



The republic of Uganda

MINISTRY OF FOREIGN AFFAIRS

THE DRAFT UGANDAN DIASPORA POLICY 2025

JANUARY, 2025

Foreword

As Uganda charts its path towards a more dynamic and prosperous future, it is with great honor that I present Uganda's Diaspora Policy. This policy document represents a significant milestone in Uganda's journey in renewing our commitment to protecting, promoting and engaging our diaspora in the nation building processes.

The policy bears in mind that this is the first diaspora policy and rekindles the duty that we have as a nation to prioritize service delivery to all Ugandans, despite their location across the globe. Crafted through a rigorous process of consultation and analysis, it aligns with both our national aspirations and the complex realities of the international landscape.

The goal is emphasized in the policy statements therein, centering on: participation of Diaspora in National Development, promoting Partnership, engagement and collaboration with the Ugandan diaspora, promoting Diaspora Savings and investment and coordination of all MDAs, Development partners and private sector to support the needs of the diaspora.

This publication recognizes the invaluable contribution of the over two million Ugandans in the diaspora to the socio-economic development of the country. Therefore, it serves as a call to action to all government institutions in involving the diaspora in the national development of the country.

The policy outlines key objectives aimed at promoting participation of diaspora in nation development, attracting foreign direct investment, and engaging the Ugandan diaspora. Each of these objectives is supported by specific strategies and initiatives designed to address the unique challenges and opportunities in these areas.

The engagement of Ugandans in the diaspora, in particular, is highlighted as a vital component of our Diaspora policy, recognizing their critical role in our socio-economic development and the need for their active involvement in our national endeavors.

As we move forward with the implementation of this Diaspora policy, I call upon all stakeholders, including government institutions, the private sector, civil society, and our citizens both at home and abroad, to embrace this policy and work together towards its successful realization. I am confident that this Diaspora policy will serve as a robust framework for our diaspora engagements and will significantly contribute to the achievement of our national objectives.

Gen. Odongo Jeje Abubakher (Hon)
Minister of Foreign Affairs,
Republic of Uganda

Preface

The Ministry of Foreign Affairs of Uganda is pleased to present the comprehensive Diaspora policy document, a strategic blueprint that outlines Uganda's engagements with the diaspora and their involvement in national development of the country. This policy is crafted at a pivotal moment in our nation's development, reflecting our commitment to fostering robust diplomatic relations, promoting sustainable economic growth, and ensuring the well-being of our citizens both at home and abroad. It is a product of extensive consultations, rigorous research, and a deep understanding of the global dynamics that shape our world today.

In an era marked by rapid globalization, complex geopolitical shifts, and unprecedented challenges, the need for a coherent and proactive Diaspora policy cannot be overstated. Uganda's Diaspora policy is designed to navigate these complexities by establishing a clear framework for international engagement.

The Government of Uganda, through the Ministry of Foreign Affairs, is committed to the effective implementation of this policy. This includes building institutional and human capacity, fostering innovation and technology transfer, and ensuring transparency and accountability in all our endeavors. Our missions abroad will be strengthened to better serve our citizens and advance our national interests.

The engagement of Ugandans in the diaspora is particularly emphasized, recognizing their invaluable contributions to our socio-economic development and the need for their continuous support and involvement.

The success of this policy depends on the collective efforts of all stakeholders, including government institutions, the private sector, civil society, and our citizens both at home and abroad.

We extend our gratitude to all those who contributed to the development of this policy, and we look forward to its successful implementation. Let us embrace this policy as a tool for national development, international cooperation, and the advancement of Uganda's interests and values.

Mr. Baguire Vincent Waiswa,
Permanent Secretary

ACRONYMS AND ABBREVIATIONS

ASUGAS	Association of Ugandans in Switzerland
AU	African Union
COMESA	Common Market for East and Southern Africa
CRRF	Comprehensive Refugee Response Framework
DSD	Diaspora Services Department
EAC	East African Community
EU	European Union
FAO	Food and Agriculture Organization
FDI	Foreign Direct Investment
GBP	Great Britain Pounds
GCM	Global Compact for Safe, Orderly and Regular Migration
GCR	Global Compact on Refugees
GDI	Global Data Institute
GDP	Gross Domestic Product
GOU	Government of Uganda
ICGLR	International Conference on the Great Lakes Region
IGAD	Intergovernmental Authority on Development
IOM	International Organization for Migration
IT	Information Technology
KCCA	Kampala Capital City Authority
KPI	Key Performance Indicators
LMIC	Low- and Middle-Income Countries
MDA	Ministry, Department and Agency
MEL	Monitoring Evaluation and Learning
MGI	Migration Governance Indicators
MIA	Ministry of Internal Affairs
MOFA	Ministry of Foreign Affairs
MOGLSD	Ministry of Gender Labour and Social Development
MPI	Migration Policy Institute
MSME	Micro Medium and Small-scale Enterprises
NCIP	National Commission on Indigenous People
NDP	National Development Plan
NPHC	National Population and Housing Census
ODA	Official Development Assistance

PPP	Private Public Partnership
SDG	Sustainable Development Goals
UAE	United Arab Emirates
UIA	Uganda Investment Authority
UK	United Kingdom
UN	United Nations
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Program
URA	Uganda Revenue Authority
US	United States
USA	United States of America
USD	United States Dollar
UVIS	Ugandan Voice in Switzerland

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CHAPTER ONE: INTRODUCTION

1.1 Background

The concept of diaspora is closely tied to human migration and is not new to humanity. People have been migrating since time immemorial for trade, employment and relocations to preferred localities and or as a result of wars and other human calamities. The diaspora is a result of voluntary and involuntary migration. It has existed for centuries, and can be as diverse as its causes which may include among others social, political, economic, religious, cultural, and environmental.

The National Diaspora policy will provide a strategic direction to influence, tame and exploit the environment in which a state finds itself in the interest of its people outside Uganda. The Policy presents opportunities which Diaspora policy makers and implementers may use to realize the objectives of its people in the diaspora.

The Ministry of Foreign Affairs is mandated to promote and protect Uganda's interests abroad. This is implemented through its Missions abroad and headquarters. This mandate is implemented through the Ministry's Vision which is "A Secure, Peaceful and Prosperous Uganda Society" and the Mission "To promote and protect Uganda's interests abroad".

This National Diaspora (ND) policy lays out a framework for the Government of the Republic of Uganda to engage with its people in the Diaspora for mutual benefits including: 1) For the Diaspora to participate more effectively in the development of Uganda, 2) Government to support Diaspora to live a more fulfilling and dignified life wherever they choose to reside and work, and 3) expand employment opportunities for Ugandans seeking jobs abroad (externalisation of labour). This policy is born out of a realization that in a globalizing world, Ugandans will increasingly live and aspire to work outside its national borders, as is the case for most countries.

The diaspora plays an important role in socio-economic and political development of the country. In recognition of this role, H.E. the President directed that a Diaspora Affairs Department be established in the Ministry of Foreign Affairs. Implementation of this directive in 2007 broadened Uganda's foreign policy scope, to include mobilization and empowerment of the Ugandan diaspora for national development. It also underlined the Constitutional Mandate of the Ministry of Foreign Affairs to promote and protect Uganda's national interests abroad.

According to the World Migration Report 2022, the global international migrants were 281 million in 2020 representing 3.6% of the world population, with 169 million being migrant

workers across the world. International migration mainly flows from developing countries to large economies where America, Europe and Asia continents received the highest number of migrant workers of 102.4 million while Africa received 10% of the total international migrants in 2020. In 2020, around 21 million Africans were living in another African country, a significant increase from 18 million Africans in 2015. The number of Africans living in different regions also grew during the same period, from around 17 million in 2015 to over 19.5 million in 2020. However, these figures are likely to be higher given that many migrants are not included in this figure due to inaccuracy of data.

Over the years, the pace of globalization has increased due to significant advances in Transportation, Information and Communication Technologies (TICT) and so has the movement of people across national borders in search of opportunities for better livelihoods. Both voluntary and involuntary factors including natural disasters, famine, wars and conflicts, better employment, trade, studies, tourism and marriage among others have contributed to emigration.

The global effect of these movements is that only 5% of world population can be considered truly indigenous where they live and in contemporary terms more than 3% (215million) people live outside their countries of birth (World Bank, 2011). In case of Africa, about 30 Million Africans are living outside their home countries and contributing about US \$ 500 billion of remittances annually through formal and informal channels making it the largest source of external capital in many developing countries (UNCTAD, 2012).

1.2 Profile of Ugandan diaspora

The Ugandan diaspora is estimated at about 2 million (UNDP, 2014), and it constitutes the country's second foreign exchange earner, amounting to approximately USD 1.5 billion (Bank of Uganda 2018). This contribution is higher than Foreign Direct Investment (FDI) net inflows. It also accounts for 5.3% of the Gross Domestic Product (GDP).

The majority of Ugandan emigration started in the early 1970s, during the political turmoil that beset the country following the assumption of political power by the Idi Amin military regime. This group of Ugandan emigrants of the 1970s includes those of Asian origin that were hastily expelled in 1972. Over the years, other Ugandans have emigrated due to various reasons mainly seeking economic opportunities. A most recent phenomenon has been formalised export of labour. This has witnessed an increase in the number of migrant

workers deployed abroad from 2,539 (2016) to 92,674 (2022), mainly in the Middle East (MGLSD, 2022).

