

Belonging, Hope, Potential: Eswatini Diaspora Mapping Project – Full Report

21/09/2021

Final Report

Completed by: Dr Maria Gallo

*In partnership with the
International Organization for Migration Eswatini*

TABLE OF CONTENTS

Abbreviations	3
EXECUTIVE SUMMARY	4
.....	8
.....	8
1 OVERVIEW	10
1.1 Objectives of the Project.....	11
1.1.1 Overview of the Report.....	12
1.2 Research Mapping Methodology	12
1.2.1 Desk Research.....	12
1.2.2 Research Mapping Tools – Online Survey	13
1.2.3 Focus Group Analysis: Meet and Greet Event.....	13
1.2.4 Online Interviews.....	14
1.2.5 Overview of the Diaspora Engagement Research results.....	14
1.2.6 Technical Working Group	15
1.3 Definition of Eswatini Diaspora.....	15
1.4 Challenges and Limitations of the Project	16
1.4.1 COVID-19 Pandemic and Digital Literacy	16
1.4.2 Social Unrest in Eswatini.....	16
1.4.3 Building Trust and Data Protection.....	16
1.4.4 Diversity in Eswatini Diaspora.....	16
1.5 Diaspora Engagement: Why Now?.....	17
2 DIASPORA ENGAGEMENT – OVERVIEW OF MAPPING AND PROFILE	18
2.1 Historical and Current Eswatini Diaspora Trends.....	18
2.1.1 Diaspora Data on Emaswati Abroad	18
2.1.2 Government Strategy, Policy and Rights.....	19
2.1.3 Cultural Diplomacy and Tourism.....	21
2.2 Diaspora Engagement Mapping – Profile and Diaspora Sentiment.....	22
2.2.1 Emaswati Diaspora Profile	22
.....	23
2.2.2 Emaswati Diaspora Sentiment and Eswatini.....	24
2.2.3 Diaspora Diplomacy and Philanthropy.....	25
3 DIASPORA MAPPING ANALYSIS	29
3.1 Belonging: Key Diaspora Theme	30

**Belonging, Hope, Potential: Eswatini Diaspora Mapping Project –
Full Report**

3.1.1	Broad diaspora identity.....	30
3.1.2	Citizenship, Mobility and Formal Diaspora Groups.....	31
3.2	Hope: Key Diaspora Theme.....	33
3.2.1	Vacation, Visit, Retire.....	34
3.2.2	Building Trust.....	35
3.3	Potential: Key Diaspora Theme.....	37
3.3.1	Initiate ‘Brain Gain’	38
3.3.2	Affinity to Collaborative Action	39
3.4	Gap Analysis - Summary.....	40
4	RECOMMENDATIONS: DIASPORA ENGAGEMENT AND ESWATINI.....	42
4.1	Overview of Thematic Recommendations.....	43
4.1.1	Belonging	43
4.1.2	Hope.....	44
	44
4.1.3	Potential	45
5	CONCLUSION	47
6	ANNEX	48
6.1	Technical Working Group – Membership	48
6.2	A Sample List of Eswatini Diaspora Groups – Formal, Emerging and Social Media-based Networks 49	
6.3	Diaspora Capital Wheel	50
6.3	Appendix Document (separate to Report).....	51
	Appendix A: Online Mapping Emaswati Survey – Final Version on i-Diaspora – South Africa	51
	Appendix B: Online Mapping Emaswati Survey – Final Version on i-Diaspora – Emaswati Abroad	51
	Appendix C: Listing of Emaswati diaspora indicating interest in additional interviews/focus groups	51
	Appendix D: Listing of Emaswati diaspora consenting to further engagement by IOM in diaspora engagement (beyond interviews and focus groups)	51
	Endnotes.....	51

Abbreviations

AU	African Union
COMESA	Common Market for Eastern and Southern Africa
EUDIF	European Union Global Diaspora Facility
DDI	Diaspora Direct Investment (Diaspora-driven Foreign Direct Investment)
FDI	Foreign Direct Investment
GDP	Gross Domestic Product
HDI	Human Development Index
IOM	International Organization
SACU	Southern African Customs Union
SADC	Southern African Development Committee
TWG	Technical Working Group for the Eswatini Diaspora Project
WOGA	Whole of Government Approach

Disclaimer

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

EXECUTIVE SUMMARY

In early 2021, the International Organization for Migration Eswatini in partnership with the Government of the Kingdom of Eswatini embarked on a diaspora engagement project. One of the key components of the project is the mapping exercise of the Emaswati with a particular emphasis on the Emaswati diaspora in South Africa. *Belonging, Hope, Potential* is the final report to culminate the Eswatini diaspora mapping process.

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

-Liswati interviewee, South Africa, May 2021

This mapping of the Emaswati was undertaken by an independent researcher, Dr Maria Gallo, in consultation with an appointed Technical Working Group. This Technical Working Group comprises of identified key stakeholders in the process of diaspora engagement for Eswatini, including key ministerial officials of the Government of the Kingdom of Eswatini, the International Organization for Migration Eswatini (with support from the regional IOM South Africa office), civil society and other key stakeholders.

Objectives and Overview of the Diaspora Engagement Mapping Project

The mapping component of this project includes the following objectives:

1. Undertake a mapping and profiling of the Emaswati diaspora with a focus on South Africa;
2. Work with the IOM and the Ministry of Foreign Affairs and International Cooperation (Kingdom of Eswatini) to identify diaspora networks and profile diaspora communities according to their location, skills/qualifications, transnational links and current/previous participation in initiatives in Eswatini;

The overview of the research data gathered during the diaspora engagement period for this mapping exercise is outlined in Figure A:

Overview of the Research Instruments for Data Collection

Method	Location	In South Africa	Abroad ^[1]	Returnees to Eswatini	Total
Online survey		27	15	12	54
Online interviews		7	2	1	10
Interviews key informants					8
Focus Group event (Johannesburg) ^[2]		48			48
Total connections		82	15	13	110
Total unique diaspora connections		64	13	13	90

^[1] Emaswati abroad include: Taiwan (n=5); Belgium (n=2) Ghana (n=1) Germany (n=1) Ireland (n=1) Malawi (n=1) Sri Lanka (n=1) Tanzania (n=1) United Kingdom (n=1) United States (n=1)

^[2] Only 10 (22%) of ‘Meet and Greet’ Event Emaswati in SA participants completed the survey

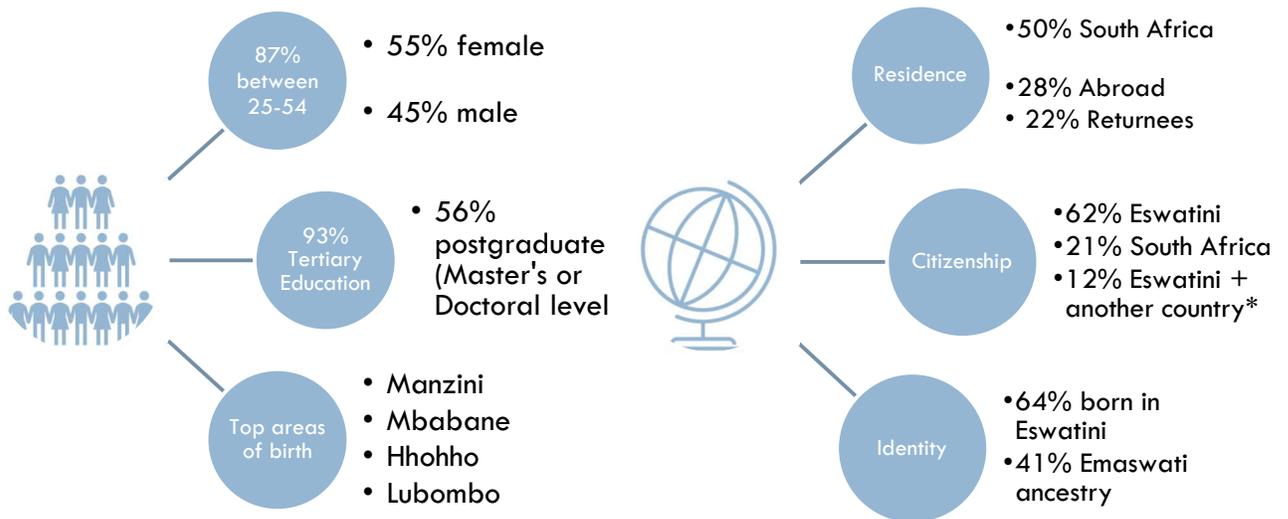
The top countries of destination for Emaswati abroad: South Africa (92,608); United Kingdom (1,651), Botswana (611), Portugal (587) and Canada (485).¹

