



MINISTRY OF FOREIGN AND DIASPORA AFFAIRS
STATE DEPARTMENT FOR DIASPORA AFFAIRS

KENYA DIASPORA POLICY 2024

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#MimiNiDiaspora

Foreword

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Preface

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CHAPTER ONE: INTRODUCTION

1.1 Background information

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.

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. Migratory patterns are Globalization, geo-political dynamics, the domestic environment of the country among other drivers, influence.

The diaspora is recognized in the realm of international foreign policy as a catalyst of social and economic development in countries of origin, besides their active role in the host countries. The diaspora support to local communities has led to improved welfare of the communities as well as cultural integration and diversity. This includes remittances in the last decade which have progressively increased from USD 1,170 million (KShs.100 billion) in 2012 to USD 4,190 Million (Kshs.671 billion) in 2023.

The Vienna Convention on Consular relations recognizes the rights and privileges of the diaspora and acknowledges the existence of consular relations since ancient times, in its preamble. The convention governs the relations between nations with respect to nationals and interests of the two States. Articles 5 of the Convention is specific of the services that can be enjoyed by a person (national) in the space, with regard to both sending State (country of origin) and the receiving State (destination or country of residence). It is the guarantor of the protection of the rights and welfare of the diaspora, within the laws of the receiving State, other negotiated bilateral instruments, and or existing international frameworks to which both parties are signatories.

At the national level, the Constitution of Kenya recognizes the rights of Kenyan citizens living abroad. The Constitution provides for national values and principles of governance which include human dignity, equity, social justice, inclusiveness, equality, human rights and sustainable development among others. In line with the Constitutional provisions, the Government has prioritized championing the rights and welfare of Kenyans in the diaspora and mainstreaming them in the national development process.

The International Organization for Migration (IOM) defines diaspora as members of ethnic and national communities who have left, but maintain links with their homelands. On the other hand, the African Union defines the African Diaspora as, “Consisting of people of African origin living outside the continent irrespective of their citizenship and nationality and who are willing to contribute to the development of the continent and the building of the African Union”. The Diaspora Policy (2014) defined diaspora as ‘Persons of Kenyan Origin (PKO) and Non-Resident Kenyans (NRKs). PKOs status designates foreign citizens of Kenyan origin or descent. On the other hand, NRKs status is for Kenyans holding a Kenyan passport and/or having dual citizenship and residing outside the country, whether for employment, business, vocation, education or any other purpose.’”

Over the years, Kenyans have been migrating in large numbers to different parts of the world for advanced training, education, job opportunities and political reasons, among others. To date, more Kenyans continue to migrate in search of better economic opportunities due to both pull and push factors locally and abroad. The number of Kenyan diaspora has significantly increased with the number of Kenyans in the diaspora estimated to be four million in the year 2023.

The Government of Kenya is cognizant of the significant role that the diaspora plays in the socio-economic growth and development of the economy through various contributions such as diaspora remittances, skills, expertise, knowledge and technology transfer, have prompted the need to comprehensively align the Diaspora Policy.

1.2 Policy Environment

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.

The Diaspora Policy will be informed by both domestic and external factors. The domestic environment is critical for deployment of strategies for effective mutually beneficial Diaspora engagement. The external environment which includes bilateral, regional and multilateral frameworks will influence Kenya's pursuit in protection and promotion of diaspora interests.

INTERNATIONAL

The Global Compact on Safe, Orderly and Regular Migration (2018)

Kenya is a signatory to the UN Global Compact on Safe, Orderly and Regular Migration popularly known as the Global Compact on Migration (GCM). The GCM is a non-binding document which aims to facilitate safe, orderly and regular migration, while reducing the incidence and negative impact of irregular migration through international cooperation. Objective 19 of the GCM advocates for creating conditions for migrants and diaspora to fully contribute to sustainable development in all countries. In November 2023, the Government of Kenya launched the first National Implementation Plan for the GCM 2023 - 2027 to guide the government and its stakeholders to implement the GCM agenda. Among other priorities, the

implementation plan aimed to increase diaspora engagement in development, by initiating a skills mapping survey of the diaspora in destination countries.

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 Kenyan diaspora, to support the country's economic, social, and political development in line with the SDGs. Further, 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. The Government has also instituted policies to facilitate orderly, safe, regular and responsible migration and mobility of people.

CONTINENTAL

African Union Agenda 2063

The African Union recognizes the role played by the Diaspora in the Development of the continent. Under the African Union Constitutive (Amendment) Act of 2003 the AU invites the Diaspora to partner with the organization in developing the continent. In addition, the African Union recognizes the African Diaspora as the sixth region of the continent.

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. 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 by 2025.

REGIONAL

East African Community Vision 2050

Diaspora engagement is a key priority for the EAC, as it provides an opportunity to leverage the skills, knowledge, and resources of the diaspora to support economic development, social welfare, and regional integration.

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 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.

Intergovernmental Authority on Development (IGAD) Regional Migration Policy Framework (2012)

The regional framework guides Member States to identify critical migration issues that impact in their respective states and the region. Guided by the 2006 African Union Migration Policy Framework for Africa (Revised in 2018), the regional framework recognizes the contribution of diaspora in development especially in terms of remittances. IGAD Member States are working towards harmonizing remittance policies to address the cost of remitting to, from and within the region. The framework also highlights the potential impact of brain drain, brain circulation, brain waste and brain gain at national and regional level. IGAD Member States are committed to address the concerns of their diaspora by strengthening collaboration with the diaspora from the region on socio-economic and development issues among others.

NATIONAL

The Constitution of Kenya (2010)

The Kenya Diaspora Policy aligned to the Constitution of Kenya, which recognizes the rights of Kenyan citizens living abroad. The Constitution provides for national values and principles of governance which include human dignity, equity, social justice, inclusiveness, equality, human rights and sustainable development among others. In line with the Constitution, the government has prioritized championing the rights and welfare of Kenyans in the diaspora and mainstreaming them in the national development process.

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 Kenyans 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.

The Kenya Vision 2030

The Kenya Vision 2030 recognizes the diaspora as an important stakeholder in achieving the nation's economic, social, and political goals. The Vision 2030 framework includes strategies to leverage the skills, resources, and networks of the diaspora to drive sustainable development and propel Kenya towards becoming a middle-income country by the year 2030.