Many of the Ugandan Diaspora possess impressive knowledge, skills, talents and financial resources that have already contributed significantly to the development of their host countries and Uganda as their ancestral land (MPI 2004). For example, during the period 2007-2012, annual estimated remittances by Ugandan Diaspora ranged from US\$750 to US\$ 1billion, accounting for about 5% -17% of Gross Domestic Product (GDP) and equivalent to 35% of the deposit base of all Ugandan banks as of March 2008. These computations do not take into account other resources remitted in kind such as materials, equipment, and technological knowhow among others.

The International Organisation for Migration (IOM) and Migration Policy Institute (MPI) estimate that there is a lot of unexploited potential to magnify Diaspora resources, both human and financial, domestically and internationally including leveraging Diaspora for economic diplomacy with their host countries. IOM and MPI argue that nostalgia tourism can be boosted among the Diaspora. Some countries such as India have leveraged their Diaspora for technological transfer and marketing while other countries such as Philippines have used their Diaspora to promote nostalgic marketing and sentimentally inspired tourism.

However, the bulk of Uganda's Diaspora resources have been received as individual remittances to meet basic needs of family members. The main expenditure items have been in terms of education support, home improvement, medical treatment and some investment in real estate. This is contrary to collective (group to group or hometown community) and entrepreneurial remittances (investment in houses or businesses) that would have higher multiplier effect on physical, social, economic and structural issues. For example, while remittances have contributed to education of children, individual advancement does not improve the conditions or quality of schools. When, a better house has been built, the surrounding infrastructure and utility issues may diminish the living conditions in that house if there is poor road access or inadequate or non-existence power, water and sanitation conditions. It is in regard to collective and entrepreneurial contribution to macro level investment, trade and skills transfer that Ugandan Diaspora's participation has been limited.

1.3 Constraints to diaspora contribution to development

Whereas the Ugandan Diaspora has potential to contribute more to the development of their host and country of origin, they are faced with many constraints which include:

Constraints in the host countries. Stringent restrictions on remittances including high front end costs, lack of favourable laws for migrant workers, under-employment, health hazards (may include issues of long term illness and repatriation), host country language limitations and often abusive/exploitative work. Other constraints include high skill needs, high taxes on informal jobs, labour exploitation and lack of appropriate mechanisms to share information on available opportunities. There are issues of high remittance costs to Uganda. For example, in the 1st quarter of 2012, the average cost of remitting Great Britain Pounds 120 (US\$ 300) cost 8.87% (GBP 10.64)¹ which was above the 8.53% in quarter one of 2013 for sending remittances from G8 countries². This cost was also established to be 3.87 points above the objective of 5% as endorsed by G8 member countries. These costs include bank charges and exchange rate losses. They exclude costs a recipient incurs to reach a cash collection point which constitute part constraints in Uganda.

Constraints in Uganda include; limitations for judicious and productive utilization of remitted resources, high clearance charges of remittances, especially on exchange rates and distance to cash collection points which are scarce and scattered in many parts of the country. In addition, there is lack of a reliable data bank to share and update information on available investment opportunities, both in Uganda and abroad for Ugandan internal entrepreneurs including specific data on Ugandan Diaspora and their skills. There has also been absence of a coherent policy to harmonise and synergise actions across various agencies of government such as Immigration Board, Uganda Revenue Authority (URA), Uganda Investment Authority (UIA), Kampala Capital City Authority (KCCA), National Housing Corporation (NHC), Urban and District authorities among others to promote Diaspora activities.

While remittances have contributed to poverty alleviation, foreign exchange earnings and Balance of Payments support, there has been no definitive evidence that they have propelled output growth. It is argued that, whilst remittances have in some cases been used to set up micro businesses; they have tended to encourage high consumption. Moreover, it has been suggested that lack of productive investments generated by remittances, could work to the disadvantage of long-run growth as a shortage of public overhead capital constrains productivity (Balasubramanyam 2007). Therefore, provision of public goods such as roads, rail, power generation, and irrigation systems ought to be boosted by remittances either through direct funding or putting capital to labour. In other words, the

¹Remittance Prices Worldwide, The World Bank, Issue No. 5, March 2013

²Group of Eight," large world economic powers, Forum made up of heads of government from Canada, France, Germany, Italy, Japan, the Russian Federation, the United Kingdom and the United States

contribution of the Diaspora would be remittances of Foreign Direct Investment (FDI to labour) and Diaspora immigration or return as skilled labour to capital.

1.4 Policy context

The Diaspora Policy is prepared in the backdrop of the various relevant global and regional instruments, as well as national policies, and laws that make reference to enhancement of Diaspora engagement and will therefore affect implementation of the Policy.

1.4.1 The Global Compact on safe, Orderly and Regular Migration.

Uganda was one of the first countries to implement the Comprehensive Refugee Response Framework (CRRF), which is a key component of the Global Compact on Refugees (GCR). The CRRF is a government-led framework that aims to improve coordination and partnerships, and ease pressure on districts that host refugees.

Uganda is considered a model for the GCR and the CRRF. The country's approach to refugees demonstrates how including them can benefit an entire society. Objective 19 of the GCM advocates for creating conditions for migrants and diaspora to fully contribute to sustainable development in all countries. Uganda developed its first action Plan to implement GCR and CRRF for 2018- 2020.

1.4.2 United Nations 2030 Agenda for Sustainable Development

The Diaspora Policy aligns with the United Nations 2030 Agenda for Sustainable Development which recognizes the role of diaspora in achieving them. The government enhances mobilization and transfer of skills, knowledge and resources of the diaspora, to support the country's economic, social, and political development in line with the SDGs.

SDG Target 10.c advocates that by 2030, reduce to less than 3 per cent the transaction costs of migrant remittances and eliminate corridors with costs higher than 5 per cent. The government is working with different stakeholders to achieve low remittance costs and hence increase Diaspora investments while enhancing the welfare of recipients.

1.4.3 African Union Agenda 2063

The Agenda envisages that the diaspora will be integrated into the democratic processes of all African nations by 2030 and that dual citizenship will be the standard for all Member States by 2025.

The Agenda recognizes active engagement of the Diaspora as a key driver of change for Africa's development. The Diaspora have the potential to contribute towards strengthening

African economic independence through investment, expertise and general political, cultural and social solidarity.

1.4.4 East African Community Vision 2050

The EAC vision 2050 focuses on initiatives that will create gainful employment to the economically active population to contribute to the growth and development of the region. The pillars of Vision 2050 further offer opportunities for job creation, which are important to absorb EAC's growing labour force and unemployment problem. Long-term job creation requires skills development that is consistent with the emerging development opportunities in infrastructure development; industrialization and manufacturing; value addition in agriculture industry; facilitating the export of labour and management of human capital development.

The pillars of Vision 2050 further offer opportunities for job creation, which are important to absorb EAC's growing labour force and unemployment problem. Long-term job creation requires skills development that is consistent with the emerging development opportunities in infrastructure development; industrialization and manufacturing; value addition in agriculture industry; facilitating the export of labour and management of human capital development

The EAC Diaspora Engagement Policy provides a policy framework for engagement of the diaspora into the development of EAC. The EAC Diaspora Desk is expected to facilitate dialogue between EAC and its diaspora community, provide a platform for networking and business opportunities, international trade, and support diaspora-led development projects in the region.

1.4.5 National Context

The Constitution of Uganda (1995)

The 1995 Constitution of the Republic of Uganda (as amended), as specifically laid down in the Objective No. XXVIII of the National Objectives and Directive Principles of State Policy. This is to the effect that the foreign policy of Uganda shall be based on the principles of, among others- respect for international law and treaty obligations;

In addition, the Constitution provides for access to information required for protection of any right or fundamental freedom. Currently, platforms through which the diaspora can access fundamental information are fragmented. The government is therefore committed to ensuring that critical information for the wellbeing of Ugandans living in the diaspora is consolidated and availed, especially on areas such as welfare, skills and technology transfers and remittances among others to inform policy and decision making.

Uganda Vision 2040

The Vision 2040 framework, which outlines Uganda's long-term development goals, serves as a guiding document for foreign diaspora policy formulation. This alignment ensures that international engagements are strategically directed towards achieving national priorities such as economic transformation, infrastructure development, and human capital enhancement.

1.5 Problem Statement

On a global scale, the Migration Policy Institute (2004) presents the Diaspora as key drivers for poverty reduction in their home countries. Remittances are among the most tangible links between migration and development. They are larger than foreign direct investment and official development assistance received by low- and middle-income countries.

In 2023, low- and middle-income countries received nearly \$656 billion in remittances via official channels, up from \$422 billion a decade earlier, the World Bank estimates. Their contribution to national development is through: Foreign Direct Investment (FDI), market development including outsourcing of production, technology transfer, philanthropy, tourism, political contributions, and more intangible flows of knowledge, new attitudes, and cultural influence.