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

-Liswati interviewee, outside Eswatini, August 2021

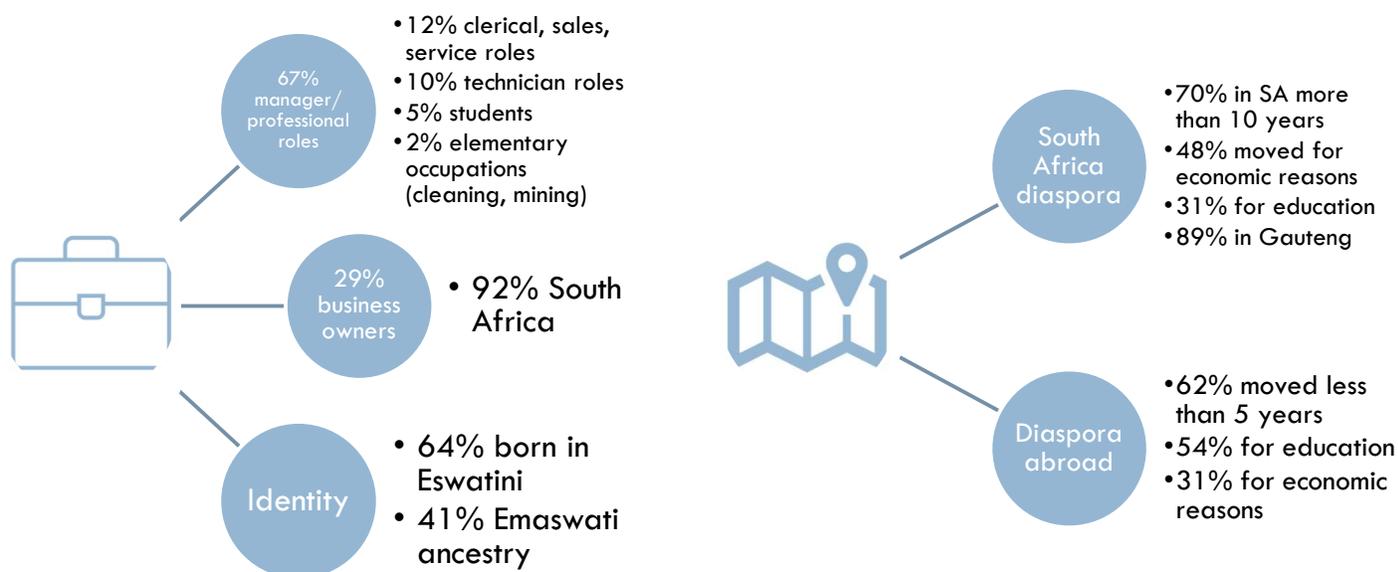
Eswatini is a high migration state, with emigrants representing 9.4% of the total population (or 108,188), reinforcing the importance of this diaspora engagement project to re-engage with this key community of the Eswatini population. These EUDiF figures highlight that 52.7% of the diaspora community abroad are male and 47.5% are female. This emphasizes the importance of a continued gender balanced approach to diaspora engagement for Eswatini. Moreover, between 2010 and 2015 Eswatini experienced a significant increase in emigration, including a 52.7% increase in Emaswati in South Africa from 59,752 in 2010 to 91,232 in 2015.² Since 2015, population of Emaswati in South Africa has remained steady at about 90,000. Eswatini is recognized to have a highly skilled diaspora, with the potential to support human capital development and labour requirements in the country.³

Overview of Diaspora Survey Respondents Demographic Profile data



There is a strong sense of identity as Emaswati that permeated the conversations, the discussions, and the survey data. 98% of survey respondents reported they considered themselves to be Emaswati or of Eswatini descent. This is consistent with the data from the diaspora survey that shows 83% indicated they had a very strong or strong connection to Eswatini. For those that were born in Eswatini, 70% continued to hold a very strong or strong connection to their area of birth.

Overview of Diaspora Survey Respondents - Education, Employment, Residency Profile



Diaspora Mapping: Sentiment and Analysis

Emaswati diaspora also expressed a keen interest in Eswatini tourism, with 93% stating their interest in leisure travel, a vacation or short-term tourism, especially once COVID-19 restrictions permit.

89% of Emaswati diaspora in South Africa surveyed did not vote in the last election in Eswatini. 100% of these Emaswati diaspora in South Africa indicated that they would vote

if given the facility to do so, with 48% of these indicate that they would ‘definitely’ vote if the opportunity was available. Similar results arose from the group of Emaswati diaspora abroad, with 93% indicating they would vote, and of these 47% reporting they would ‘definitely’ do so if it was available.

“There are beautiful areas of South Africa, but still they can’t be compared to certain areas of Eswatini. I think the biggest bank for Eswatini is tourism...How do we then link Eswatini tourism to South African tourism? The benefit will create a win-win situation for both countries.”

-Liswati Interviewee, South Africa, June 2021

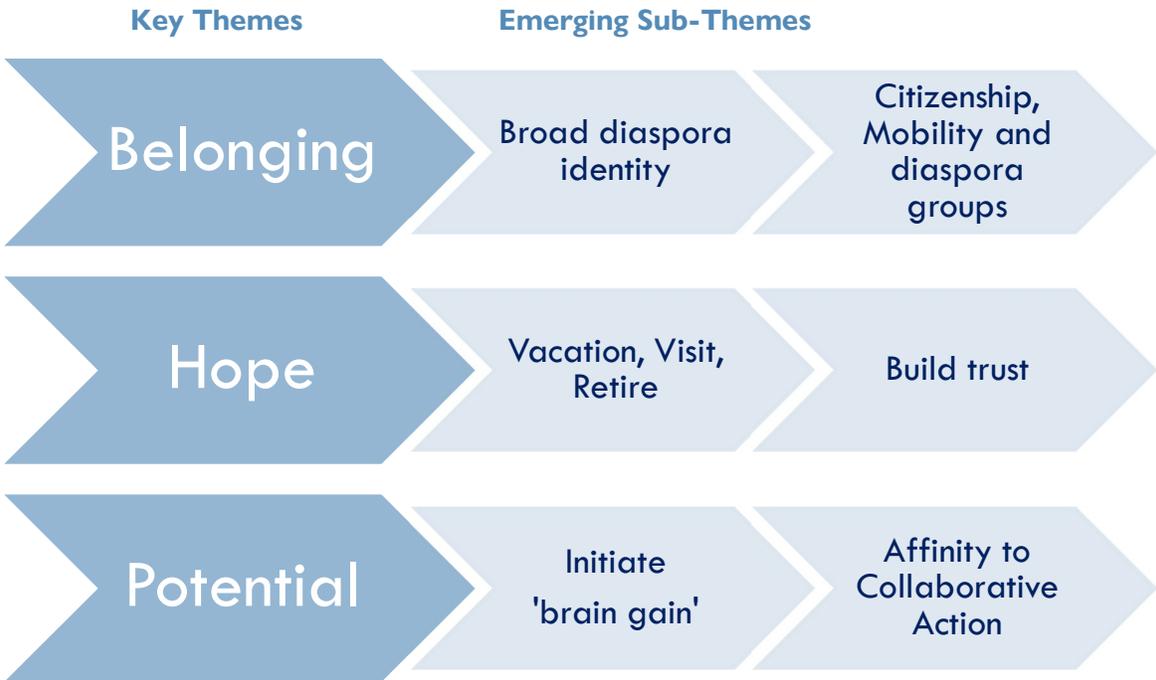
The majority of Emaswati surveyed outside Eswatini indicated they had participated in diaspora diplomacy efforts, namely formal or informal knowledge transfer programs with those in Eswatini. 56% of survey Emaswati diaspora respondents in South Africa indicating their participation in knowledge transfer and 39% of all Emaswati respondents abroad (including South Africa). This type of volunteerism to support in the technical or knowledge transfer to those in Eswatini, for most of the diaspora participating occurred multiple times (87%). One-third of Emaswati indicated in the past they were involved in education or training for professionals in Eswatini.