The Vision seeks to promote a more diverse and inclusive society and engagement with the Diaspora as an important part of achieving this aim. The Vision has initiatives to address diaspora challenges and foster diaspora engagement in Governance and investment.

Similarly, the Fourth Medium Term Plan of the Vision 2030 highlights three key priorities for the diaspora namely welfare and rights, diaspora service delivery, and remittances.

The Bottom-up Economic Transformative Agenda

The Government Bottom-up Economic Transformation Agenda (BETA) recognizes the diaspora as a valuable resource that contributes significantly to the country's socio-economic development.

Through continuous dialogue and engagement, the Diaspora Policy aims to promote the welfare of Kenyans and protect their rights while they are abroad. In addition, the Diaspora Policy will continue to facilitate international job placements for Kenyans, reduce remittance costs and increase investments inflow into the country. The Government will leverage the skills, knowledge and technology transfer and expertise, and financial resources of the Kenyan diaspora to support national development.

Kenya Foreign Policy

Kenya's Foreign Policy aims to achieve several national objectives, *inter alia* to promote the interests of Kenyan Diaspora and partnership with the Kenyans abroad. The Diaspora Diplomacy pillar in the Foreign Policy focuses on engaging and involving Kenyan citizens living abroad in the development and growth of the country. The Government recognizes the important contribution of the diaspora through investment, remittances, knowledge transfer, and skills development. The objectives of the pillar include facilitating Kenyan diaspora participation in national development, facilitating efficient and prompt provision of consular services, and encouraging Kenyans to enter the global labour market.

Foreign Service Act, 2021

The Foreign Service Act, 2021 outlines the responsibility of the Government to provide consular services; coordinate relevant agencies in emergency evacuation of distressed Kenyans abroad; and serve and promote the legitimate interests of Kenyans living abroad. Through its diplomatic missions abroad, the Government continues to strengthen relationships with the diaspora, provide support and services to Kenyan citizens abroad, and promote their engagement in national development.

Kenya Citizenship and Immigration Act, 2011

The Kenya Citizenship and Immigration Act, 2011 outlines provisions for the registration and regulation of Kenyan diaspora organizations. In addition, the Act provides for dual citizenship, allowing Kenyan diaspora to hold citizenship in another country while retaining their Kenyan citizenship.

The Public-Private Partnership Act, 2021

The Public-Private Partnership Act, 2021 provides a legal framework for collaboration between the public and private sector for development projects. The Diaspora can participate in such partnerships by investing in infrastructure, healthcare, education, and other sectors.

Labour Migration Policy

The Government of Kenya has developed a Labour Migration Policy aimed at creating safer pathways for migration in an orderly manner for its citizens. The comprehensive policy will cater for the rights and welfare of Kenyans abroad.

Kenya National Qualifications Framework and the Recognition of Prior Learning will guide the assessment of qualifications and experiences acquired abroad. The Diaspora Policy can explore pathways or initiatives that can ease the transition into the job market for Kenyan diasporas working in different sectors.

1.3 Strategic Positioning

The Kenya Vision 2030 recognizes diaspora contribution as a critical component to the growth of the economy and in achieving the vision of making Kenya a globally competitive and prosperous country by the year 2030. In recognition of this imperative, development of a Diaspora Policy and Bill was identified as one of the Kenya Vision 2030 flagship projects. The role of the diaspora in the realization of the Kenya Vision 2030 is recognized especially in driving investments in the priority sectors of the economy such as education, financial services, health, housing, ICT enabled services, Business Process Outsourcing (BPO), manufacturing and tourism.

Given the limited job opportunities within the country, it becomes crucial for the country to strategically plan for the mobility of its labour force. To support this initiative, it is essential to establish a regulatory framework aimed at safeguarding the Kenyan diaspora. Such measures will not only protect the workforce but also contribute significantly to foreign exchange for the country.

Diaspora outreach strategies vary significantly across different countries, each prioritizing unique contributions from their overseas populations. The Government seeks to promote the participation of Kenya's Diaspora in democratic processes in the country including participating in presidential election and public participation among others.

1.4 Policy Goals and Objectives

1.4.1 Policy Goal

The goal of this policy is to protect, engage, empower and prosper the Kenyan diaspora.

1.4.2 Policy Objectives

The objectives of the Policy are to:

1. Protect the rights and promote the welfare and interest of the Kenyan diaspora
2. Facilitate Diaspora Savings, Investments, remittances and technology transfer;

3. Strengthen partnership and collaboration with the Kenyan diaspora; and
4. Facilitate placement of Kenyans in the international jobs market.

1.5 Rationale

The Constitution of Kenya recognizes and protects human rights and fundamental freedoms of all Kenyans, including the diaspora. Thus, the Government recognizes the potential of the diaspora in contributing to national development and acknowledges the diaspora as an integral part of the country's socioeconomic fabric. Consequently, the Government developed the Diaspora Policy (2014) to mainstream and empower Kenyans abroad to effectively make a significant contribution to the development of the country. The main thrust of the policy was to harness and maximize the potential of Kenyans abroad to contribute to Kenya's transformation agenda while at the same time meeting their needs and expectations through a mutually beneficial and lasting partnership.

Since then, much has changed in the Kenyan diaspora community. Specifically, the number and composition of the diaspora has changed significantly. The number of diaspora has grown threefold to stand at approximately four million in 2022 (IOM, 2022), comprising first, second and third generation migrants. These changes in the composition of diaspora have resulted in a community with new and divergent demands including welfare and mental health challenges, thereby requiring greater focus on the rights and wellbeing of the diaspora, together with innovations in service delivery to meet their needs. In tandem, remittances have grown from approximately USUSD 1.17 billion in 2012 to USUSD 4.19 billion in 2023 (CBK, 2023).

Several legislative changes have also occurred in the intervening period, notably, adoption of a new Foreign Service Act in 2021 with increased focus on strengthening relationships with the diaspora and providing support and services to Kenyan citizens abroad. Further, emerging issues including feminization of migration, evolving global conflicts and insecurity, a bulge in young migrants with the threat of human trafficking, and the use of labor migration as a cover for transboundary crime, including money laundering and the financing of terrorism activities dictate reforms to the management of the diaspora.