Nationally, it is estimated that the Diaspora in 2010, contributed US\$ 914 million which accounted for about 17.7 % of the Gross Domestic Product (GDP) for Uganda. According to the World Bank Group, Migration and Development Brief 40 of June 2024, Uganda received over US \$1.4 billion in 2023 which was 15 percent growth over 2022 and 2.9 percent of its GDP.

However, despite the benefits from diaspora, this is not matched by the expected contribution to the Country's development due to various limiting factors which include among others, Inability of remittances to address systematic development problems such as physical, social, economic and structural issues that contribute to communal welfare as opposed to individuals, high transaction costs in administration of remittances as Sub-Saharan Africa remains the region with the highest remittance costs, weak mechanisms to facilitate harnessing Diaspora skills, Inadequate Consular and Migration Services, Inadequate data on Ugandan Diaspora, limited knowledge about investment opportunities which is as a result of misinformation about Uganda; weak and uncoordinated diaspora

associations; and limited public information about diaspora engagements, unfavourable working, staying, studying and retirement conditions among others.

1.6 Policy development process.

This policy was developed through a highly participatory and consultative approach within the context of constitutional requirement of public participation, and it involved all the key stakeholders from both within and outside Uganda. The Diaspora, the major stakeholder views on areas of interest to be included in the policy were solicited through interviews using questionnaires relayed to them via their Diaspora leaders, Diaspora Associations contacts and Uganda's Missions abroad. Further, a stakeholder workshop with participants drawn from the Government, private recruitment agencies, private sector, non – state actors, development partners and diaspora returnees were held with participants looking at the draft policy document to identify gaps and recommending issues of interest to be addressed by the policy.

This policy, therefore, is blueprint to diaspora engagement and applies to the Ugandan Diaspora, the Government, Private Recruitment Agencies, the Private Sector and Development Partners.

The policy was developed through a consultative process, which among others, included: Interactions between Ugandan Diaspora, President of the Republic of Uganda, Ministry of Foreign Affairs and other key stakeholders. participate in development of their country Uganda.

The observations arising from consultations and studies by Ministry of Foreign Affairs of Uganda (MOFA) and a Consultant indicated that Diaspora annual remittances amount to about a billion³ USA Dollars. This sum of national income was established to be bigger than annual earnings from any single export of Uganda. Whereas these remittances are significant contribution, there is no commensurate reciprocation to the Diaspora in terms of support rendered by GoU to them while in their host countries. Equally, limited or no support was rendered to Ugandans pursuing employment opportunities abroad.

1.7 Role of the diaspora.

The diaspora is an important resource whose potential can be harnessed to contribute to development. Given the various knowledge, skills and technical knowhow that the diaspora possesses, it has been able to take advantage of the economic opportunities available in host countries. If well harnessed, the diaspora can play a significant role in increasing

³Bank of Uganda, World Bank, UNCTAD and IOM Estimates

inward investment. Through their diverse skills they can also be a factor in alleviating structural constraints to development including through, remittances; material support, foreign direct investment (FDI); transfer of knowledge, skills and technology; research and innovation; market development; tourism, and philanthropy. As they advance and participate in the politics and economics of host countries, they can be informal advocates of their countries of origin.

Migrants and diaspora provide diverse contributions to countries of origin or descent and destination, as well as to transnational societies. These contributions are often differentiated into transfers of economic, human, social and cultural capitals. Global estimates of these transfers, however, continue to be patchy, and some - such as human capital contributions - have not yet been adequately quantified.

Diaspora economic contributions are often categorized into transfers of personal remittances, investment, support to enterprise development, and trade. Remittances are the most known and quantified form of migrant economic contributions given their volume, resilience to downturns and shocks, and data availability. The World Bank estimates that the 2022 personal remittance flows to low- and middle-income countries amounted to 647 billion USD, continuing to outpace the flows of official development aid, foreign investment, and other financial capital flows. However, informal transfers continue to range between 35 to 75 percent of formal transfers, accounting to 280-600 billion USD based on latest data. Combined formal and informal remittance transfers could therefore account to 1 trillion USD - a significant financing opportunity for transnational families and communities.

Diasporas and transnational communities are agents of change, fostering connections across domains and countries. Understanding their characteristics, needs, and motivations is essential to empower them and leverage their support as partners of development and humanitarian responses. Despite growing policy attention, data and estimates on diasporas and their contributions remain scarce and patchy, hindering more effective national and international diaspora engagement measures. As the lead UN migration agency, a coordinator of the UN Network on Migration and a long-standing partner of civil society, private organizations and migrant communities, IOM stands ready to help mobilize further action to address this challenge. In line with its overarching framework of engaging on data for action, for insight and foresight, the IOM Global Data Institute (GDI) will continue working on improving availability, comprehensiveness and policy relevance of data on diasporas and their contributions worldwide in close collaboration with relevant UN agencies and other partners. It will do so in particular through facilitating or accelerating the following global initiatives and toolkits.

CHAPTER TWO: SITUATION ANALYSIS

2.1 Introduction

This chapter entails a situation analysis on the current status, review of trends and the patterns observed across the Diaspora. The section further looks into the policy and Legal Environment as well as achievements. The policy and legal environment focus on the global, regional and the national level, the achievements, gaps/challenges, lessons learnt and the potential areas in which the policy plugs in.

2.2 Global, Regional and National Trends

2.2.1 Global Trends.

Due to the lack of a common definition and due to a scarce availability of data on diasporas, estimates on international migrant stocks are often used as a proxy for measuring diaspora communities. This approximation is not ideal for two reasons: 1) diaspora communities include not only emigrants, but also their descendants, and 2) diaspora are defined not only on the criterion of changing the place of residence but also feelings of belonging and identity. While some countries and international organizations keep records of nationals living abroad or conduct diaspora surveys, mappings and estimates focusing on specific migration corridors, no country worldwide has comprehensive information on its diaspora.

Over time, the world has seen growth in international migration for economic, social, political and security reasons among others. According to the World Migration Report (2022), the estimated number of international migrants has increased over the past 50 years. In 2020, At least 280.5 million people – around 3 per cent of the global population - live in a country other than their country of origin compared to about 153 million in 1990, and 84 million in 1970. Since 1990, the share of international migrants aged 19 and younger has dropped from 18.9 percent to 14.6 percent, while international migrants older than 64 have remained steady at around 12.2 per cent. The share of female migrants has been decreasing since 2000, while the share of male migrants has increased by 1.4 percentage points. There is currently a larger number of male than female international migrants worldwide, and the gap has increased over the past 20 years. In 2000, the male to female split was 50.6 to 49.4 per cent (or 88 million male migrants and 86 million female migrants). In 2020 the split is 51.9 to 48 per cent, with 146 million male migrants and 135 million female migrants. The share of female migrants has been decreasing since 2000,

while the share of male migrants has increased by 1.3 percentage points (World Migration Report 2022).

The United States of America remains the primary destination for migrants, at over 51 million international migrants while Germany is second with about 16 million international migrants. Saudi Arabia, the Russian Federation and the United Kingdom round out the top five destination countries with about 13 million, 12 million and 9 million international migrants respectively. India has the largest Diaspora population in the world with nearly 18 million people living abroad. Mexico is the second most significant origin country at around 11 million followed by the Russian Federation and China at 10.8 million and 10 million respectively. The fifth most significant origin country is the Syrian Arab Republic, with over 8 million people living abroad. Most international migrants (around 78%) are of working age (between 15 and 64 years of age). (World Migration Report 2022).

Remittances remain a crucial source of external finance for Low- and Middle-Income Countries (LMICs). In 2023, officially recorded remittance flows to LMICs reached an estimated \$656 billion. Despite a growth rate of 0.7 percent, remittances outperformed FDI, which registered negative growth, and Official Development Assistance (ODA), which posted modest growth.

In 2023, remittance flows to LMICs were supported by strong labor markets in the advanced economies, particularly in the United States, which stands as the largest source country for remittances and the primary destination country for migrants.

Countries worldwide are increasingly adopting measures to engage with their diasporas. Among the 92 countries that have conducted a Migration Governance Indicators (MGI)2 assessment and for which data are already available as of June 2023;

- Half have adopted legislation on diaspora and/or emigration;
- Seventy-four per cent have established a dedicated government entity with a mandate in emigration and diaspora policy;
- More than one third formally engages its diaspora in agenda setting and implementation of development policy, and an additional one third engages it semi formally, in a more limited way or on an ad hoc basis;
- Almost half allow voting from abroad and an additional 19 per cent allows it under certain conditions;
- 78 per cent keep records of nationals living abroad;

In 2022, the share of remittances in national GDP was twice higher in MGI countries which had a dedicated diaspora or emigration policies as compared to those without such a policy (7.3 per cent versus 3.3 percent).

2.2.2 Continental and Regional Trends

Migration in Africa involves large numbers of international migrants moving both within and out of the region. In 2020, approximately 21 million Africans were living in another African country, a significant increase from 2015, when approximately 18 million Africans were estimated to be living within the region. The number of Africans living out of the continent also grew during the same period, from 17 million in 2015 to over 19.5 million in 2020. The number of African migrants living outside of the region has more than doubled, with the growth in Europe being the most pronounced. In 2020, most African-born migrants living outside the region were residing in Europe (11 million), Asia (5 million) and North America (3 million). World Migration Report 2022.