While diaspora has been giving of their time and talent linked to knowledge transfer in an informal way, 89% of those surveyed in South Africa would be willing to participating in a formal knowledge transfer programme supported by the Government of the Kingdom of Eswatini or key agencies. 80% of Emaswati abroad also indicated their interest in participating in formal Eswatini knowledge transfer programs.

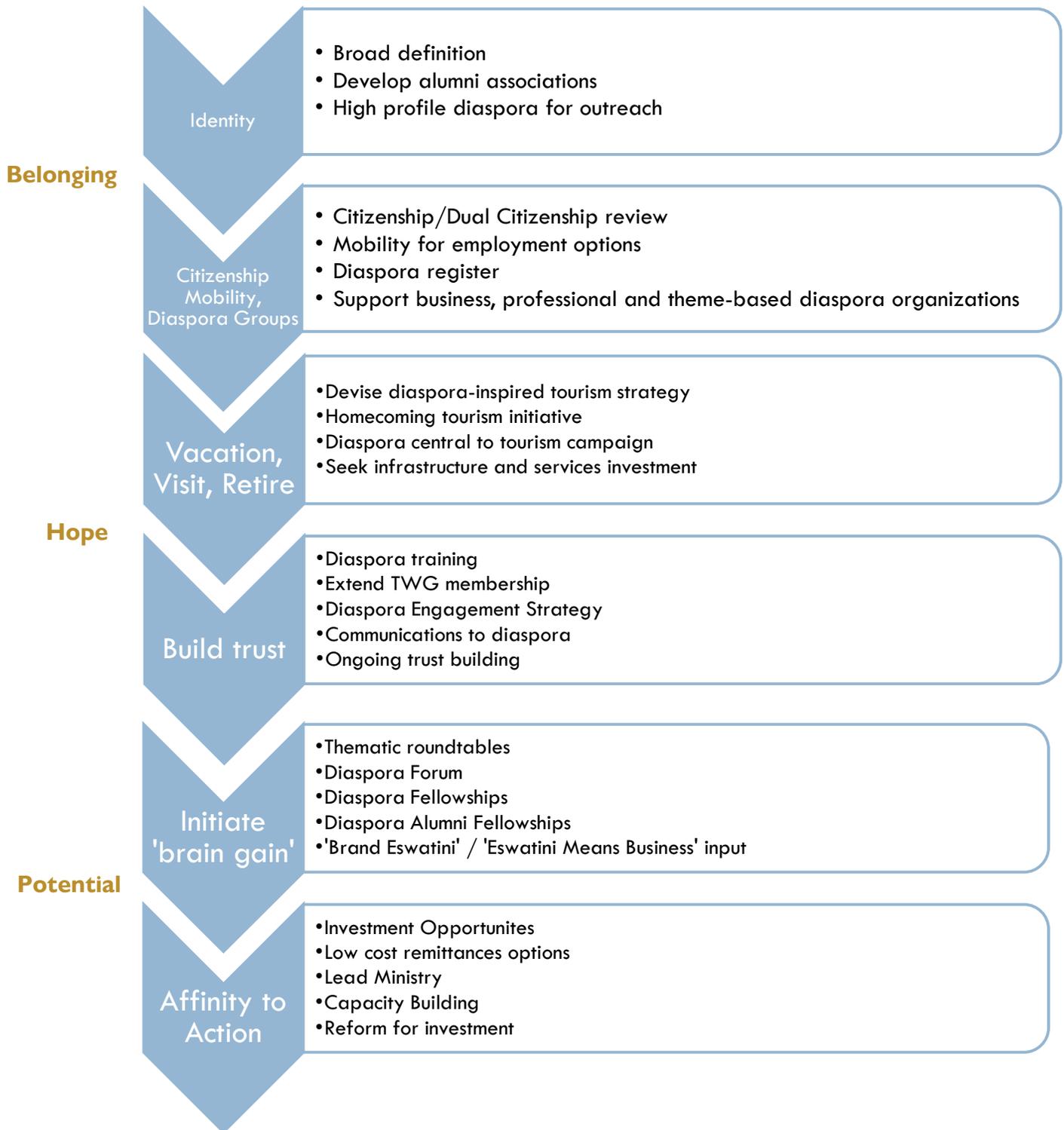
In addition, over 79% of all Emaswati diaspora indicated in the survey they were very likely or likely to make a financial contribution to Eswatini in the future. Of these respondents, 45% indicated they were very likely to make a financial contribution. The Emaswati diaspora did indicate a wide range of conditions to making this investment viable (see Figure F), which slightly differed between Emaswati in South Africa and those living abroad. For instance, 73% of the diaspora abroad indicated they would consider investment if there was improved safety and security whereas only 18% of Emaswati in South Africa responded with this condition.

The top five areas that Emaswati are willing to make an investment include: agriculture and forestry (48%); real estate; construction; financial and insurance activities, human health, and social work activities.

Three Key Themes from the Diaspora Engagement Mapping Exercise



Diaspora Engagement Mapping Recommendations: Drawing on the Key Themes



Conclusion: Building on Belonging, Hope and Potential

This report is inspired by the stories and candid dialogue with Emaswati diaspora in South Africa and abroad. This mapping exercise demonstrates the interest from the Emaswati diaspora in South Africa and abroad in Eswatini. For many of them, they maintain family ties and bonds to the country. Those that participated directly in the survey, focus group Meet and Greet event and interviews recognize the potential for an enhanced dialogue between the Emaswati diaspora and key stakeholders within Eswatini including the government, key agencies, business, civil society, and professional leadership. The effective policy and programming involving Emaswati diaspora will also require a whole-of-government approach, while the mobilization of the diaspora will require a whole-of-society approach.

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

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

During this process the Kingdom of Eswatini experienced a period of social unrest that began in June 2021. While this resulted in a pause on the diaspora engagement process temporarily, from this crisis emerged opportunity. Diaspora groups of Emaswati previously unknown to the Kingdom, are now visible, showing a commitment to supporting the future economic and social development of the country. This diaspora mobilization is ongoing at time of writing (September 2021). This activity presents an immense future opportunity to engage Emaswati in South Africa and worldwide.

In the IOM 3E strategy for working with diaspora, this mapping exercise is the first step in the process the ‘E’ for enable. Harnessing the potential of diaspora engagement is the second ‘E’ engage. To mobilize towards the final ‘E’ empower, the Emaswati diaspora need formal mechanisms and groups to network and begin forging collaborative partnerships with view they eventually offer benefit to Eswatini.

Belonging, Hope, Potential: Eswatini Diaspora Mapping Project – Full Report

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

-Liswati interviewee, South Africa, May 2021

1 OVERVIEW

In early 2021, the International Organization for Migration Eswatini in partnership with the Government of the Kingdom of Eswatini embarked on a diaspora engagement project. One of the key components of the project is the mapping exercise of the Emaswati with a particular emphasis on the Emaswati diaspora in South Africa.

The UN Resident Coordinator, Ms Nathalie Ndongo-Seh, at the launch of the Diaspora Engagement Project in February 2020, said the following:

“The Kingdom of Eswatini holds immense potential to establish a meaningful relationship with Emaswati diaspora across the world. Thus, with a growing diaspora, there are continuously new opportunities to create vital relationships and enhance the development agenda of the Kingdom.”⁴

Belonging, Hope, Potential is the final report to culminate the Eswatini diaspora mapping process. This report assembles the learning from the previous submissions related to this mapping process, including the inception report (April 2021) and mapping thematic analysis (July 2021). During this process the Kingdom of Eswatini experienced a period of social unrest that began in June 2021. While this resulted in a pause on the diaspora engagement process temporarily, from this crisis emerged opportunity. Diaspora groups of Emaswati previously unknown to the Kingdom, are now visible, showing a commitment to supporting the future economic and social development of the country. This diaspora mobilization is ongoing at time of writing (September 2021). This activity presents an immense future opportunity to engage Emaswati in South Africa and worldwide.