Given this evolving landscape, the Government commenced a review to the Diaspora Policy (2014) with a view to adapting to the changing dynamics. The aim is to put in place the requisite legal and institutional framework that will address emerging issues and past weaknesses that have impeded service delivery to the diaspora and hence, their full participation and contribution to the development of the country.

1.6 Process and Scope

The Diaspora Policy 2024 was developed through a highly participatory and consultative approach involving all the key stakeholders. The Policy applies to the Kenyan Diaspora, the Government, Private Recruitment Associations, the private sector, Non-State Actors and Development Partners.

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

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, almost 281 million people lived in a country other than their country of birth as 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. (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 immigrant 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).

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 was 51.9 to 48.1 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.

The United States continued to be the largest source of remittances. The top five remittance recipient countries in 2023 are India (USD 125 billion), Mexico (US D67 billion), China (USD 50 billion), the Philippines (USD 40 billion), and Egypt (USD 24 billion). World bank, (2023).

2.2.2 Continental and Regional Trends

Migration in Africa involves large numbers of international migrants moving both within and from 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 in different regions 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 subregion'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 subregion, 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 subregion with significant numbers of their populations living abroad include Somalia and Uganda. South Africa is also a major destination for many migrants from the subregion (IOM, 2022).

In terms of remittances, Egypt, Nigeria, Morocco, Ghana and Kenya were the top five international remittance recipient countries in Africa in 2023. Kenya ranked third among the 5 highest recipients of remittance inflows in Africa for 2022 according to remittance report by World Bank. This includes Nigeria at USD20.94 Billion, Ghana: USD4.66 Billion, Kenya: USD4.19 Billion, and Senegal USD2.71 Billion (World Bank 2023).

2.2.3 National Trends

Kenya has a large and diverse diaspora community that spans the globe. According to the International Organization for Migration, World Migration Report 2022, the estimated population of Kenyans living in diaspora is over four (4) million. This number continues to rise as more Kenyans travel outside the country in search of education, training, employment, health, economic opportunities, among other reasons.

The first Diaspora Remittances Survey conducted by the Central Bank of Kenya (CBK) in 2021, showed that the average cost of sending funds was in the range of 4 to 5 percent of the amount sent. Additionally, the cost was relatively higher for the Europe-Kenya and Asia-Kenya remittance corridors averaging 6 percent of the amount remitted. America is the largest source continent of remittances to Kenya accounting for 58 percent of total remittances. In 2023, the Central Bank of Kenya reported that remittance inflows from Kenyans living abroad reached a

record high of USD 4.19 billion, marking a 4.0 percent increase from the previous year's US USD 4.028 billion. (CBK, 2023).

2.2.3.1 Profile of Kenyan Diaspora

Kenyan labour migrants, both skilled and semi-skilled, move for employment opportunities abroad. Skilled workers often seek jobs in sectors such as healthcare, information technology, engineering, and finance, and semi-skilled labour migrants have been found to work in construction, agriculture, hospitality, and domestic service. However, some labour migrants deskill in order to gain access to employment opportunities in destination countries. The government is negotiating Bilateral Labour Agreements with various countries to facilitate labour mobility.

Kenyan diaspora also engages as entrepreneurs and investors who have established businesses or invest in ventures abroad and in the country of origin. They seek opportunities in sectors such as real estate, hospitality, agriculture, technology, and trade among others.

Kenyan students form a substantial portion of the international student population in countries like the United States, the United Kingdom, Australia, Canada, and others. They pursue undergraduate, graduate, and postgraduate degrees in various fields including Science, Technology, Engineering, Mathematics, business, humanities, and social sciences.

Family reunification is a common motive for migration among Kenyans. Individuals may join family members who have already migrated for work, education, or other reasons, or they may seek to reunite with spouses, children, or other relatives living abroad. Kenyan retirees may choose to migrate to other countries for retirement, seeking better healthcare, a higher standard of living, or a more relaxed lifestyle.

There is also evidence of Kenyans who are trafficked under the guise of labour opportunities in destination countries. This places them in a precarious situation where they explore pathways to return back to the country with the support of the consular services at the Missions.

2.2.3.2 Diaspora Generations

The Kenyan Diaspora is fairly young, tracing back to the First World War (WWI) when some Africans were forcefully conscripted in the military to fight alongside the British Army in places such as Burma. The nascent Kenyan diaspora can also be traced to missionary works in the 1st quarter of 1900s and mid 1900's when the Government embarked on a deliberate policy of "Kenyanisation" of the Civil service through capacity building programmes abroad, under late President JF Kennedy's scholarship programme, popularly known as the JF Kennedy/Tom Mboya's Airlift. In addition, parallels can be drawn to a similar programme under the late Jaramogi Oginga Odinga's East Europe Scholarships. A section of the beneficiaries of these programmes either failed to come back, or quickly resigned and returned abroad upon completion, acquiring citizenship and taking their families along.

Over the years, Kenyans have continued to move abroad during the period categorized as the pre and post democratization era. In pre-democratization, the major push and pull factors were

education and political reasons. The post democratization era saw Kenyans move abroad in search for education, better economic prospects, trade, health and Leisure.

2.3 Progress Analysis

2.3.1 Achievements

The broad objective of the National Diaspora Policy 2014 was to mainstream and empower Kenyans abroad to effectively make a significant contribution to the development of the country. The following are the Diaspora Policy 2014 commitments and achievements realized:

First, the government promoted continuous dialogue with Kenyans Abroad, strategically engaging them through high level visits as well as conferences and side events. The engagements aimed at bringing the diaspora together for networking and sharing of available opportunities, championing and protecting their rights and welfare, and harnessing investments and remittances

Second, the capacity to offer Consular Services was enhanced through negotiated and reviewed Bilateral Labour Agreements to unlock employment opportunities for Kenyans in foreign jurisdictions. Further, it developed the Global Labour Migration Strategy to ensure safe, secure, humane and just migration of Kenyans as they harness opportunities abroad.

Third, Mobile Consular Services for Kenyans living abroad by the government. This exercise entailed registration and strengthening Kenyan Diaspora Umbrella Associations in all countries and regions where Kenya has diplomatic presence. Kenyans living in these regions were facilitated with Identity Cards and Passports among other consular services.

Fourth, significant steps by the government were taken to enhance the mechanisms for protecting Kenyans abroad. This was achieved through facilitation of evacuation of distressed Kenyans from regions with political crisis, victims of human trafficking and other Kenyans on medical grounds. The government also repatriated distressed Kenyans and remains of the deceased.