North Africa receives some of the largest international remittances globally, driven by the sub region's significant emigrant population. Emigration, particularly from Maghreb countries such as Algeria, Morocco and Tunisia, has long been a feature in North Africa. Other countries in the sub region, including Egypt, also have large emigrant populations, with Europe and Asia being the two major destinations for migrants from North Africa. Conversely, North America and Europe have been the major destinations for emigrants from East African countries such as Kenya. Gulf States have also become a major destination for a growing number of Ugandan, Kenyan and Ethiopian migrant workers. Other countries in the sub region with significant numbers of their populations living abroad include Somalia and Uganda. South Africa is also a major destination for many migrants from the sub region (IOM, 2022).

Remittance flows to Sub-Saharan Africa reached \$54 billion in 2023, a slight decrease of 0.3 percent. The projected moderate growth in remittances reflects the expected slower growth in the United States while a feeble rebound is expected in flows from Europe. Remittances supported the current accounts of several African countries that were dealing with food insecurity, drought, supply chain disruptions, floods, and debt servicing difficulties. Countries heavily dependent on remittances include the Gambia, Lesotho, Comoros, Liberia, and Cabo Verde. Flows are projected to grow by 1.5 percent in 2024. Sending \$200 to the region cost an average of 7.9 percent, almost unchanged from a year before.

The pace of remittance flows to Sub-Saharan Africa is projected to slightly recover from the negative growth in 2023 to reach 1.5 percent in 2024. Risks to the outlook include lower-than-expected growth in developed countries that will lead to a decline in remittances sent by the African diaspora; an escalation of the conflict in Israel-Gaza that

could disrupt the supply chain; security risks in Burkina Faso, Chad, the Migration and Development Brief 40 8 Democratic Republic of Congo, Mali, Mozambique, and Nigeria; and climate risks including the pronounced drought in Southern Africa

The largest recipients of remittances in the region during 2023—measured in US dollar terms—include Nigeria, Ghana, Kenya, and Zimbabwe. Remittances have become the most important foreign exchange earner in several countries. For example, for Kenya remittances are larger than the country's key exports, including tourism, tea, coffee, and horticulture.¹⁹ Countries more dependent on receipts as a proportion of GDP include the Gambia, Lesotho, Comoros, Liberia, and Cabo, with remittances contributing more than a fifth of GDP in the first three countries.

The regional growth in remittances in 2023 was largely driven by strong remittance growth in Uganda (15 percent to \$1.4 billion), Rwanda (9.3 percent to \$0.5 billion), Kenya (2.6 percent to \$4.2 billion), and Tanzania (4 percent to \$0.7 billion). Remittances to Nigeria, accounting for around 35 percent of total remittance inflows to the region, decreased by 2.9 percent to \$19.5 billion

Sub-Saharan Africa remains the region with the highest remittance costs. Senders had to pay an average of 7.9 percent to send \$200 to African countries during 2023Q4, compared with 7.4 percent in 2022Q4. Costs vary substantially across the region, ranging from 2.1–4.0 percent in the lowest-cost corridors to 18–36 percent in the highest (figure A.6.3). Intraregional remittances costs are still very high. For example, sending \$200 in remittances from Tanzania to neighbouring Kenya, Uganda, and Rwanda cost a migrant more than 33 percent in 2023Q4

2.2.3 National Trends

The movement of Ugandans to other countries has been both voluntary and involuntary, mainly for political, economic and education reasons. Ugandans were pioneers in emigrating to other countries, mainly the highly educated and skilled persons during the 1960s and 1970s to English speaking countries in particular the United Kingdom. They later moved as refugees fleeing political unrest mainly to neighbouring countries like Kenya and Tanzania, and Southern African countries. More recently Ugandans have emigrated voluntarily in search of economic opportunities, including through the formalized externalization of labour.

Ugandans in the diaspora are approximately 2 million (UNDP 2014). It is estimated that 39% of Ugandans have a close relative living abroad and 18% of Ugandan adults are regular remittance recipients (World Bank 2010). Ugandans living in the diaspora are

mainly in the United States of America (USA), the United Kingdom (UK), Canada, Australia, Sweden, Southern Africa, and East Africa. More recent emigration has been to the People's Republic of China, India, and the Middle East in particular the United Arab Emirates (UAE), Saudi Arabia, Qatar, Bahrain, Oman, Jordan, Iraq, Turkey, and Afghanistan.

Out of the 2 million Ugandans in diaspora, only 30% of them contribute to national development. Furthermore, those meagre contributions are not even channelled in the best possible way for development purposes.

According to the Uganda National Population and Housing Census 2024, Asia was the destination for more than half (50.9%) of the emigrants. East Africa was the destination for 26.8 percent of emigrants followed by other African Countries (6.1), Europe (6.1), North America (5.2) and Others (4.8). The main reason for emigration was employment-related (82.5%), Education related (6.7), Sport (0.6), Family related (5.7), Settlement (0.8), Health Related (0.4), Forced to leave (0.2), and others (3.2)

2.3 Progress Analysis

2.3.1 Achievements.

The broad objective of the National Diaspora Policy is to mainstream and empower Ugandans abroad to effectively make a significant contribution to the development of the country.

In recognition of the substantial role the diaspora plays in development in terms of financial contribution and in flow of skills and knowledge, The Diaspora Services Department at the Ministry of Foreign Affairs (MOFA) was established in 2007 to serve as a coordination point for various Diaspora issues, offering a wide range of services to the large population of Ugandans in the Diaspora and their relatives at home (Uganda).

The following are some of the commitments and achievements realized by the Diaspora department at the Ministry of Foreign Affairs:

1. Government is endeavouring to create an enabling environment whereby the diaspora is able to channel resources to the right places as well as addressing the multitude of bottlenecks and challenges faced by the diaspora that plan to invest in the home country.
2. The Permanent Missions of Uganda are vigorously engaging the Diaspora for both social and economic development. In the past year alone, and in spite of the raging

Covid-19 pandemic, a number of initiatives and in-roads were made in a bid to reinvigorate diaspora engagement.

3. The Permanent Missions of Uganda through media, invites have encouraged full diaspora participation through their associations and Forums.e.g Ugandan Voice in Switzerland (UVIS) & Association of Ugandans in Switzerland (ASUGAS). In addition, there is a recently founded Investment Forum (UGSI) that hopes to bridge the investment gap and maximise the positive impacts of remittances of the Diaspora living in Switzerland and beyond.
4. In a bid to promote Diaspora Investment, a Compendium of Investment and Business Opportunities in Uganda that details cost estimates of starting up businesses in different sectors in the country was produced by the Uganda Investment Authority (UIA) with UNDP's financial and technical support under the project "Capacity Building for Strengthening Diaspora Resource Mobilization and Utilization". It aims to inform Ugandans in the diaspora about the existing investment opportunities in all sectors, and the legal requirements of starting and operating a business successfully.
5. The Uganda Investment Authority has also compiled a number of Diaspora success stories, from health sector to corporate businesses, Agro-Businesses, hotel enterprises and many more. These success stories serve as a point of reference as well as an encouragement and example to those that still have fear to invest back home.
6. In addition, MOFA has, in conjunction with partners and other stakeholders like FAO, UIA, Min of Agriculture and various Financial Institutions been able to organize online discussions, webinars and conferences to further disseminate information, discuss available investment opportunities as well as show-case active diaspora ventures, highlighting both the success and challenges.

2.3.2 Challenges

Despite the achievements mentioned earlier, there are few bottlenecks identified that impede the empowerment of Ugandans abroad to effectively make a significant contribution to the development of the country.

1. Weak mechanisms to facilitate harnessing diaspora skills; While a big proportion of Ugandan Diaspora is highly educated, skilled and talented, the Country has not exploited fully their potential contribution for national development through such

mechanisms as: brain gain, brain share and brain circulation. This would bring capital to labour or transfer skills to capital in Uganda

2. There are individual remittances as opposed to collective remittances; The individual remittances are important for families and households, for improvement of balance of payment and general poverty reduction. These remittances however do not address systematic development problems such as physical, social and economic structural issues that contribute to or distract from individual or communal welfare.
3. High Transaction costs in administration of remittances; Whereas, channels for money transfer have multiplied over time, concerns on transaction costs through official money transfer persist among the Diaspora. Studies indicate that transparency and flexibility by money transfer agents and local banks can help increase the volume of remittances and encourage Diaspora to engage in investment activities if remittance transaction costs are favourable. Sub-Saharan Africa remains the region with the highest remittance costs, for instance senders had to pay an average of 7.9 percent to send \$200 to African countries during the fourth quarter of 2023, compared with 7.4 percent in fourth quarter of 2022.
4. Inadequate Consular and Migration Services; Resources contribution by the Diaspora so far has not been sufficiently reciprocated with a range of consular and migration services by Government as is the case with such countries as Mexico, Philippines, Bangladesh, South Korea and Ethiopia among others who have extensive consular offices and a range services directed to their Diaspora.
5. While the creation of a Diaspora Services Department (DSD) has signalled that Government cares, there is so much more that could be done symbolically. This could include special Counters for Diaspora for Arrival at ports of entry into Uganda as a sign of welcome home and substantially in terms of more public resources for Diaspora capacity building including that of recipients of their remittances back in Uganda. It is estimated that 39% of Ugandans have a close relative living abroad and 18% of Ugandan adults are regular remittance recipients (World Bank, 2010).
6. Whereas Government is desirous of Ugandan Diaspora to live a more fulfilling and dignified life in host countries including decent burial according to Ugandan culture, it was noted that at the time of preparation of this policy that there were no adequate arrangements to support repatriation of deceased family members of disadvantaged persons and those incarcerated in foreign prisons;