This mapping report includes the following:

- a literature and documentary analysis to situate the Emaswati diaspora in context;
- a mapping of the diaspora in South Africa and beyond, with some indicated limitations to the study;
- an analysis of the gaps and recommendations for future Emaswati diaspora engagement;

This mapping of the Emaswati was undertaken by an independent researcher, Dr Maria Gallo, in consultation with an appointed Technical Working Group. This Technical Working Group comprises of identified key stakeholders in the process of diaspora engagement for Eswatini, including key ministerial officials of the Government of the Kingdom of Eswatini, the International Organization for Migration Eswatini (with support from the regional IOM South Africa office), civil society and other key stakeholders.

Finally, this report is central to the wider diaspora project, to inform future diaspora engagement efforts.

1.1 Objectives of the Project

The mapping component of this project includes the following objectives:

- Undertake a mapping and profiling of the Emaswati diaspora with a focus on South Africa;
- Work with the IOM and the Ministry of Foreign Affairs and International Cooperation (Kingdom of Eswatini) to identify diaspora networks and profile diaspora communities according to their location, skills/qualifications, transnational links and current/previous participation in initiatives in Eswatini;

These objectives are drawn from the initial mapping terms of reference and are covered in the report:

Objective	Report Section
• Historical and current perspectives of Eswatini diaspora-related trends and engagement that may inform diaspora engagement practice	See Section 2
• Relevant gaps that exist to inform policy actions, targets and strategies instruments to enhance the relationship with the diaspora and facilitate their contribution to the social and economic development of Eswatini;	See Section 3
• Emaswati diaspora's presence in South Africa (the country where the majority of Emaswati Diaspora is believed to be living), in order to identify the already established mechanisms in countries of destination and guide how to engage with the different constituencies of the Emaswati diaspora;	See Section 2
• Main features of the Emaswati diaspora in terms of the profile of Emaswati abroad relative to levels of education, professional development, socio-economic status and areas of interest that diaspora programmes and strategies could identify to address;	See Section 2
• Social networks which may constitute avenues of strong engagement between the Emaswati diaspora and the home country, to inform policy actions and strategies;	See Section 3
• Various actors to inform the institutional framework, whereby outlining the key responsibilities and roles of Ministries, Governmental and non-Governmental institutions and most importantly the diaspora cell, which will act as the central point for coordination of diaspora engagement;	See Section 4
• To possible focus areas, which can be of strong interest to the Diaspora in the short and medium terms, such as remittances, direct investments, human capital transfers, philanthropic contributions, capital market investments, and tourism, or challenges towards diaspora engagement.	See Sections 3 and 4

1.1.1 Overview of the Report

This report is based on the mapping project diaspora engagement and data collection that was undertaken between April and August 2021. The sections of this report are as follows:

Section 1 – Introduction: Objectives and Research Methodology

Section 2 – Overview of Mapping and Profile of the Emaswati diaspora

Section 3 – Diaspora Mapping Analysis

Section 4 – Recommendations

Section 5 – Conclusion

Section 6 – Annex

Appendix to the Report (separate documents) includes a copy of the surveys and diaspora listing to the IOM.

1.2 Research Mapping Methodology

The mapping component of this Diaspora Engagement Project offers the first stage is understanding and identifying the Eswatini diaspora community. This is only the beginning of building relationships and trust with the Emaswati diaspora in South Africa and worldwide. This trust-building and collection of information on the Emaswati diaspora will remain a continuous process based on the evolution of mutually identified needs of the diaspora and Eswatini.

The mapping of the Emaswati diaspora in South Africa and beyond included the following:

- Extensive desk research on Emaswati diaspora and Eswatini-related diaspora documentation
- Online survey (n=54)
- Online interviews (n= 10) and focus group sessions (Meet and Greet event) in Johannesburg (n=45)
- Online interviews with key informants and members of the TWG (n= 8)

The project began in April 2021 and was completed in September 2021. The timeframe for the diaspora dialogue directly from Emaswati was May to August 2021.

With limited formal and known Emaswati diaspora organizations or societies in South Africa, the diaspora engagement relied on word-of-mouth for dissemination between members of the Emaswati diaspora. Members of the Technical Working Group along with online engagement (including with the hashtag #15MinutesforEswatini) also contributed to promoting the diaspora dialogue component of the project.

Key Ministries in the Government of the Kingdom of Eswatini, agencies and organizations played a strategic role in promoting the diaspora dialogue component of the project. The missions in South Africa played a key role in supporting this process, including in facilitating the focus group component of the project: the Meet and Greet Event in Johannesburg in May 2021.

1.2.1 Desk Research

The desk research involved the review of primary and secondary sources of research materials relevant to the engagement of Emaswati diaspora. This material included: academic literature, online media content, social media content, government documentation, and policy research.

1.2.2 Research Mapping Tools – Online Survey

The online survey was a key diaspora engagement and data gathering tool. The Eswatini Diaspora Engagement Project has agreed to participate in an IOM pilot of the i-Diaspora survey tool.⁵ The IOM Headquarters in Geneva, Switzerland designed the diaspora survey, including core questions and additional economic and identity questions towards creating an international comparable aggregate dataset of diaspora data. Eswatini was the first country to pilot the English-speaking survey following a Spanish language pilot in Ecuador in 2020. To maximize its relevance to the participating Eswatini diaspora, the questions in the survey were tailored for Eswatini.

Initially the survey was confined to the Eswatini residing in South Africa. However, as the data collection time progressed, it was evident that Eswatini diaspora abroad were also interested in engagement. A second survey, with identical questions, was devised to distribute to this group. In addition, returnee Eswatini based in Eswatini (n=12) also completed the survey creating partial responses. A final version of the online surveys on i-Diaspora is available in the separate Appendix Document to this report, Appendix A and Appendix B.

The use of i-Diaspora for the dissemination of the survey also ensured the survey was accessed through mobile technology and completed easily in areas with unreliable internet connection. As noted in the instructions and the preamble of the survey, the survey was anonymous. The collection of data was analyzed and presented in aggregate. Any personal data collected for interviews/focus groups (e.g. e-mail addresses or telephone numbers) were stored separately to the survey data.

Apart from the diaspora returnees, overall, all survey completed were fully completed, with no spoiled surveys. As noted in the next section, while the number of completed surveys by was lower than initially anticipated, the diaspora engagement from those that completed the survey was extremely high, with 69% of diaspora respondents indicating they would be willing to be contacted by the independent research or IOM for a follow-up focus group or interview, including 85% of those Eswatini living in South Africa. This demonstrates the deep affinity and appetite to fully engage with this project.

1.2.3 Focus Group Analysis: Meet and Greet Event

The IOM and the Government of the Kingdom of Eswatini organized a diaspora engagement event at the South Africa Sandton-Protea (Balalaika) Hotel, Johannesburg. The event acted as a series of focus groups, to interact with Eswatini diaspora and learn their potential interest in engaging with different entities in Eswatini towards active involvement in the social and economic development of the country.

The event was attended by a total of 61 participants inclusive of Eswatini Honorable Minister of Justice and Constitutional Affairs, Honorable Minister of Economic Planning and Development, Honorable Minister of Commerce Trade, and Industry (Head of Delegation). The meeting was also joined by IOM Regional Director, IOM South Africa Senior Labour Mobility and Human Development Specialist, IOM Eswatini Head of Office, Eswatini diaspora mapping exercise research consultant who joined virtually, six members of Eswatini diaspora Technical Working Group and 48 Eswatini diaspora participants from South Africa (of which 45 offered their contact details). The invitation to attend this event was extended to those Eswatini in South Africa on an active list held by the Government and/or consulate in Johannesburg.

1.2.4 Online Interviews

The final question of the online survey asked participants if they were willing to participate in an interview. In addition, those who attended the focus group event in Johannesburg were also asked if they were interested in participating in a one-to-one online interview. This created a convenience sample that had already been screened to meet the initial criteria sought for this mapping project (i.e. Emaswati living in South Africa). In addition, Emaswati living abroad who completed the survey were also asked if they wished to participate in an online interview.