Fifth, the government held consultations with financial institutions to eliminate bottlenecks on remittances and facilitate development of diaspora facing investment products e.g. Dhow CSD. Kenya is realizing a continuous growth in remittances through government interventions that continuously reduce remittance costs. This would contribute to the development of an incentive framework to promote diaspora participation in national development:

Sixth, about 14,000 government services have been digitized through leveraging on the use of Information and Communication Technology (I.C.T) in the E-Citizen platform, including nine (9) diaspora centered services such as registration of Kenyans in the diaspora, reporting of diaspora in conflict with the law, reporting of missing persons, counselling services and registration of diaspora associations among others.

Seventh, steps were taken to harmonize and conduct pre-departure training for Kenyan migrant workers aimed at facilitating the smooth settlement and integration of all migrants. As of June 2022, the Government facilitated more than 200,000 Kenyans with pre-departure

training for the labour markets. This was achieved through the National Industrial Training Authority (NITA) and Youth Enterprise Development Fund.

Finally, the Government is gradually promoting participation in democratic processes by Kenyans Abroad, through sensitization forums, voter registration exercises and voting. This initiative saw an increase in the number of voting stations and registered voters in the diaspora from four (4) countries namely Uganda, Tanzania, Rwanda and Burundi where 4,223 voters voted in 2017, to twelve (12) countries namely Tanzania, Uganda, Rwanda, Burundi, South Africa, South Sudan, Germany, the United Kingdom, Qatar, the United Arab Emirates, Canada and the United States where 10,444 voters voted in 2022.

2.3.2 Challenges

Despite the achievements mentioned earlier, there were a few bottlenecks identified in the process of implementing the Diaspora Policy 2014.

1. Non-registration by Kenyans abroad impeded delivery of consular services;
2. Fragmented data on Kenyan diaspora: Sourcing and management of data on Kenyans abroad has been a challenge characterized by fragmented and uncoordinated data from different government ministries, departments and agencies. This hampers effective planning, engagement and support for Kenyans in the diaspora;
3. Low awareness on available investment opportunities due to weak structures and inadequate coordination among Kenyans Abroad;
4. Inadequate incentive framework for remittances and diaspora investments;
5. High remittance costs estimated at 6.20 percent of the amount sent;
6. Inadequate human resource capacity in the Kenya Missions abroad to offer effective and efficient consular services, especially in areas with high concentration of Kenyans;
7. Inadequate Policy, Legal and Institutional frameworks in the wake of changes in the internal and external environment;
8. Slow uptake of Information Technology Enabled Services (ITES) resulting in underutilization of online services and making it difficult to provide effective and efficient services to Kenyans abroad. This has resulted in underutilization of online services;
9. Portability of social benefits;
10. Mental health issues as many Kenyans in the diaspora continue to face mental health challenges due to culture shock, poor working/living conditions, discrimination and loss of livelihoods;
11. Inadequate enforcement of the legal and regulatory framework on ethical recruitment to curb unscrupulous private recruitment agencies that take advantage of uninformed and unsuspecting Kenyans;

12. Mutual Recognition of Academic Qualifications and Certification: Some countries do not recognize Kenyan academic certificates, thus curtailing the employment of Kenyans abroad; and
13. Contract substitution: Migrant workers especially the youth at times sign contracts with local recruiting agents before departure but upon arrival in the country of destination, they are forced to sign new contracts drawn in foreign languages they do not comprehend which leaves them vulnerable to exploitation.

2.3.3 Lessons Learnt

During implementation of the Diaspora Policy 2014, the following lessons were learnt:

1. The protection of the rights and enhancing of the welfare of the Diaspora is critical to the wellbeing of the Kenyan diaspora abroad.
2. There should be in place an integrated data management system which is imperative in enhancing service delivery to Kenyans in the diaspora;
3. There is need to update Bilateral Labour Agreements (BLAs) with foreign governments in order to effectively protect Kenyan nationals seeking employment abroad including portability of social security benefits;
4. Designation of an interlocutor for IEBC's engagements with the Ministry of Foreign & Diaspora Affairs, Kenya Missions abroad, and foreign Missions in Kenya is key in facilitating election preparedness for Kenyans in the diaspora;
5. There is need to address the high transaction costs of remittances;
6. Hosting of webinars on various topical issues is a critical means of reaching the diaspora and soliciting their views to inform the national development discourse; and
7. The presence of the Kenyan diaspora associations, MDAs, Agencies and other stakeholders provides a platform for engagement and mobilization of Kenyans in the diaspora.

2.3.4 Opportunities

The following are the opportunities the Diaspora Policy can leverage:

1. Partnerships and investment in various socio-economic development products;
2. Collaboration with Kenyan Diaspora Legal Experts to address legal challenges encountered by Kenyans in the Diaspora;
3. Harnessing skills, technology and knowledge transfer;
4. Cultural exchange and enrichment;
5. Tourism and philanthropy;
6. Humanitarian assistance; and

7. Growth in diaspora remittances and investments through reduced cost of remittance, development of diaspora centric products, and enhanced placement of Kenyans in the international job market.

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CHAPTER THREE: POLICY STATEMENTS AND POLICY ACTIONS

3.1 Rights, Welfare and Interests of the Kenyan Diaspora

The Government of Kenya recognizes the invaluable contribution of the Kenyan diaspora to the socio-economic development of the country. Kenyans living abroad are an important source of financial, intellectual, and social capital. Therefore, the government is committed to safeguarding the rights, welfare, and interests of the Kenyan diaspora, ensuring their active participation in national development efforts while providing them with necessary support and protection.

3.1.1 Policy Statement

The Government will advocate for the rights and interests of Kenyan diaspora, including through diplomatic channels, bilateral agreements, and engagement with international organizations.

3.1.2 Context

The rights, welfare and the interests of the Kenyan diaspora are guaranteed by the Constitution of Kenya 2010 and are protected and promoted by the Government. However, there are various challenges faced such as security concerns, social integration and identity, political pressures, humanitarian crises, economic impacts, strained international relations and psychological stress. Kenyans are also exposed to increased cases of human trafficking, which poses significant challenges in vetting opportunities available in foreign countries. Consequently, there is an upsurge in cases of Kenyans in distress abroad. These issues are of great concern and necessitate attention and action from both country of origin and destination country. Through the policy the government will address emerging contemporary issues affecting the diaspora.