7. While there is a new breed of Diaspora involved in temporary and informal work such as in the Middle East, there is no clear policy concerning their social security benefit portability and reintegration in Uganda after they return. Moreover, some Ugandans through employment Agencies and other voluntary and involuntary emigration factors have not acquired profitable employment opportunities in host countries. They have thus suffered economic exploitation including sexual slavery especially in countries where institutions are unable to prevent prevalence of such sills.
8. While conditions of the Diaspora in host countries and opportunities for economic investments are dynamic over time, there is no regular mechanism for data collection and sharing of the information through an official data base. In addition, there is also an issue of laxity to register at the mission and association which is caused by irregular immigration; limited knowledge of the benefits and implications for non-registration; weak social networks; and limited knowledge about services available at missions.
9. Furthermore, family strain on Ugandans in the diaspora as a result of among others: the high cost of maintaining the family, lack of mutual acceptance of some of Ugandan qualifications abroad and Cultural differences. This has been caused by difficulty to adapt to the new environment (outside work or back home in Uganda) as well as limited of social investments back home.
10. The limited knowledge about investment opportunities which is as a result of misinformation about Uganda; weak and uncoordinated diaspora associations; limited public information about diaspora engagements; Research and Development (R&D) as well as copyright and intellectual property rights infringement
11. Lastly, there are limited incentives for investments which are caused by high cost of doing business; stringent requirements for investment opportunities; inadequate infrastructure and multiple tax regimes as well as limited public private partnerships with the diaspora and high remittance costs and restrictions to transfer of benefits from diaspora to Uganda.
12. Limitations in protecting Ugandans in the diaspora due to lack of identification documents while abroad caused by inadequate information of location of Ugandans in diaspora.
13. Lack of mutual acceptance of some of Ugandan qualifications abroad caused by unfamiliar modes of learning (including modern technology) caused by limited infrastructure for students with disabilities in some countries

14. Arising from inadequate investment and unfavourable living conditions the following effects have manifested: Exploitation; loss of lives; deportation; reduced foreign exchange, school drop-out and loss of benefits and Ugandan culture and values.

2.3.2 Lessons Learnt

In implementation of its activities, the Diaspora services Department at the Ministry of Foreign Affairs has learnt the following lessons;

1. Creation of platforms for Diaspora to participate in National Development Planning and policy formulation is very critical: The Government should put in place mechanisms to enable Ugandan Diaspora participation in National Development Planning including sharing information between MDAs and the Diaspora to ensure a coordinated “whole of government” approach to Diaspora matters for successful implementation;
2. Diaspora Management and Governance Structures: Steps should be taken to establish the necessary co-ordination and administrative mechanisms in support of Diaspora programmes in Uganda and Ugandan Consulates as one stop centres.
3. The presence of the Ugandan diaspora associations, MDAs, Agencies and other stakeholders provides a platform for engagement and mobilization of Ugandan diaspora.
4. The need to continuously engage the Ugandan diaspora through Permanent Missions attracts the diaspora to get involved in the social and economic development of the Country.
5. There is need to address the high transaction costs of remittances, which is currently at an average of 6% (AIR, 2023) and reduce to 3% or less by 2030 as per SDG 10(c)
6. There should be in place an integrated data management system which is imperative in enhancing service delivery to Ugandan diaspora;

2.3.3 Opportunities

The following are the opportunities that can be leveraged on through Diaspora Engagement:

1. Existence of thirty-eight (38) missions abroad with foreign service officers including one Consulate-General in Guangzhou, China, which are involved on a day-to-day basis promoting Uganda's economic and commercial diplomacy.
2. Partnerships and investment in various socio-economic development products in the country;
3. Existence of Ugandan Diaspora professionals and experts in diverse fields such as Legal, medical to address some of the challenges encountered by Ugandans in the Diaspora;
4. Tourism destination country; Uganda is a top tourism destination country, an opportunity to be promoted by the diaspora.

CHAPTER THREE: POLICY FRAMEWORK

3.1 Introduction

The Government of the Republic of Uganda is committed to mainstreaming Ugandan Diaspora in the national development agenda through mutually beneficial engagements between them and the organs of the state. The aim is to create community of esteemed and justly competitive Ugandans in Diaspora each and every one of them constructively engaged with Uganda politically, economically, as well as culturally.

While Diaspora engagement is valuable to national development, it can at same time be disproportionately costly as to create discordance with Ugandans living within the borders of the Country. The policy shall be executed in a spirit of public trust and in accordance with the Constitution of the Republic of Uganda, the national aspirations encapsulated in the National Development Plan IV (2025/26 - 2029/30), the fourth in a series of six five-year plan aimed at achieving the Uganda Vision 2040; the National Foreign Policy, the National Migration Policy, the East African Community and African Union Protocols, and in consistent with other duly adopted public policies, laws and other international conventions

3.2 Policy Vision, Mission, Goal and Objectives

3.2.1 Vision

“A competitive and productive Ugandan Diaspora community”

3.2.2 Mission

To unbind constraints that affect dignity and full participation of Diaspora in constructive national development.

3.2.3 Goal

To mainstream and empower Ugandans abroad to make a significant contribution to the development of the country.

3.2.4 Policy Objectives

1. To mobilise Ugandan diaspora to Participate in National Development of the Country.

2. To strengthen Partnership, engagement and collaboration with the Ugandan diaspora.
3. To promote diaspora savings, investment, and Technology transfer.
4. Strengthen protection of rights and welfare of the Ugandan diaspora
5. To coordinate all MDAs, Development partners and private sector to support the needs of the diaspora.

3.2.5 Values

This policy is part of a broad national strategy designed to extend protection to Ugandan Diaspora and support those seeking employment and business opportunities abroad. The policy will be enshrined in the ten national values namely: (i) Unity in diversity; (ii) Honesty in civic duties and endeavours; (iii) Respect for community and environment; (iv) Hard work for self-reliance; (v) Community responsibility; (vi) Integrity/Uprightness; (vii) Patriotism; (viii) social harmony; (ix) Justice and fairness; and (x) Creativity and innovativeness.

3.2.6 Guiding Principles

The success of this National Diaspora Policy framework will be guided by the following principles: -

1. ***Involvement and Participation*** of the Diaspora in National Development. The object of this is the need to synergize the efforts of all the stakeholders that offer services to Ugandan Diaspora.
2. ***Recognition*** of the important role played by the Ugandan Diaspora in the socio-economic development of Uganda;
3. ***Partnership*** with Diaspora individuals, groups, governments, public and private national and international agencies.
4. ***Innovation and creativity*** in institutional set up and Diaspora programming in order to pursue cost effective models;
5. ***Capacity building and learning*** from others in order to afford Diaspora necessary protection, and enhance engagement in development;
6. ***Promotion of common good*** through maintenance of the safety and security of the State and its people both residents and Diaspora;
7. ***Sustainability*** where decisions are taken in the long-term interests and data is used to monitor, evaluate performance and implementation of policies for continuous performance improvement.

3.3 Rationale / Justification for the Policy

The diaspora plays an important role in socio-economic and political development of the country. In recognition of this role, H.E. the President directed that a Diaspora Affairs Department be established in the Ministry of Foreign Affairs. Implementation of this directive in 2007 broadened Uganda's foreign policy scope, to include mobilization and empowerment of the Ugandan diaspora for national development. It also underlined the constitutional Mandate of the Ministry of Foreign Affairs to promote and protect Uganda's national interests abroad.

Over the years, the Ministry of Foreign Affairs has engaged the diaspora, not only to mobilize them for national development, but also support them to live more fulfilling and dignified lives wherever they reside. The Ministry has conducted these engagements with objectivity and focused on the message that Uganda is open to all Ugandans, regardless of respective affiliations and feelings about the country. The payoff from this outreach has been increased confidence, trust in Government, and enhanced spirit of partnership between the diaspora and Government to develop the country for mutual benefit. This has been manifested in increased interest by Ugandans in the diaspora to participate in government development programmes such as infrastructure projects, and promotion of micro, small and medium scale enterprises (MSMEs). The diaspora also undertakes regular visits home, and in some cases have returned for permanent resettlement.

This policy is part of a broad national strategy designed to extend protection to Ugandan Diaspora and support those seeking employment and business opportunities abroad. It is aimed at fostering enhanced mobilization and utilization of Diaspora resources in the country's development agenda in line with the Uganda Vision 2040 and the Constitution of the Republic of Uganda, and the National Development Plan (NDP). The policy will contribute significantly towards fostering national unity, patriotism, positive attitudes, change of poverty mind set, ethics and integrity, and love for the country.