The online interviews opened a candid and meaningful dialogue with the diaspora, following a semi-structured interview format. The Liswati interviewee were offered a platform to explore ideas related to their connection to Eswatini. The independent researcher acted as listener in this dialogue.

Over 30 diaspora indicated interest in being contacted for research interviews, however even upon repeated contact with these members of the diaspora, only 10 diaspora interviews were arranged during the period of diaspora engagement.

There are few known formal Emaswati diaspora groups in South Africa, although there are some recognized formal groups based in Europe.⁶ During the diaspora engagement period, 8 key informants were identified and interviewed, including a key member of the Swaziland Migrant Mineworkers Association (SWAMMIWA) and informational interviews with key members of new diaspora groups that emerged since the social unrest in Eswatini.

1.2.5 Overview of the Diaspora Engagement Research results

The overview of the research data gathered during the diaspora engagement period for this mapping exercise is outlined in Figure A:

Figure A: Overview of the Research Instruments for Data Collection

Method	Location	In South Africa	Abroad ^[1]	Returnees to Eswatini	Total
Online survey		27	15	12	54
Online interviews		7	2	1	10
Interviews key informants					8
Focus Group event (Johannesburg) ^[2]		48			48
Total connections		82	15	13	110
Total unique diaspora connections		64	13	13	90

^[1] Emaswati abroad include: Taiwan (n=5); Belgium (n=2) Ghana (n=1) Germany (n=1) Ireland (n=1) Malawi (n=1) Sri Lanka (n=1) Tanzania (n=1) United Kingdom (n=1) United States (n=1)

^[2] Only 10 (22%) of 'Meet and Greet' Event Emaswati in SA participants completed the survey

Emaswati diaspora were also invited to provide their contact details to the IOM for future correspondence on the broader Diaspora Engagement Project. The IOM Eswatini will be presented with this Emaswati diaspora list as a separate document for future engagement (n=72). In addition, a separate listing of those Emaswati diaspora, noted from the survey, willing to engage with the IOM in further interviews or a focus group will also be included as a separate document to the IOM (n=74), with some overlap between the two groups.

1.2.6 Technical Working Group

To drive the overall Diaspora Engagement Project, a Technical Working Group was appointed that included a cross-section of Ministries in the Government of the Kingdom of Eswatini, key IOM personnel and key diaspora-linked organizations. Alongside the TWG, Kingsley Aikins, an internationally recognized diaspora expert and CEO of the Networking Institute, offered support to the diaspora mapping component of the project. A list of members of the TWG, as of April 2021, is in Section 6 - 6.1- Technical Working Group.

1.3 Definition of Eswatini Diaspora

This mapping exercise adopted a broad definition of the Eswatini diaspora. The Emaswati diaspora goes beyond those with Eswatini citizenship. Those with ancestry to Eswatini (e.g. parent or grandparent from Eswatini) are part of an inclusive definition. Former citizens of Eswatini are also part of a broad definition. Moreover, those who spent time in Eswatini (e.g. US Peace Corps, alumni of schools/university) or British-Swati diaspora are a component of a wider diaspora definition⁷ as they maintain an affinity and potential connections with the country.

As this broader Diaspora Engagement Project develops, the Technical Working Group are encouraged to confirm an overarching definition of Emaswati diaspora. An official Emaswati diaspora definition may be an evolving one, to align to the priorities of the project. Individual Liswati each have different motivations and interests in reconnecting with Eswatini. The challenge in diaspora engagement is identifying which Emaswati have the potential to forge and maintain a mutually beneficial relationship with Eswatini.

The purpose of a broad Eswatini diaspora definition should align with the ambitions and the overall objective of the Diaspora Engagement Project and the definition adopted for the mapping component is as follows:

To facilitate, enable and encourage meaningful communication between the Kingdom of Eswatini and the Emaswati diaspora, with the aim of promoting diaspora engagement in the national development agenda. This will be achieved by promoting two key approaches: (1) through building the capacity of the Government of the Kingdom of Eswatini to enhance their engagement with the diaspora; and (2) through promoting regular communication between the Government of the Kingdom of Eswatini and the Emaswati diaspora to increase the diaspora community interest to participate actively in the social and economic development of the country.

Therefore, to facilitate a social and economic development of Eswatini in partnership with the diaspora community, the TWG may see merit in maintaining a broad, inclusive definition of diaspora captured in this mapping project to include all those who identify with Eswatini and hold an affinity and motivation for potential future investment and support.

1.4 Challenges and Limitations of the Project

1.4.1 COVID-19 Pandemic and Digital Literacy

The ongoing COVID-19 pandemic impacted the ability to physically connect with the Eswatini diaspora. The in-person event in Johannesburg in early May offered a platform for focus group activity directly with the diaspora, however, the ongoing pandemic limited personal follow-up to the event. The pandemic put the dependence on online digital tools to communicate and connect with diaspora. However, even in the early informant interviews, it was acknowledged that there may be some limitations in engaging certain members of the diaspora in the online survey due to limited digital literacy of some Emaswati diaspora. Post-pandemic there is an opportunity to create meaningful in-person diaspora dialogue events to gather data from a broader section of Emaswati diaspora in South Africa and beyond. This data gathering may be best facilitated through local community-based research partnerships with church communities, unions, or other groups to assemble Eswatini diaspora for dialogue.

1.4.2 Social Unrest in Eswatini

Following a diaspora engagement period for this mapping for about 7 weeks in May and June 2021, there was a pause to this process following a period of social unrest in Eswatini that began at the end of June 2021. The pause in active engagement with diaspora, between late June to mid-August 2021, led to breaking the momentum in the communications with diaspora and direct engagement, in particular the follow-up from the Johannesburg event. The majority of diaspora engagement activity was conducted, and data gathered prior to the social unrest in June 2021. 74% of survey participation and 78% of the online interviews occurred prior to the end of June 2021.

It is acknowledged, however, that some new and previously unknown Eswatini diaspora groups emerged during this period. A sample of these new groups, initiated through social media, are listed in Section 6 – Appendix 6.2.

1.4.3 Building Trust and Data Protection

This is the first time Eswatini is formally engaging with its diaspora. This initial mapping exercise is only the beginning to building trust and creating confidence within the Emaswati diaspora community. While the independent nature of this project was clearly stated, there remained some hesitancy among members of the diaspora to participating meaningfully in the mapping process. Despite this limitation, the Emaswati diaspora that did participate were very motivated and willing to act as gatekeepers to promote this exercise and create a sense of trust within fellow diaspora. It should be recognized that alumni from Eswatini secondary schools and tertiary education in Eswatini/South Africa proved to be a successful way to increase diaspora participation worldwide.

1.4.4 Diversity in Eswatini Diaspora

The diaspora community of Emaswati in South Africa is not homogenous, but spans different ages, motivations, ideals, occupations, attitudes, and concerns. This mapping diaspora engagement process endeavored to reach as many of the Emaswati as possible in South Africa and beyond.

One limitation of the mapping component of this research was the smaller than anticipated response rate to the research tools. The survey was over 100 questions, and, although multiple choice, and the format may have dissuaded some diaspora with limited Internet connectivity, literacy, or time to participate in the survey. This is confirmed when reviewing the survey demographics and participation in the Johannesburg event: the most active

diaspora participants in the mapping are in mid-career managers or professionals. There was limited diversity in the diaspora group, notably among diaspora youth (under 25) and diaspora over 55.

The overwhelming majority of mapping project participants could be classified as the 'highly skilled' group. The literature suggests only 56% of emigrants from Eswatini are from this highly skilled group. It proved to be challenging during this mapping exercise to engage with Emaswati diaspora working in services, mining, domestic worker roles along with a difficulty in reaching out to current tertiary level students, who form part of the temporary diaspora population of Emaswati in South Africa. As the broader project builds trust it is hoped this will increase the potential to engage diverse diaspora groups.

1.5 Diaspora Engagement: Why Now?

This desk review of available literature shows a clear interest by the Government of the Kingdom of Eswatini to engage with Emaswati abroad for social and economic development of the country. Through the membership of several Government ministries on the Technical Working Group, the Government have shown they recognize the importance of a whole-of-government approach (WOGA) to diaspora engagement. The potential for diaspora engagement presented in government strategy, such as the *National Development Plan*, also demonstrate the interest to opening and continuing an open dialogue with the diaspora living in South Africa and beyond.