3.1.3 Policy Actions

The Government will put in place the following measures to guarantee the welfare and rights of the Kenyan diaspora:

- Map out the Kenyan Diaspora geographically and create a Diaspora Database;
- Develop an evacuation and repatriation plan;
- Develop measures to protect, support, and promote the rights, welfare, and interests of Kenyan citizens living abroad;
- Provide effective and responsive consular services to Kenyan Diaspora;
- Facilitate repatriation and evacuation of distressed Kenyans and mortal-remains of deceased Kenyans overseas;
- Develop reintegration programmes for Diaspora returnees;
- Promote the participation of Kenyan diaspora in democratic processes;
- Develop a framework for legal aid for Kenyan diaspora in need of justice;

- Facilitate pre-departure training;
- Establish Diaspora Safe Houses in cities with high distress cases;
- Establish mechanisms for portability of social benefits of Kenyans living in the diaspora;
- Establish a framework for centralized diaspora data management and access to services; and
- Develop and implement a mental health Action Plan.

3.2 Diaspora Savings, Investments, remittances and technology transfer

3.2.1 Policy Statement

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.

3.2.2 Context

The Kenyan Diaspora presents enormous potential for skills, knowledge, and technology transfer as well as Diaspora Direct Investments. Diaspora networks across the world are also a bridge for attracting FDI into the country. Growth in diaspora investments has not been at par with the increase in remittance inflows given that up to 75% of remittances are used for household consumption. Diaspora savings, investments and remittances are also hampered by high transaction costs that limit inflows and by extension reduce the overall impact. This necessitates targeted initiatives such as diaspora centric investment products and mechanisms for eliminating bottlenecks, thus increasing diaspora remittances. Direct investment by diaspora entrepreneurs and venture capitalists in their countries of origin strengthens prospects for economic growth by fostering the formation and growth of businesses, supporting innovation and developing new sectors of the economy.

3.2.3 Policy Actions

- Map out the Kenyan Diaspora geographically and create a Diaspora Database;
- Strengthen remittance infrastructure as well as develop incentive framework to facilitate diaspora remittances;
- Incentivize Diaspora savings in local financial institutions;
- Facilitate the portability of knowledge, skills, innovation and technical resources available in the diaspora for national development;
- Develop strategies to facilitate access to opportunities for productive investment of remittances;
- Collaborate with the Diaspora in promoting Kenya as an investment destination of choice and mobilizing Foreign Direct Investment; and
- Establish new and enhance trade and investment channels in order to promote further local investment by Kenyans living in the diaspora.

3.3 Partnerships and engagement with the Kenyan Diaspora

3.3.1 Policy Statement

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

3.3.2 Context

The Kenyan diaspora is a valuable asset for the nation, comprising a diverse community of migrant workers, entrepreneurs, investors, and cultural ambassadors residing abroad. The Kenyan Diaspora community continues to feel left out in socio-economic development of the country in various aspects. This has led to mistrust between the diaspora and the government. As a result, the government intends to engage the Kenyan Diaspora in a more constructive and productive manner to unlock their full potential.

3.3.3 Policy Actions

- Create the Diaspora Summit/ Council to strengthen the relationship between the Government and the Diaspora;
- Establish a framework for partnership and engagement between the Diaspora and County Governments;
- Strengthen engagements with Diaspora Associations;
- Decentralize Government services to Kenyans in the Diaspora;
- Establish mechanisms for awarding exemplary diaspora initiatives.
- Engage Kenyan sportsmen and women, artistes, and other eminent Kenyans to promote patriotism and social cohesion in Kenya and globally;
- Promote the Kenyan brand and appoint diaspora brand ambassadors to market Kenyan services and products in foreign countries.
- Facilitate the establishment of cultural centres in the Missions Abroad.
- Establish a framework for collaboration with Professional bodies, membership organizations, membership of alma mater organizations, and political parties with the Kenyan diaspora.
- Establish a mechanism for collaboration with Business Member Organizations and private recruitment associations.

3.4 International Job Placement for Kenyans

3.4.1 Policy Statement

The Government of Kenya recognizes the potential benefits of facilitating the overseas employment of Kenyan citizens, harnessing opportunities for economic advancement, skills development, and international exposure. The Government is committed to facilitate skills

development for targeted foreign labour markets to increase employability and competitiveness of the Kenyan Diaspora. The Government will continue to implement policies and initiatives to facilitate the ethical recruitment and secure job placement of Kenyans abroad.

3.4.2 Context

The number of Kenyan Diaspora is estimated to be around four million. The demand for the Kenyan labour force in the international market continues to increase given the comparative advantages which include good spoken English and a well-educated youth population among others. Kenyans continue to emigrate in search of better opportunities and lifestyle. The migration has been haphazard and uncoordinated leading to infringement of the Diaspora rights and compromised welfare. This has led to Government interventions that will ensure international job placements are ethical, well-coordinated and backed by national and international legal frameworks.

3.4.3 Policy Actions

- Establish and operationalize the Diaspora Placement Agency;
- Establish a mechanism for collaboration with private recruitment associations;
- Develop a diaspora skills, knowledge and expertise database;
- Facilitate skills, knowledge and technology transfer for the Kenyan Diaspora;
- Support the accreditation and endorsement of Kenya's qualifications and skills with those of foreign countries for easy access into higher education and foreign jobs by Kenyans living in the diaspora through collaboration with the relevant MDAs; and
- Develop a framework to support Kenyans in the diaspora in harnessing opportunities for employment and enterprise development in collaboration with Business Member Organizations.

CHAPTER FOUR: POLICY IMPLEMENTATION

4.1 Introduction

This chapter presents the implementation framework, resource mobilization strategy and partnerships needed for implementing the Kenya Diaspora Policy 2024.

4.2 Implementation Framework

The Government commits to implement strategies outlined in this Policy, which will mainstream the Kenyan Diaspora in the national development agenda. To achieve this, the Policy will be implemented by various actors including Ministries, Departments and Agencies (MDAs), Counties, 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 responsible for Foreign and Diaspora Affairs

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.

The Ministry will establish a committee that will oversee and coordinate the Jamhuri Diaspora Awards.

