspora investments. <b>Panellists:</b> Nelisimo Mtshali, Business Eswatini Samukelisiwe Dlamini, Eswatini Investment and Promotion Authority (EIPA)	Moderator: Dr Maria Gallo, IOM Consultant for the Diaspora Mapping Exercise
16:00 - 16:15	Closing remarks	Mr Nhlanhla Nxumalo, Principal Secretary, Ministry of Home Affairs
16:30 – 19:00	Cocktail at the Pool Bar	Hosted by IOM Eswatini

## List of Registered Participants – Development and Migration Forum

<b>Name</b>	<b>Organization</b>
1. Jabulile Malaza	Eswatini Parliament
2. Nonhlanhla Simelane	Eswatini Central Bank
3. Bheki Ginindza	World Food Programme
4. Harris Kamanga	
5. Deepak Shah	UN Resident Coordinator's Office
6. Ayanda Sibisi	Ministry of Home Affairs
7. Ntombifuthi Simelane	Prime Minister's Office
8. Khanyisile Mabuza	World Food Programme
9. Brian Mohammed	Ministry of Home Affairs
10. Margaret Thwala-Tembe	UNFPA
11. Thembinkhosi Dlamini	Coordinating Assembly for Non-Governmental Organizations
12. Khanyakwezwe Dlamini	Ministry of Agriculture
13. Dr. Maria Gallo	
14. Dr. Nadia Adongo	Diaspora Affairs-Ghana
15. Angela Odai	AU-CIDO
16. Molefi Nyaka	Ministry of Foreign Affairs-Lesotho
17. Sibusiso Gama	Royal Science and Technology Park
18. Zandile Dlamini	Ministry of Foreign Affairs
19. Lindiwe Mndebele	Prime Minister's Office
20. Vusi Magagula	Eswatini Post and Telecommunication
21. Meledi Ayana	WHO
22. Sibongile Ndlela-Simelane	AMICAALL
23. Wendy Hleta	Royal Eswatini Police
24. Seluleko Cindzi	Eswatini Channel S
25. Zandile Mpapane	Eswatini Channel S
26. Zodwa Mkwanazi	Ministry of Home Affairs
27. Mlandvo Dlamini	Ministry of Home Affairs
28. Nomsa Silenge	Ministry of Labour and Social Security
29. Khanyisile Maphalala	UNAIDS
30. Treasure Mndzebele	Ministry of Home Affairs
31. Vusi Matse	UNDSS
32. Sandile Mazibuko	Ministry of Home Affairs
33. Mandhla Mehlo	
34. Phumzile Dlamini	UNICEF
35. Brian Magagula	Ministry of Home Affairs
36. Isiah Hlatshwayo	Royal Eswatini Police
37. Rachel Masuku	UNFPA
38. Sebentile Shabangu	Ministry of Tinkhundla and Development
39. Nkosinathi Vilakati	Save the Children



40. Themba Makhanya	Ministry of Commerce Industry and Trade
41. Jabulani Dlamini	Eswatini Mobile
42. Busisiwe Dlamini	Ministry of Home Affairs
43. Gcinangaye Tsabedze	Ministry of Tourism and Environmental affairs
44. Patrick Nkosi	Ministry of Foreign Affairs and international Cooperation
45. Ashraf EL-Nour	IOM RD
46. Nhlanhla Nxumalo	Ministry of Home Affairs
47. Jason Theede	IOM
48. Nokuthula Dube	Ministry of Tourism and Environmental Affairs
49. Zanele Mlambo	Ministry of Home Affairs
50. Nelisimo Mtshali	Business Eswatini
51. Nathi Dlamini	Business Eswatini
52. Samukelisiwe Dlamini	Eswatini Investment and Promotion Authority
53. Sibani Mngomezulu	Eswatini Investment and Promotion Authority
54. Nhlanhla Dlamini	Ministry of Home Affairs
55. Thembe Matsenjwa	IOM
56. Fezile Shongwe	IOM
57. Ndumiso Mkhali	IOM
58. Lindiwe Simelane	IOM
59. Jeremias Mendes	IOM
60. Sunday Omoyeni	IOM