What does this diaspora engagement process offer to the Emaswati diaspora? Identifying and articulating this 'why now' benefits for both the country and for diaspora themselves. Initially, the diaspora engagement focused on the desire for this highly skilled and experienced diaspora to be involved in knowledge transfer activity to support Eswatini development. Delving deeper, while this is a laudable and altruistic pursuit, the diaspora also wanted to see this development because many of these Emaswati continue to have their immediate family in Eswatini.

The recent social unrest in Eswatini in 2021 has amplified the interest by and the mobilization of Emaswati abroad. New diaspora groups have emerged with a non-partisan and clear focus to build a better Eswatini, supporting its social and economic development. Many of the diaspora outside of South Africa, while smaller in number may be particularly motivated to get directly involved in diaspora activity for Eswatini. This engagement would also enable Eswatini's diaspora engagement efforts to align with the UN's International Decade for People of African Descent to 2024. As part of the decade-long campaign is the promotion and protection of human rights of people of African Descent- the [Year of Return – Ghana](#) was promoted as part of this initiative.

“Education is one of our least worries. We have infrastructure problems. We have health issues. We have a vast inequality problem. We have a group of people with a lot of wealth and then there's a 20-mile distance and after these 20 miles there's poor people. Nothing in between. There's not a fair distribution of the infrastructure, of the wealth, of the opportunities. There are not fairly distributed as you would expect.”

-Liswati interviewee, outside Eswatini, August 2021

2 DIASPORA ENGAGEMENT – OVERVIEW OF MAPPING AND PROFILE

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

-Liswati interviewee, outside Eswatini, August 2021

2.1 Historical and Current Eswatini Diaspora Trends

This section presents a review of the literature related to Eswatini and its diaspora. There remains a dearth of data related to Eswatini, diaspora or migration. Despite the limited information, there are some sources that offer some insights to contribute to the overall mapping of the Eswatini diaspora.

2.1.1 Diaspora Data on Emaswati Abroad

The European Union Global Diaspora Facility (EUDiF) presents the following information on the Emaswati migration referencing the top countries of destination for Emaswati abroad: South Africa (92,608); United Kingdom (1,651), Botswana (611), Portugal (587) and Canada (485).⁸

Eswatini is a high migration state, with emigrants representing 9.4% of the total population (or 108,188), reinforcing the importance of this diaspora engagement project to re-engage with this key community of the Eswatini population. These EUDiF figures highlight that 52.7% of the diaspora community abroad are male and 47.5% are female. This emphasizes the importance of a continued gender balanced approach to diaspora engagement for Eswatini. Moreover, between 2010 and 2015 Eswatini experienced a significant increase in emigration, including a 52.7% increase in Emaswati in South Africa from 59,752 in 2010 to 91,232 in 2015.⁹ Since 2015, population of Emaswati in South Africa has remained steady at about 90,000.

According to the World Bank data collected in 2000, 56% of the Emaswati emigrants are skilled with only 4% of residents of Eswatini classified as skilled.¹⁰ While this information comes from a historical context, this also signals the type of information that may be of interest to gather to better understand the details of the educational and skills levels of Emaswati diaspora today. The Eswatini 2017 Population and Housing Census (the most recent census) includes an emigration section, to capture data by sex, age, destination, year of departure and activity abroad.¹¹ This offers potential for future Census questionnaire design to gather information on the diaspora community and offer, in future, comparable figures for analysis.

Despite these figures, the Eswatini diaspora abroad may be underestimated, especially if adopting a broad definition of the Eswatini diaspora. It is widely acknowledged that census data is limited in accurately capturing data on diaspora.¹² The amount of those with an affinity or ancestry to Eswatini may be much higher, including children born of Emaswati parents abroad or with Emaswati ancestry.

2.1.2 Government Strategy, Policy and Rights

Eswatini maintains positive diplomatic relations with South Africa. In 1975, Eswatini and South Africa signed a bilateral labour agreement to establish an office for an Eswatini Labour Representative in South Africa.¹³ In 2019, the King of Eswatini and the Prime Minister of South Africa met to discuss the congestion at the Ngwenya Border Post and explore possible solutions. During the early stages of the COVID-19 pandemic, Eswatini engaged directly with its diaspora abroad, with a focus on South Africa to repatriate Emaswati migrants returning to Eswatini.

While Emaswati abroad have the right to vote in Eswatini elections, voting from abroad (e.g. electronically or by postal vote) is not currently in place. Other key political rights, such as dual citizenship, are also recognized as key influencing factors for diaspora engagement. While Eswatini recognizes dual citizenship, this is only for those born in Eswatini. The Kingdom of Eswatini Constitution section on citizenship provides a definition of Eswatini citizenship, as someone born to an Eswatini parent, whether they are born in Eswatini or abroad.¹⁴ By voluntarily accepting the citizenship of another state, leads to the loss of Eswatini citizenship.

Remittances represent a small share of the GDP (Gross Domestic Product) of Eswatini, at about 3.2%.¹⁵ According to the World Bank figures for 2020, the personal remittances received were recorded at 2.7% of Eswatini GDP demonstrating a decreasing trend for the past 5 years.¹⁶ However, remittances remain a significant source for many in Eswatini: “In Eswatini, almost half of Swazi adults rely on each other for remittance income.”¹⁷ According to the *National Financial Inclusion Strategy 2017-2022*, the Kingdom of Eswatini is committed to develop low cost and alternative mechanisms for remittances, especially for those coming across borders to support families or vulnerable dependents.¹⁸ In fact, the only specific reference to Eswatini diaspora in this Strategy is in the context to these low-cost, cross-border remittance payments to family members.

Eswatini is recognized to have a highly skilled diaspora, with the potential to support human capital development and labour requirements in the country.¹⁹ Moreover, during the launch of the *Eswatini Strategic Roadmap 2019-2022*, the Prime Minister acknowledged the strategic role of the Emaswati diaspora in supporting the economic revival of the country:

“This is a journey that should not leave anyone behind, and whose success depends on the collective commitment of all of us gathered here, and all Emaswati in Eswatini and in the diaspora.”²⁰

Eswatini government strategy presents priorities and measures that may potentially align with diaspora engagement. Priority I in the *Eswatini Strategic Roadmap 2019-2022* theme is ‘ease of doing business’ including:

- Attracting Foreign Direct Investment (FDI) through a reduction in Corporate Income Tax;
- Relaunching the Investor Roadmap Programme, including investment summits in South Africa
- Repositioning the ‘Eswatini is open for business’ branding to attract FDI
- Reviewing visa regime for Eswatini, including an alignment with South Africa²¹

Belonging, Hope, Potential: Eswatini Diaspora Mapping Project – Full Report

Priority III in the *Eswatini Strategic Roadmap 2019-2022* focuses on infrastructure, investment, and innovation, with the potential of alignment to diaspora engagement with:

- Determining and delivering on key identified capital projects
- Consulting on renewable energy and ICT connectivity
- Raising funding of key infrastructure projects (e.g. dams)²²

In the *National Development Plan 2019 – 2022*, the focus on economic recovery also recognizes the importance in private sector investment through a strengthened business environment in Eswatini.²³ Some additional measures that may be aligned to diaspora engagement with business *inter alia* from those mentioned above include:

- Developing further investment vehicles
- Boosting tourism and mining opportunities
- Building entrepreneurship and business mentoring for those in the SME sector
- Developing industry-facing relationships with universities (which may include Emaswati diaspora academics in or returning from South Africa)

The Migration Governance Indicators Report 2021 on the Kingdom of Eswatini notes that the government has no formal register of Emaswati abroad.²⁴ The report also acknowledges the efforts by the Ministry of Foreign Affairs and International Cooperation to initiate the diaspora engagement initiative, in partnership with IOM, towards the aim of establishing a department to manage diaspora-related issues.²⁵ This mapping data will contribute to informing policy on migration and economic growth along with the development of a broad-based diaspora engagement strategy.