The focus of the policy is on strengthening national capacity for coordination, and building mutually beneficial partnerships with Diaspora in line with national foreign policy objective to promote and protect Uganda's national interests abroad. The policy also supports externalisation of labour as adopted in The National Employment Policy for Uganda (2011) and Ministry of Gender Labour and Social Development (MOGLSD) Statutory Instrument No. 62 of 2005.

3.4 Policy Statements and Strategic Actions

3.4.1 Participation of Diaspora in National Development.

Government recognises the role of diaspora in social economic development of the country. Therefore, government is committed to mobilise the Ugandan diaspora to actively participate and contribute to the development of the country.

The Uganda Citizenship and Immigration Control Act Cap 66 as amended, already provides an opportunity for former Ugandan citizens who are naturalized in another country, to re-acquire Ugandan citizenship. The Act also allows foreign nationals who wish to retain their citizenship of another county the option to acquire Ugandan citizenship. This is intended to promote Diaspora access to rights, privileges and opportunities provided by Uganda citizenship. Existing legislation further provides for immigration residence facilities for former Ugandans and their descendants who may not be eligible for dual citizenship. These facilities include certificates for permanent residence and dependant passes. Persons with dual citizenship will also be eligible for benefits accruing to East African Community (EAC) Nationals under the EAC Common Market. Such facilities will enable beneficiaries enter and re-enter the country without visa impediments.

3.4.1.1 Strategic Policy Actions

The Government will put in place the following measures to guarantee participation of Ugandan diaspora in national development;

- i.** Promote dual citizenship and/ issuance of instruments that allow for access to all rights accorded to other bona fide Ugandan Diaspora
- ii.** Mobilize and empower the Diaspora to participate in democratic processes.
- iii.** Legal reform to extend voting rights and participation in electoral processes
- iv.** Create platforms for Diaspora to participate in National Development Planning and policy formulation.
- v.** Establish the necessary co-ordination and administrative mechanisms in support of Diaspora programmes in Uganda and Ugandan Consulates as one stop centres.
- vi.** Establish and maintain a data base on the identity, location and skills of the Ugandan Diaspora.

- vii. Promote patriotism through organising diaspora days to promote the image of the country.
- viii. Enforce a strict and just administration of property rights for all Ugandans both in Country and in the Diaspora.
- ix. Strengthen measures to support repatriation of deceased family members of disadvantaged persons and those incarcerated in foreign prisons;
- x. Facilitate sensitization of the Diaspora to encourage their involvement in the National dialogue process as a citizen owned and citizen led process to build on the progress made since Uganda's independence.
- xi. Participate in selected Tourism expos

3.4.2 Partnership, engagement and collaboration with the Ugandan diaspora

The Ugandan diaspora is a valuable asset for the nation, comprising a diverse community of migrant workers, entrepreneurs, investors, and cultural ambassadors residing abroad. The Ugandan Diaspora community continues to feel left out in socio-economic development of the country in various aspects.

The Government is committed to promoting continuous dialogue with the Diaspora as an integral part of the country's national development process. Mainstreaming the Ugandan Diaspora into the national development process will build a more cohesive and citizen centered governance.

3.4.2 .1 Strategic Policy Actions

- i. Strengthening engagement with the Diaspora with a view to encouraging Ugandans abroad to support national development.
- ii. Negotiate, in cooperation with key stakeholders, appropriate legal framework on the bilateral export and / or exchange of labour abroad
- iii. Provide services as the One-stop centre and channel of information and communication for the Uganda Diaspora community.
- iv. Establish a framework for collaboration with Professional bodies, membership organizations, membership of alma mater organizations, with the Ugandan diaspora;

- v. Promote tourism and market the Ugandan culture (education, entertainment, foods, sites etc.),
- vi. Strengthen diaspora associations to promote engagements.
- vii. Establish recognition awards for diaspora initiatives
- viii. Develop mechanisms to facilitate skills and knowledge transfer from highly skilled Ugandan's in the Diaspora to educational, productive and industrial processes back at home
- ix. Strengthen media out reaches to the diaspora in the host countries as means of keeping them abreast with events in Uganda.
- x. Develop a strategy of capacity building of the Diaspora to organise themselves and keep abreast with opportunities in Uganda and their rights regularly updated on the Diaspora data base;
- xi. Correct the historical misperception about Uganda
- xii. Build capacity of the front desk staffs in missions abroad on customer care
- xiii. Promotion of Uganda's image abroad through Public Diplomacy

3.4.3 Diaspora Savings, investment and technology transfer

Government is cognizant of the significant role the diaspora can play in increasing inward investment. Through their diverse skills, they can also be a factor in alleviating structural constraints to development including through, remittances; material support, foreign direct investment (FDI); transfer of knowledge, skills and technology; research and innovation; market development; tourism, and philanthropy.

The Government will create an enabling environment for diaspora engagements through implementing programmes and incentives that encourage investments, technology transfer, reduce cost of remittances, and mitigate investment risks.

3.4.3.1 Strategic Policy Actions

- i. Promote measures to lower the cost of transmitting remittances with a view to attracting them for investment, trade and philanthropy;
- ii. Providing avenues for social investment by the Diaspora
- iii. Strengthen mechanisms to facilitate harnessing of skills

- iv. Enhance coordination and licensing of private recruitment agencies and facilitating access to job opportunities abroad.
- v. Develop Compendium of Investment and Business Opportunities in Uganda that can be undertaken by the diaspora.
- vi. Government will also pursue securitization of future Diaspora flow of remittances to add to substantial capacity for national governments to raise capital from the international market to finance important development projects.
- vii. Facilitate the portability of knowledge, skills, innovation and technical resources available in the diaspora for national development;
- viii. Collaborate with the Diaspora in promoting Uganda as an investment destination of choice and mobilizing Foreign Direct Investment;
- ix. Promote portability of social security benefits, in particular pension and health benefits
- x. Create an enabling environment for diaspora engagements to encourage investments, technology transfer, reduce cost of remittances, and mitigate investment risks.
- xi. Support transfer of skills, knowledge and technology
- xii. Negotiate for good working conditions in some host countries

3.4.4 Rights and welfare of the Ugandan diaspora

The rights, welfare and the interests of the Ugandan diaspora are guaranteed by the Constitution. However, there are various challenges faced by Ugandans living abroad such as their personal security, social integration and identity crises in host countries, poor working conditions, Underpayment, Weak bargaining powers, reduced chances of returning to Uganda, Loss of respect and self-esteem, Low social status among some diaspora, Weak social networks, stress and exposure to human trafficking.

Through this policy the government will address emerging contemporary issues affecting the diaspora.

3.4.4.1 Strategic Policy Actions

The policy actions to guarantee protection of the Ugandan diaspora include;

- i. Map out the Ugandan Diaspora geographically and create a Diaspora Database;

- ii. Strengthen diaspora associations
- iii. Establish Diaspora Safe houses in cities with high distress cases
- iv. Implement and support pre departure training programmes and sensitization for Ugandan migrant workers
- v. Provide effective and responsive consular services to Ugandan Diaspora;
- vi. Develop reintegration programmes for Diaspora returnees;
- vii. Strengthen initiatives to ensure that labour externalization agreements protect the rights of Ugandan workers abroad,

3.5 Linkages to the existing Legal and Policy Framework

The National Diaspora Policy is guided by basic National, Regional and International principles from the basic mandate legal documents including:

- i. The 1995 Constitution of the Republic of Uganda (as amended), as specifically laid down in the Objective No. XXVIII of the National Objectives and Directive Principles of State Policy. This is to the effect that the foreign policy of Uganda shall be based on the principles of, among others- respect for international law and treaty obligations;
- ii. The Ratification of Treaties Act, Cap 204;
- iii. Public Finance and management Act 2015 (As amended);
- iv. The National Planning Authority (Development Plans) Regulations, 2018;
- v. Article Six (6) of the Treaty for the Establishment of the East African Community; / Memorandum of understanding establishing the NCIP under the Principle of variable geometry;
- vi. The Treaty establishing COMESA, IGAD;
- vii. Article Four (4) of the Constitutive Act of the African Union;
- viii. Article Two (2) of the Charter of the United Nations;
- ix. Fundamental Principles of the Commonwealth Fundamental Principles of the Organisation of the Islamic Conference (Principals and Protocols);
- x. International Conference on the Great Lakes Region (ICGLR) Pact;
- xi. Any other treaties, conventions, Agreements signed by Government of Uganda and ratified by Cabinet/ Parliament.

The Uganda National Diaspora Policy is important for policy coherence. Government intervention will therefore be taken in line with Uganda's development agenda which integrates the diaspora in, Uganda's Foreign Policy as enshrined in the Constitution of the Republic of Uganda, Uganda Vision 2040, the National Development Plan (NDP III), The Ministry Strategic Plan, Uganda's Migration Policy, and the objectives of relevant international and regional outcomes including the United Nations Global Compact on Migration, the United Nations Sustainable Development Goals (SDGs), EAC Vision 2050, and the African Union (AU) Agenda 2063.