4.2.2 The Ministry responsible for Labour and Social Protection

In supporting Kenyans in the Diaspora, the Ministry responsible for Labour and Social Protection will:

- a) Provide the necessary framework for effective management of labour migration issues;
- b) Establish a labour migration database, which will be regularly updated and accessible to all relevant Government institutions for decision-making;
- c) Facilitate knowledge and skills transfer and partner with relevant Ministries to facilitate signing of Bilateral Labour Agreements to ensure fair working conditions as well as enable Kenyans working abroad to transfer their social security benefits;
- d) Liaise with the State Department responsible for Diaspora Affairs in the implementation of the Labour Migration Policy as well as Global Labour Strategy; and
- e) In liaison with the State Department responsible for Diaspora Affairs secure placement of Kenyans Abroad.

4.2.3 Ministry responsible for Immigration and Citizen Services

The Ministry responsible of Immigration Affairs will:

- a) Provide a policy framework on immigration of Kenyans abroad;

- b) Facilitate the acquisition and renewal of national documents at Kenya Missions abroad;
- c) Facilitate the acquisition of dual citizenship for Kenyans 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 Kenyans in the Diaspora.

4.2.4 The National Treasury

The National Treasury will:

- a) Provide an enabling environment and facilitate incentives aimed at increasing participation of Kenyans Abroad in economic development;
- b) Provide incentives for Kenyans abroad to establish philanthropic initiatives;
- c) Implement digital innovations to increase investment opportunities for the Diaspora;
- d) Increase registration of remittance service providers to ease the cost of remittances;
- e) Support formulation of Diaspora Bonds and investment opportunities in the financial sector; and
- f) Enhance public participation of the Kenyan Diaspora in the national budget making process.

4.2.5 Ministry Responsible for Education

In supporting Kenyans abroad, the Ministry will undertake the following:

- a) Integrate ICT in teaching and learning across all levels of education and training, and provide e-learning to enable access to information and facilitate networking between Kenyan educational institutions and Kenyans Abroad;
- b) Create awareness on the Ministry web portal on the educational resources available to Kenyans within and outside;
- c) Promote Kenyan culture and heritage through national and regional sports, games, music and drama festivals;
- d) Promote exchange programmes between Kenyan institutions and those from other countries;
- e) Engage in partnerships and collaborations with Kenyans abroad in investing in the national education support programmes;
- f) Standardize the academic curriculum to be competitive internationally;
- g) Facilitate mutual recognition of academic documents and certificates; and
- h) Promote the welfare of Kenyan students in the Diaspora.

4.2.6 Ministry responsible for Information, Communication and Digital Economy

In supporting Kenyans Abroad, the Ministry will:

- a) Create publicity and awareness through electronic, print and social media on the events taking place abroad;
- b) Formulate appropriate information and communication technology policies to facilitate access to needed information to the Kenyan communities abroad;

- c) Enhance telecommunication infrastructure in order to facilitate universal access to information and enable Kenyan communities abroad to enhance communication and networking; and
- d) Facilitate the digitalization of Government services.

4.2.7 Ministry responsible for Health

The Ministry responsible for health will:

- a) Contribute to the implementation of this Policy by articulating opportunities for qualified Health Care Professionals abroad;
- b) Maintain and share a database of qualified Health Care Professionals; and
- c) Facilitate access to investment opportunities in the Health Care sector: participate in the local production of essential health products such as pharmaceuticals and technologies such as medical equipment and devices.

4.2.8 Ministry responsible for Investment, Trade and Industry

In supporting the Diaspora Policy, the Ministry will collaborate with the Kenya National Chamber of Commerce and Industry, 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.

4.2.9 Ministry responsible for Youth and Creative Economy

The Ministry will work to promote the talents of the Kenyan youth abroad in sports, arts, cultural and outreach events, knowledge exchanges to promote Kenyan culture through Missions and Kenyan Diaspora Associations.

The Ministry will establish a mechanism to engage with the Kenyan Youth in the Diaspora to provide cultural continuity and linkages to their heritage that will enhance their sense of belonging to Kenya.

4.2.10 Independent Electoral and Boundaries Commission (IEBC)

In supporting Kenyans Abroad, the Commission will:

- a) Work towards the fulfilment of constitutional provisions by providing a policy framework for the realization of progressive registration of Kenyans Abroad as voters; and
- b) Work closely with the Ministry responsible for Foreign and Diaspora Affairs, the Department responsible for Immigration and Registration of Persons and relevant stakeholders to implement the provisions of the Constitution of Kenya related to electoral processes.

4.2.11 County Governments

In supporting Kenyans Abroad, the County Governments through the Council of Governors, will:

- a) Play a central role in facilitating the participation of Kenyans Abroad in county development; and
- b) Facilitate closer partnerships with the Ministry responsible for Foreign and Diaspora Affairs to ensure realization of the objectives outlined in this policy.

4.2.12 Diaspora Associations/Associations of Kenyan Communities Abroad

The Diaspora Associations will play a crucial role in the development, disseminate and implementation of the Diaspora Policy and promote interests of Kenyans Abroad through structured dialogue.

4.2.13 Diaspora Summit

The objective of establishing the Diaspora Summit is to create a structured and collaborative platform that will strengthen the 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. Elected leaders will hold office for a maximum of two terms of 2-years each.

The functions of the Diaspora Summit, among others, will be as follows:

- a) Enhance communication, address the needs of the Diaspora, and facilitate effective cooperation on matters of mutual interest.
- b) Oversee the operation of the Summit.
- c) Play a representational and advisory role to the government on issues of the Diaspora.
- d) Carry out research and benchmark with countries on best practices of Diaspora policies with a view of improving policies, programmes and institutional arrangements for the mutual benefit of the country and Kenyans Abroad.
- e) In consultation the Ministry with responsible for Foreign and Diaspora Affairs and other stakeholders, organize the annual Jamhuri Diaspora Awards for Kenyans Abroad.

4.2.14 Development Partners

The development partners will support and complement the Government effort and other stakeholders in their respective roles of sharing best-practices, financial, logistical and technical support within the framework of this Policy.

4.2.15 Private Sector

In supporting Kenyans Abroad, the private sector will:

- a) Provide channels and linkages on engaging with the Diaspora;
- b) Assist in providing and mobilizing funds for the implementation of this policy;
- c) Package viable investment projects tailored to the needs of the Diaspora; and
- d) Market business opportunities to the Diaspora community in order to scale-up and diversify the use of remittances among recipients.