The Ministry of Foreign Affairs and International Co-operation references the diaspora community by noting the Emaswati abroad in its vision statement:

To advance the interest of eSwatini and eMaswati internationally, through enhancing national security, contributing to growth in the economy, employment, and standard of living, assisting eSwatini Nationals abroad, strengthening global cooperation in ways that advance eSwatini's interest, fostering public understanding of her foreign policy and projecting a positive image of the country.²⁶

The Kingdom of Eswatini have several missions abroad to, among other roles, to offer support to the Emaswati abroad. In South Africa, this includes the High Commission of the Kingdom of Eswatini to South Africa (Pretoria) and the Consulate of the Kingdom of Eswatini to South Africa (Johannesburg). The labour attaché office in South Africa assists Emaswati, primarily mineworkers, to claim their entitled benefits in Eswatini.²⁷ In addition, during the early stages of the COVID-19 pandemic the missions abroad offered support to Emaswati abroad to return to Eswatini.

The Kingdom of Eswatini has signed many international treaties and is a member of the AU, the UN, the Common Market for Eastern and Southern Africa (COMESA) and the Southern African Customs Union (SACU). As a member of the Southern African Development Committee (SADC), Eswatini applies low or no tariffs to imports and exports from the region. The Human Development Index (HDI) places Eswatini in the medium human development category at 0.611 (2019), a ranking the Kingdom of Eswatini shares with Ghana.²⁸

The Ministry of Labour and Social Security is responsible for administering a scholarship and loan scheme for tertiary education students who wish to study in Eswatini, South Africa or other countries in Africa with a bilateral agreement with Eswatini. The Ministry also outlines priority areas of study, across a broad range of subjects.²⁹

A Technical Working Group (TWG) was appointed with cross-Ministry cooperation across the Kingdom of Eswatini government. Several officials representing government ministries recognize the value of participating in the wider diaspora project. This aligns with good diaspora practice that recommends adopting a whole-of-government approach to diaspora engagement.³⁰ The addition of diaspora organization and civil society actors within the project, as are also represented on the TWG, also points to good diaspora practice of a whole-of-society approach to diaspora engagement.

2.1.3 Cultural Diplomacy and Tourism

The recent Kingdom of Eswatini government strategy focuses on the potential for promoting foreign investment and ease of business in the country. With a shared Swazi identity, there is also the potential to leverage cultural connection to people and place. The government continues to promote the arts and cultural heritage of Eswatini. In 2012, Eswatini ratified the UNESCO Convention on the protection and promotion of the diversity of cultural expressions. This led to an enactment of a Swaziland National Council Arts and Culture Bill and accompanying strategic plan to integrate elements of cultural diplomacy within the wider National Development Plan.³¹

Eswatini is a country steeped in its culture, including in the arts, traditions, and events. As a monarchy, Eswatini continues several royal ceremonies, events, and holidays to align to the Kingdom. These components of cultural capital can serve as a special point of identity with the Emaswati abroad. Moreover, siSwati, the official language of Eswatini, is also spoken in South Africa, with more speakers than in Eswatini itself.³² There is potential to capitalize on the Emaswati diaspora interest in these cultural connections to build further identity and trust towards a strong lifelong relationship with Eswatini.

In 2020, the Lonely Planet named Eswatini one of the top destinations to visit. The guide describes Eswatini as: “Petite, pleasant and packed with culture, adventure and legendary wildlife, the newly named Kingdom of eSwatini (formerly Swaziland) is one of Southern Africa’s most underrated (and least visited) destinations.”³³ With its varied, rural landscape, Eswatini has leveraged this access to nature with an experience-based outdoor tourism offering for the international market, including for those with Emaswati ancestry. The unique cultural festivals and events also have the potential to attract those with a diaspora affinity to Eswatini to visit or to return.

It is through these cultural and place-based connections to Eswatini that opens the greatest potential for opening the dialogue about what it means to be Emaswati. This mapping exercise will be the first opportunity to understand the extent to which the Emaswati in South Africa retain, connect, and promote their Emaswati culture living abroad.

2.2 Diaspora Engagement Mapping – Profile and Diaspora Sentiment

Drawing on the methods for engaging with diaspora during this mapping process, this section focuses on offering a snapshot of the Emaswati diaspora participants. Overall, as noted in the previous overview section, 90 unique Emaswati participated in the diaspora engagement process, including 64 Emaswati residing in South Africa.

2.2.1 Emaswati Diaspora Profile

An overview of the survey data, although limited, demonstrates an interesting trend of those Emaswati diaspora who have engaged directly in this project:

87% of survey diaspora participants were early/mid-career aged- between 25 and 54 years of age (n=47), with a near equal gender balance of 55% female and 45% male. 64% indicated they were born in Eswatini, with 46% stated they were citizens of Eswatini. Only 6% of those completing the survey indicated they had a general sense of connection with Eswatini and considered themselves part of the diaspora without a direct ancestral connection to the country, while 41% stated they had an ancestral connection to Eswatini (one or more parents born in Eswatini). For those survey respondents living abroad, 62% indicated they were Eswatini citizens and 21% South Africa citizens, with 12% indicated Eswatini citizenship with another country. Top areas of birth in Eswatini include Manzini, Mbabane, Hhohho and Lubumbo.

The profile of Emaswati diaspora were very highly educated, with 93% completed tertiary education and from this group 56% have a postgraduate education (Master's or Doctoral level) qualification. This is consistent with the survey respondents' employment profile with 67% are in manager (directors, senior officials) or professional (doctors, teachers, accountant) roles. Only 12% of Emaswati respondents indicated they were in clerical/services/sales worker roles and 10% in technician or associate roles. 5% of diaspora respondents indicated they were students, with only 2% in elementary occupations (e.g. cleaners, mining/construction labourers). 29% of respondent indicated they had their own business (n=13), of this group 92% had a business operating in South Africa, with one in the United States.

The profile of Emaswati living in South Africa is consistent with anecdotal evidence of migration patterns. Of those members of the diaspora in South Africa, 89% lived in the Gauteng province. 70% of diaspora respondents indicated they resided in South Africa for more than 10 years, with 48% moving initially for economic reasons and 31% moving to pursue education.

“When I lived in South Africa I used to get excited when I saw an SZ number plate on a car. I used to look- do I know them- probably not- but I was always looking for that connection.”