CHAPTER FOUR: INSTITUTIONAL FRAMEWORK, IMPLEMENTATION AND FINANCING STRATEGY

4.1 Introduction

This chapter presents the Institutional arrangements, stakeholders and responsibilities, strategies for partnerships, Coordination, implementation framework, and resource mobilization strategy for implementing the Ugandan Diaspora Policy.

Sustainable implementation of this National Diaspora Policy will require an efficient and cost-effective co-ordination and administrative institutional arrangements that should cover inter-Agency, technical and inter personal relationships from both the public and private sectors.

4.2 Implementation Framework

The Government commits to implement strategies outlined in this Policy, which will mainstream the Ugandan Diaspora in the national development agenda. To achieve this, the Policy will be implemented by various actors including Ministries, Departments and Agencies (MDAs), The Parliament, Diaspora Associations, Destination countries, Development Partners, Private Sector, Civil Society Organizations among other key actors.

The Policy outlines the roles and responsibilities of the institutions and agencies entrusted with the implementation of the Policy as follows:

4.2.1 The Ministry of Foreign Affairs

This is the Ministry responsible for foreign affairs and Diaspora with the Mandate to promote and protect Uganda's interests abroad.

The Ministry will remain the apex institution charged with the overall responsibility of coordinating Diaspora Affairs and in particular overseeing the successful implementation of this policy. The Ministry will therefore strengthen its institutional capacity, both at Headquarters and its Missions Abroad on diaspora issues.

4.2.2 Ministry of Internal Affairs

The Ministry of Internal Affairs (MIA) as a vanguard of Ugandan citizenship issues will serve the Diaspora through issuance and renewal of Uganda passports for nationals living abroad, as well as provision of immigration services and facilities for former Uganda citizens and their descendants who now wish to return to Uganda permanently or for business interests.

The Ministry will primarily provide the following;

- a) Provide a policy framework on immigration of Ugandans abroad;
- b) Facilitate the acquisition and renewal of national documents at Uganda Missions abroad;
- c) Facilitate the acquisition of dual citizenship for Ugandans in the diaspora, including their children born in the Diaspora or descendants where applicable, and also provide for the re-acquisition of citizenship; and
- d) Provide guidance on immigration matters to Ugandans in the Diaspora.

4.2.3 Ministry of Gender, Labour and Social Development

In supporting Ugandans in Diaspora, the Ministry responsible for Labour and Social Development will:

- a) Establish and regularly update a database of Ugandan labour in the Diaspora
- b) Promote externalization of labour and develop a regulatory regime to guide recruitment agencies and Ugandans seeking jobs outside Uganda;
- c) Promote legitimate social rights for Ugandans
- d) In liaison with the Department of Diaspora Affairs at MoFA, secure placement for Ugandans Abroad.
- e) Establish a mechanism to engage with the Ugandan Youth in the Diaspora to provide cultural continuity and linkages to their heritage that will enhance their sense of belonging to Uganda.

4.2.4 Ministry of Finance, Planning and Economic Development

The Ministry will;

- a) Maintain a database (through the Bank of Uganda) of remittances by Ugandan's in the Diaspora
- b) Promote opportunities for investment at home (through the Uganda Investment Authority) for the Ugandans in the Diaspora
- c) Provide an enabling environment and facilitate incentives aimed at increasing participation of Ugandans Abroad in economic development;
- d) Enhance public participation of the Ugandan Diaspora in the national budget making process.
- e) Increase registration of remittance service providers to ease the cost of remittances;

4.2.5 Ministry of Education and Sports

The Ministry will;

- a) Liaise with the Ministry of Foreign Affairs and that responsible for Labour, and; Trade, Industry and Cooperatives to develop mechanisms to facilitate skills and knowledge transfer from highly skilled Ugandan's in the Diaspora to educational, productive and industrial processes back at home.
- b) Develop educational curricula to facilitate externalization of labour programmes
- c) Build partnerships with various public and private sector institutions to nature a robust national internship programme;
- d) Standardize the academic curriculum to be competitive internationally;
- e) Facilitate mutual recognition of academic documents and certificates; and
- f) Create awareness on the Ministry web portal on the educational resources available to Ugandans within and outside;
- g) Promote learning of foreign international languages in Ugandan schools and colleges.

4.2.6 Ministry of Tourism, Wildlife and Antiquities

- a) Promote the Ugandan tourism industry to the Ugandan's in the Diaspora.
- b) Build networks of Ugandans in the Diaspora to promote Uganda

4.2.7 Ministry of Trade, Industry and Cooperatives

Promote the National Diaspora Policy and facilitate Ugandans in the Diaspora to participate in trade, industry and cooperatives through cooperation with other Business Membership Organizations, Private Sector, and Investment Bodies to promote the growth, development and competitiveness of the economy by tapping into the potential of the Diaspora.

4.2.8 Diaspora Associations/Associations of Ugandan Communities Abroad

- a) The Diaspora Associations will play crucial role in the development, dissemination and implementation of the Diaspora policy and promote interests of Ugandans abroad through structured dialogue
- b) Advocate and lobby government and international agencies to support the Diaspora
- c) Mobilize the Diaspora to participate in development processes at home
- d) Build database of the Diaspora

4.2.9 Ministry of Information, Communication, Technology and National Guidance

- a) Develop Information and Communication Platforms under the e-government initiative to facilitate government engagement of Ugandan's in the Diaspora with the government, private sector and civil society back at home.
- b) Create publicity and awareness through electronic, print and social media on the events taking place abroad.

1.2.10 Ministry of Justice and Constitutional Affairs

Review the legal regime and make proposals for legal reforms to facilitate greater participation of Ugandans in the Diaspora in the democratic and development processes back at home

4.2.11 Other stakeholders (Civil Society Organization, Private Sector, Development Partners, Media, Research and Academic Institutions)

- a) Promote the national Diaspora policy
- b) Package viable investment projects tailored to the needs of the Diaspora; and
- c) Providing avenues for social investment by the Diaspora
- d) Establish productive linkages with Ugandan groups, networks, associations or individuals in the Diaspora.
- e) Facilitate the implementation of the national Diaspora policy through resource mobilization.
- f) Market business opportunities to the Diaspora community in order to scale-up and diversify the use of remittances among recipients
- g) Contributing to policy debate and agenda setting on issues on Ugandan's in the Diaspora
- h) Play an important role by providing information, raising awareness and educating the public on the progress and achievements of the Diaspora Policy in a timely manner.
- i) Undertake research on Ugandans in the Diaspora to inform policy development and implementation of the national Diaspora policy

4.3 Resource Mobilization

The successful implementation of this policy will require adequate financial, human and technical resources to ensure effective and efficient implementation for desired policy outcomes. Resources will be mobilized from the National Treasury, Development Partners, Private Sector, Civil Society and other funding agencies. Resource mobilization will also entail Public-Private Partnerships, Partnership with the diaspora community; and Leverage on the functions and processes of Parliament.

4.5 Standardizing Diaspora Engagement

A major drawback of not having a national diaspora policy is that diaspora engagement will become the interest of everyone but the responsibility of no one. Standardizing diaspora engagements ensures that government clearly identifies the professional, financial and social capitals of diaspora abroad and in matching these forms of capital with concrete development strategies at home.

The department of Diaspora at the Ministry of Foreign Affairs will be key in coordinating all diaspora activities.

The Diaspora Summits will be established to create a structured and collaborative platform that will strengthen relationship between the Government and the diaspora community. Members of the Diaspora Summit shall be nominated from the Diaspora association leadership. The Diaspora association leadership will be elected through a voting process by the entire diaspora community within the various regions

4.6 Financing Mechanism

Currently, the Ministry is 100 percent financed by the Government of Uganda. Nonetheless, the Ministry still grapples with a number of unfunded priorities. Therefore, to ensure the successful implementation and sustainability of Uganda's diaspora policy, it is essential to establish a reliable and diversified financing mechanism. The following are proposals of various sources of additional funding that the Ministry can explore:

- i. Government Budget Allocation; to ensure consistent and sufficient funding from the national budget. Below are the proposed strategies:
 - a) Dedicated Diaspora Policy Fund: Establish a dedicated fund within the national budget specifically for diaspora activities. This fund should cover diplomatic missions, contribution to international organizations, diaspora engagement

- activities, consular services, international cooperation projects, and cultural diplomacy initiatives as well as monitoring and evaluation of initiated projects;
- b) Incremental Budget Increases: Advocate for incremental increases in the diaspora budget to align with growing international commitments and opportunities; and
 - c) Performance-Based Budgeting: Continue to encourage appropriate reporting as a proof of performance.
- ii. International Partnerships and Donor Funding; to leverage international financial support and partnerships. Below are the strategies:
- a) Bilateral and Multilateral Grants: Seek grants from bilateral partners and multilateral organizations such as the United Nations, World Bank, and African Union for specific foreign policy programs and projects;
 - b) Technical Assistance and Capacity Building: Secure technical assistance and capacity-building funds from international donors to enhance the capabilities of staff at the Ministry of Foreign Affairs; and
 - c) Development Cooperation Agreements: Negotiate development cooperation agreements that include financial support for foreign policy initiatives, particularly in areas like trade, education, health, and security.
- iii. Public-Private Partnerships (PPPs); to engage the private sector in financing diaspora policy activities. Below are the proposed strategies:
- a) Corporate Sponsorships: Attract corporate sponsorships for cultural diplomacy events, trade fares at missions, and international conferences;
 - b) Joint Ventures: Establish joint ventures with private sector entities for projects that align with national interests, such as infrastructure development in foreign countries that benefits Ugandan businesses; and
 - c) Diaspora Engagement: Intensify targeted diaspora engagements with Ugandans living abroad, foster trust between the government and their communities, and present them with opportunities to invest in foreign policy-related projects such as consular service enhancements, local empowerment projects, and diaspora engagement programs.
- iv. Revenue Generation by Diplomatic Missions; to enable diplomatic missions to generate their own revenue. Below are the proposed strategies:

- a) **Consular Fees:** Implement or increase fees for consular services such as visa processing, document certification, and emergency assistance. Ensure that fees are competitive yet reasonable;
 - b) **Trade Promotion Services:** Charge for specialized trade promotion services provided by embassies, such as market research, business matchmaking, and trade fair participation; and
 - c) **Cultural Events:** Organize cultural events, exhibitions, and educational programs that generate revenue through ticket sales, sponsorships, and merchandising.
- v. **Efficient Financial Management and Accountability;** to ensure transparent and effective use of funds. Below are the proposed strategies:
- a. **Financial Audits and Reviews:** Conduct regular financial audits and reviews to ensure accountability and transparency in the use of foreign policy funds; and
 - b. **Financial Reporting:** Establish stringent financial reporting standards and require regular financial reports from all diplomatic missions and foreign policy programs.

CHAPTER FIVE: MONITORING AND EVALUATION

5.1 Introduction

This section presents Monitoring and Evaluation of the Policy and its review that takes cognizant of the existing Monitoring and Evaluation systems in the country. The M&E of the Policy shall establish whether the intended purpose of the Policy is being achieved and what corrective actions and reviews may be needed.

Monitoring, evaluation and learning (MEL) will be integral and critical aspects of implementing this policy. Implementation will follow the logical framework tools that clearly stipulate specific targeted outputs, performance indicators and accomplishments vis-à-vis the indicators, from each programmatic intervention.

MEL will be used to identify implementation challenges early and to adjust programmatic initiatives and/or activities accordingly. Two interrelated MEL exercises will be conducted during the implementation of the Policy. The first will be specific to the MOFA development plan and its projects, focusing on specific activities funded in each financial year. The second will be MEL of the whole Uganda diaspora Policy every three years, and the last will be final outcome evaluation.

5.2 Monitoring

To adequately monitor the performance of the Diaspora Policy, the Ministry of Foreign Affairs (MoFA) will implement a comprehensive set of mechanisms to monitor and evaluate the effectiveness of the policy. These mechanisms will ensure that the policy objectives are met, allow for timely adjustments, and provide transparency and accountability in the execution of diaspora policy initiatives. This will be undertaken through the following;

- i. Strengthen Monitoring and Evaluation (M&E) function in the Policy and Planning Division that will be charged with developing and implement M&E frameworks and tools, collect and analyze data on the performance of the policy activities; and preparing regular reports on the progress and impact of the policy initiatives.
- ii. Set clear Performance Indicators and Targets for each strategic objective of the policy.

- iii. Establish Regular Reporting and Review standards to ensure continuous oversight and transparency through periodic reporting and review of the Policy
- iv. Stakeholder Engagement to involve relevant stakeholders in the monitoring and evaluation process.
- v. Diplomatic Missions Reporting to ensure that Uganda's Missions and Consulates actively contribute to the monitoring of the policy:
- vi. Feedback Mechanisms to create channels for feedback from Ugandans abroad and other stakeholders:

5.3 Policy Review

To ensure that Uganda's Diaspora Policy remains relevant, effective, and responsive to national, regional and international dynamics, it is essential to establish robust mechanisms for policy review and audit. These mechanisms facilitate continuous improvement, accountability, and alignment with Uganda's strategic objectives. The following are key mechanisms for policy review and audit:

5.3.1 Regular Policy Reviews

There will be periodic reviews conducted, typically every five years, to assess the policy's relevance and effectiveness. This will be through an established dedicated review committee comprising representatives from the Ministry of Foreign Affairs, Parliament, National Planning Authority, academia, civil society, and the private sector. This will as well involve engagement of stakeholders through consultations, workshops, and surveys to gather comprehensive feedback.

The purpose of the review is to Evaluate the alignment of the policy with current national priorities and global trends, identify areas for improvement and emerging issues that require attention and Recommend adjustments and updates to the policy framework.

5.3.2 Evaluation

The evaluation of Uganda's Diaspora Policy will be conducted through a systematic and multi-faceted approach to ensure that the policy objectives are being met and to identify areas for improvement. The primary mechanism for evaluation will be the establishment of a dedicated Monitoring and Evaluation (M&E) Unit in the Policy and Planning Division within the Ministry of Foreign Affairs. This unit will develop comprehensive M&E frameworks, including clear Key Performance Indicators (KPIs), to track the progress and impact of Diaspora policy initiatives. Regular data collection and analysis will be

undertaken to provide evidence-based assessments of the policy's effectiveness, and these findings will be documented in quarterly and annual reports.

To ensure accountability and transparency, the M&E Unit will conduct bi-annual and annual reviews involving key stakeholders, including other Ministries, Departments, and Agencies (MDAs), the private sector, civil society, and international partners. These reviews will provide a platform for stakeholders to discuss progress, challenges, and recommendations, fostering a collaborative approach to policy evaluation. Additionally, the Ministry will publish summary reports of these evaluations to inform the public and promote transparency in Diaspora policy implementation.

Feedback mechanisms will be established to gather input from citizens, including the Ugandan diaspora, and other stakeholders. Online platforms, surveys, and public consultations will be used to collect feedback on consular services and diaspora policy initiatives. This feedback will be integrated into the evaluation process to make informed adjustments to the policy. By employing these comprehensive evaluation mechanisms, Uganda's Diaspora policy will remain adaptive, transparent, and aligned with national and international developments, ensuring its continued relevance and effectiveness in promoting Uganda's interests globally.

CHAPTER SIX: COMMUNICATION STRATEGY

6.1 Introduction

Effective communication is pivotal to the success of Uganda's Diaspora Policy. An effective communication strategy ensures that the objectives, policies, and actions of the Ministry of Foreign Affairs (MoFA) are clearly articulated to both domestic and international audiences. It promotes transparency, builds trust, and facilitates informed dialogue among stakeholders. The strategy embodies various communication channels and tools to reach a diverse audience, including government agencies, international partners, civil society, the private sector, and the general public.

6.2 Communication Channels

The communication strategy should be proactive, adaptive, and responsive to the dynamic nature of international relations. It should leverage traditional media, digital platforms, and direct engagement to disseminate information and gather feedback. The strategy must also emphasize the importance of cultural sensitivity and context-appropriate messaging to ensure effective communication across different regions and cultural backgrounds. By establishing a strong communication strategy, MoFA can enhance Uganda's diplomatic outreach, promote national interests, and foster global partnerships.

6.2.1 Information, Education, Communication and Dissemination

Information dissemination is a critical component of the Policy communication strategy. MoFA will develop a comprehensive information dissemination plan that includes regular updates on policy developments, diaspora activities, and engagements. This can be achieved through press releases, official statements, an active social media presence, and regular briefings to the media. Additionally, MoFA should maintain an updated and user-friendly website where stakeholders can access relevant information, documents, and resources.

Education plays a significant role in shaping public understanding and support for the policy. MoFA will prioritize this through organizing seminars, workshops, and public lectures on diaspora activities and Uganda's diaspora policy. By fostering a well-informed

citizenry, this can cultivate a supportive and engaged public that understands the contribution of diaspora national development.

6.2.2 Diaspora Outreach

Diaspora outreach programmes shall be developed as an approach to mobilize the Ugandan diaspora to actively participate in the Country's development. Diaspora engagements will be institutionalized in all the missions abroad.

6.2.3 Registration of the Diaspora

One of key issues with the diaspora is the inadequate information about the Ugandan diaspora, this is in form of numbers, skills, location among others. The priority will be to establish and maintain a data base on identity, location and skills of Ugandan Diaspora. This will ease communication aspects.

6.2.4 Feedback Mechanisms

Establishing robust feedback mechanisms is essential for ensuring that Uganda's Diaspora Policy remains responsive and adaptive to the needs and concerns of stakeholders. Feedback mechanisms facilitate two-way communication. This will allow MoFA to gather insights, opinions, and recommendations from various stakeholders. This continuous flow of information helps to identify areas for improvement, address challenges, and refine policy actions to better align with national and international objectives.

One of the primary feedback mechanisms should be regular consultations with key stakeholders, including government agencies, civil society organizations, the private sector, and international partners. These consultations can take the form of roundtable discussions, focus group meetings, and public forums. By actively engaging stakeholders in dialogue, MoFA can gain valuable perspectives and foster a sense of ownership and collaboration in the implementation of the policy initiatives.