4.2.16 Civil Society Organizations

The CSOs will play a critical role in the creation of an enabling environment for the implementation of the Diaspora Policy through provision of financial and business services, training, advocacy and monitoring the implementation of the Policy.

4.2.17 Media

The Media will:

- a) Partner with Government to create awareness in showcasing the development contribution of Kenyans Abroad; and
- b) 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.

4.2.18 Parliament

The role of Parliament will be multifaceted, encompassing legislative, oversight, budgetary, and representational functions to ensure that the Kenya Diaspora Policy effectively harnesses the potential of the diaspora for the development of the country.

The Parliament, through the relevant Committees, will review the proposed Kenya Diaspora Policy to ensure alignment with the broader development goals and legal frameworks, and the protection of the rights and welfare of Kenyans in the Diaspora.

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.

This policy will be implemented by two committees including: The National Steering Committee and the Technical Coordinating Committee.

CHAPTER FIVE: MONITORING AND EVALUATION FRAMEWORK

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.

5.1 Monitoring and Evaluation of the Policy

Monitoring and evaluation of the Kenya Diaspora Policy 2024 will be linked/integrated through the Electronic National Integrated Monitoring and Evaluation System (e-NIMES). The M&E of the Policy is intended to provide information on:

- How the operationalization of the Policy is meeting its set objectives;
- The challenges facing its implementation;
- What corrective actions may be needed to ensure delivery of results; and
- Whether it is making any positive contribution to the sustainable development of the Country.
- Provide feedback on its performance at the National level.

5.2 Policy Review

The Policy shall be reviewed after ten years of implementation or as need may arise from changing laws, policies and regulations, and emerging global issues. The review shall be initiated and coordinated by the State Department responsible for Diaspora Affairs after a successful evaluation of the Policy. The findings of the evaluation shall be used to improve the Policy and to inform on the performance and review of the Policy.

ANNEX: IMPLEMENTATION MATRIX

| Policy goal: The policy seeks to mainstream and empower Kenyans Abroad to effectively make a significant contribution to the development of the country | | | | | |
|---|---|--|--|-----------------------------|---|
| Policy Objective | Policy strategy | Key Output | Indicator | Means of verification | Actors |
| Policy Area: Rights, Welfare and Interests of the Kenyan Diaspora | | | | | |
| To protect the rights and promote the welfare and interest of Kenyans Abroad | Map out the Kenyan Diaspora geographically and create a Diaspora Database | Diaspora mapped out and database created | Diaspora Database | Operational database | SDDA/Missions/MDAs |
| | Develop and implement an Evacuation Plan | Evacuation and Repatriation Plan | Evacuation and Repatriation Plan | Operational Evacuation Plan | SDDA, SDFA, DPs, MI&CoNG |
| | | | No. of distressed repatriated | Reports and data | |
| | Develop measures to protect, support, and promote the rights, welfare, and interests of Kenyan citizens living abroad | Measures developed | Measures | Reports | SDDA, SDFA, State Law Office |
| | Provide effective and responsive consular services to Kenyan Diaspora | Consular Services offered to the Diaspora | No. of Kenyans served | Reports | SDDA, SDFA, SDI&CS |
| | | | No. of services offered | | |
| | | | No. of countries reached | | |
| | Facilitate repatriation and evacuation of distressed Kenyans and mortal-remains of deceased Kenyans overseas | Kenyans repatriated/evacuated Mortal-remains of deceased Kenyans repatriated | No. of Kenyans repatriated | Reports | SDDA, SDFA, SDI&CS, MoD, Diaspora Associations |
| | | | No. of cases facilitated | Reports | |
| | Develop reintegration programmes for Diaspora returnees | Reintegration Action Plan | No. of diaspora returnees reintegrated | Reports | SDDA |
| | | | No. of Action Plans | Action Plan | SDDA |
| | Promote the participation of Kenyan diaspora in democratic processes in collaboration with IEBC | Diaspora engaged in general elections Forums for engagement between IEBC and the Diaspora | No. of registered Diaspora voters | Reports | SDDA, IEBC, Diaspora Associations |
| | | | No. of Diaspora voters | | |
| | Develop a framework for legal aid for Kenyan diaspora in need of justice | Legal Aid Framework | Frameworks | Framework | SDDA, State Law Office, SDFA, Diaspora Associations |
| No. of Kenyans assisted | | | Reports | | |
| Facilitate pre-departure training for Kenyans travelling abroad | Kenyans offered pre departure training | No. of Kenyan trained | Reports | SDDA, NEA, NITA | |
| Establish Diaspora Safe Houses in cities with high distress cases abroad | Diaspora Safe Houses established | No. of Safe Houses | Certificate of Ownership/ Lease Agreements | SDDA, SDFA, TNT | |

| Policy goal: The policy seeks to mainstream and empower Kenyans Abroad to effectively make a significant contribution to the development of the country | | | | | |
|--|--|---|---|------------------------------|--|
| Policy Objective | Policy strategy | Key Output | Indicator | Means of verification | Actors |
| | | | No. Kenyans served | Reports | |
| | Establish mechanisms for portability of social benefits of Kenyans living in the diaspora | Bilateral Agreements/MoUs | No. of Agreements/MoU | Agreements/MoUs | SDDA, SDL, NSSF |
| | Establish a framework for centralized diaspora data management and access to services | Diaspora Integrated Information Management System (DIIMS) established | DIIMS | DIIMS | SDDA, MDAs |
| | | Diaspora 24hr Response Centre established | No. of Response Centres | Response Centre | SDDA, MDAs |
| | Develop and implement a mental health Action Plan | Mental Health Action Plan developed and implemented | Mental Health Action Plan | Action Plan | SDDA, MDAs |
| | | | No. of Kenyans in the Diaspora served | Reports | SDDA |
| Policy Area 2: Diaspora Savings, Investments, remittances and technology transfer | | | | | |
| To facilitate Diaspora Savings, Investments, remittances and technology transfer | Map out the Kenyan Diaspora geographically and create a Diaspora Database | Kenyan Diaspora Mapped out | Survey Report | Report | SDDA, SDFA, DPs |
| | | Diaspora Database created | Diaspora Database | Database | |
| | Strengthen remittance infrastructure as well as develop incentive framework to facilitate diaspora remittances | Incentives Framework for Remittances developed | Incentive Framework | Reports | SDDA, TNT, CBK, MDAs, remittance companies |
| | | Enhanced use of formal channels of remittance | No. of Kenyans using formal channels of remitting | Reports | |
| | Incentivize Diaspora savings in local financial institutions | Diaspora Savings Incentives Framework | No. of diaspora bank accounts opened | Reports | SDDA, KBA, Commercial Banks, CBK |
| | | | Amount of Diaspora Savings in local financial institutions | | |
| | Facilitate the portability of knowledge, skills, innovation and technical resources available in the diaspora for national development | Diaspora knowledge, skills and technology database created | No. of databases | Database | SDDA, QUEA, NACOSTI |
| | | Diaspora placement Programme developed | No. of programmes implemented No. of Diasporians involved in the programme | | SDDA, DPA, Diaspora Associations |
| | Develop strategies to facilitate access to opportunities for productive investment of remittances | Diaspora Investment Strategy Developed | Diaspora Investment Strategy | Investment Strategy | SDDA, MDAs |

| Policy goal: The policy seeks to mainstream and empower Kenyans Abroad to effectively make a significant contribution to the development of the country | | | | | |
|--|--|---|--|------------------------------|--|
| Policy Objective | Policy strategy | Key Output | Indicator | Means of verification | Actors |
| | Collaborate with the Diaspora in promoting Kenya as an investment destination of choice and mobilizing Foreign Direct Investment | Foreign Direct Investment mobilized through the Diaspora | Amount of FDI mobilized | Reports | SDDA, Diaspora Associations |
| | Establish new and enhance trade and investment channels in order to promote further local investment by Kenyans living in the diaspora | New investment channels established | No. of new investment channels | Reports | SDDA, SDT, Diaspora Associations |
| Policy Area 3: Partnerships and engagement with the Kenyan Diaspora | | | | | |
| To strengthen partnership and collaboration with the Kenyan diaspora | Facilitate formation of the Diaspora Summit/ Council to strengthen the relationship between the Government and the Diaspora | Diaspora Summit/Council established | Diaspora Summit/Council | Operational Summit | SDDA, SDFA, Diaspora Associations |
| | | Enhanced relationship between the Government and the Diaspora | | | |
| | Establish a framework for partnership and engagement between the Diaspora and County Governments | Diaspora Liaison Desks established by Counties | No. of counties with Liaison Desks | Reports | SDDA, County Governments, CoG |
| | Strengthen engagements with Diaspora Associations | Engagements with Diaspora Associations strengthened | No. of engagements | Reports | SDDA, SDFA, Diaspora Associations |
| | Decentralize Government services to Kenyans in the Diaspora | Mobile Consular Services (MCS) offered to the Diaspora | No. of MCS undertaken No. of Kenyans in the diaspora served | Reports | |
| | Establish mechanisms for awarding exemplary diaspora initiatives | Mechanism established | No. of awards | Awards Scheme | SDDA, Diaspora Associations |
| | Engage Kenyan sportsmen and women, artistes, and other eminent Kenyans to promote patriotism and social cohesion in Kenya and globally | Kenyan sportsmen and women engaged | No. of sportsmen and women | Reports | SDDA, SDS, SDFA, Diaspora Associations |
| | Promote the Kenyan brand and appoint diaspora brand ambassadors to market Kenyan services and products in foreign countries | Diaspora Brand Ambassadors appointed | No. of brand Ambassadors | reports | SDDA, SDFA, Diaspora Associations |

| Policy goal: The policy seeks to mainstream and empower Kenyans Abroad to effectively make a significant contribution to the development of the country | | | | | |
|--|--|---|--|------------------------------|---|
| Policy Objective | Policy strategy | Key Output | Indicator | Means of verification | Actors |
| | Facilitate the establishment of cultural centres in the Missions Abroad | Cultural Centres established | No. of Cultural Centres | Operational centres | SDDA, SDFA |
| | Establish a framework for collaboration with Professional bodies, membership organizations, membership of alma mater organizations, and political parties with the Kenyan diaspora | Framework for collaboration established | Collaboration Framework | Framework | SDDA, Diaspora Associations, Professional bodies, membership organizations, membership of alma mater organizations, and political parties |
| | Establish a mechanism for collaboration with Business Member Organizations and Private Recruitment Associations | Mechanism for collaboration established | Collaboration mechanism | Collaboration mechanism | SDDA, BMOs, Private Recruitment Agencies |
| Policy Area 4: International Job Placement for Kenyans | | | | | |
| To facilitate placement of Kenyans in the international jobs market | Establish the Diaspora Placement Agency | Diaspora Placement Agency established | Level (%) of establishment | DPA | SDDA |
| | | | Job orders facilitated by: Diaspora, Government, private sector and other partners | Report on jobs created | |
| | | Kazi Majuu Portal established | Portal | Operational portal | SDDA |
| | Establish a mechanism for collaboration with private recruitment associations | Mechanism for Collaboration established | Collaboration Mechanism | Mechanism | SDDA, Private Recruitment Associations |
| | Develop a diaspora skills, knowledge, and expertise database | Database developed | No. of databases | Database | SDDA |
| | Facilitate skills, knowledge and technology transfer for the Kenyan Diaspora | Skills, knowledge and technology transferred by the Kenyan Diaspora | Portfolio of Skills, knowledge and technology transferred | Portfolio | SDDA, SDFA, Diaspora Associations |
| | Support accreditation and endorsement of Kenya's qualifications and skills with those of foreign countries for easy access into higher education and foreign jobs by | Qualifications and skills accredited and endorsed | No. of qualifications and skills mutually recognized | Mutual recognition framework | SDDA, MoE, QUEA |

| Policy goal: The policy seeks to mainstream and empower Kenyans Abroad to effectively make a significant contribution to the development of the country | | | | | |
|---|--|-------------------|-----------|-----------------------|----------------------|
| Policy Objective | Policy strategy | Key Output | Indicator | Means of verification | Actors |
| | Kenyans living in the diaspora | | | | |
| | Develop a framework to support Kenyans in the diaspora in harnessing opportunities for employment and enterprise development in collaboration with Business Member Organizations | Framework created | Framework | Reports | SDDA, SDL, BMOs, DPs |

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