-Liswati returnee Eswatini, May 2021

Figure B: Overview of Diaspora Survey Respondents Demographic Profile data

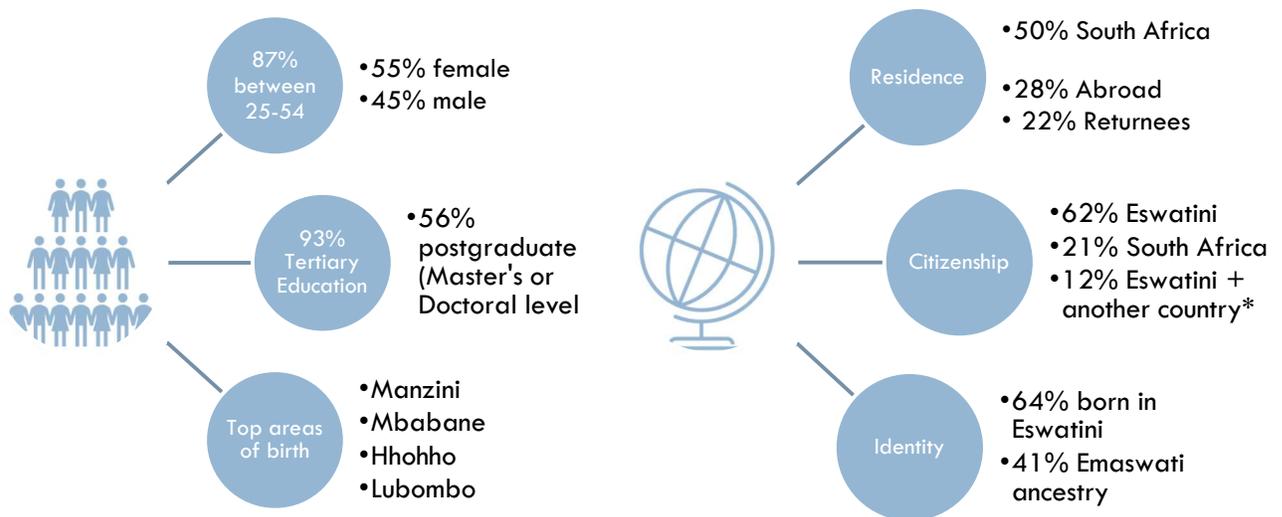
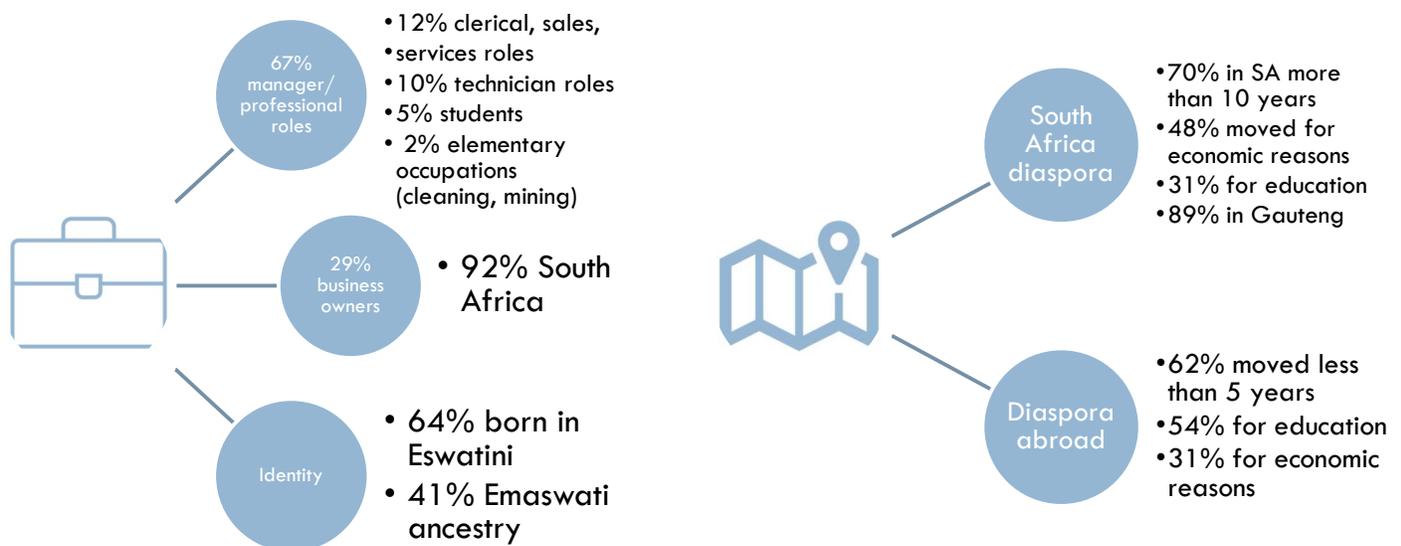


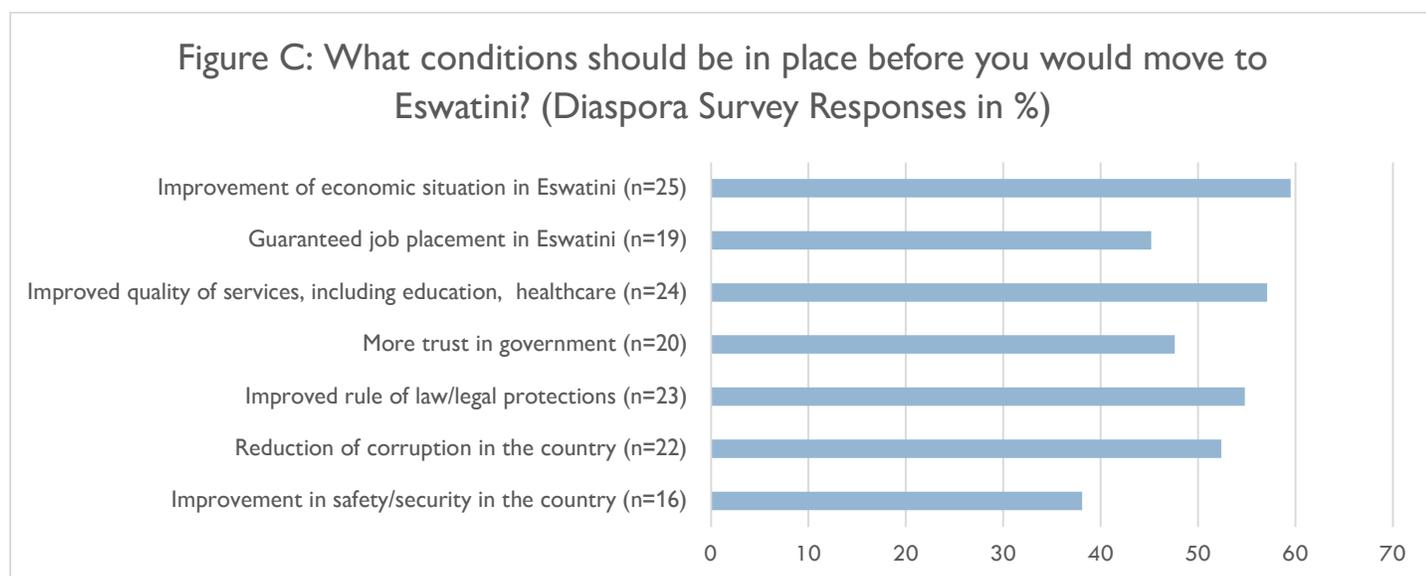
Figure B: Overview of Diaspora Survey Respondents Education, Employment and Residency Profile



2.2.2 Emaswati Diaspora Sentiment and Eswatini

The Emaswati outside of Eswatini strongly identify as members of the diaspora. Through the survey and the interviews, the sentiment to Eswatini is very strong and largely positive. For instance, 64% of survey respondents reported they would be willing and currently able to move to Eswatini in the foreseeable future, with 50% of those diaspora respondents indicating they would consider this move for a long or indefinite period.

However, the Emaswati diaspora noted that to return to Eswatini certain economic, government policy and related public services would need to improve, which ranked higher than conditions directly related to securing employment in Eswatini upon return. In the interviews, the diaspora responded by noting their desire for direct involvement to assist in improving these conditions, along with an interest in expanding foreign direct investment and/or business into the country. Others indicated a desire to retire in Eswatini, if the conditions, especially in relation to healthcare, were improved in the country (See Figure C).



The Emaswati diaspora reported through the data on having close family ties to Eswatini, including 74% of survey respondents reported their parents are in Eswatini, with 53% reporting their children live in Eswatini. In the interviews, these close family ties did mean there was a desire to see social and economic development in Eswatini, and, during non-COVID period, regular travel to the country.

Emaswati diaspora also expressed a keen interest in tourism to Eswatini, with 93% stating their interest in leisure travel, a vacation or short-term tourism, especially once COVID-19 restrictions permit.

There is also a strong sense of identity as Emaswati that permeated the conversations, the discussions, and the survey data. 98% of survey respondents reported they considered themselves to be Emaswati or of Eswatini descent. This is consistent with the data from the diaspora survey that shows 83% indicated they had a very strong or strong connection to Eswatini. For those that were born in Eswatini, 70% continued to hold a very strong or strong connection to their area of birth.

76% of respondent indicated they received information about Eswatini through social media sources, including Facebook or Twitter. Two-thirds of diaspora survey respondents indicated they got their news about Eswatini through online newspaper sources from Eswatini. Almost the same (64%) received their news about Eswatini from personal contacts, including friends and family in Eswatini. 50% of diaspora respondents indicated they received news through online chats such as WhatsApp or Messenger. This was reinforced both in the diaspora interviews and in the large volumes of members to diaspora-related groups or followers on social media accounts.

89% of Emaswati diaspora in South Africa surveyed did not vote in the last election in Eswatini. 100% of these Emaswati diaspora in South Africa indicated that they would vote if given the facility to do so, with 48% of these indicate that they would 'definitely' vote if the opportunity was available. Similar results arose from the group of Emaswati diaspora abroad, with 93% indicating they would vote, and of these 47% reporting they would 'definitely' do so if it was available.

2.2.3 Diaspora Diplomacy and Philanthropy

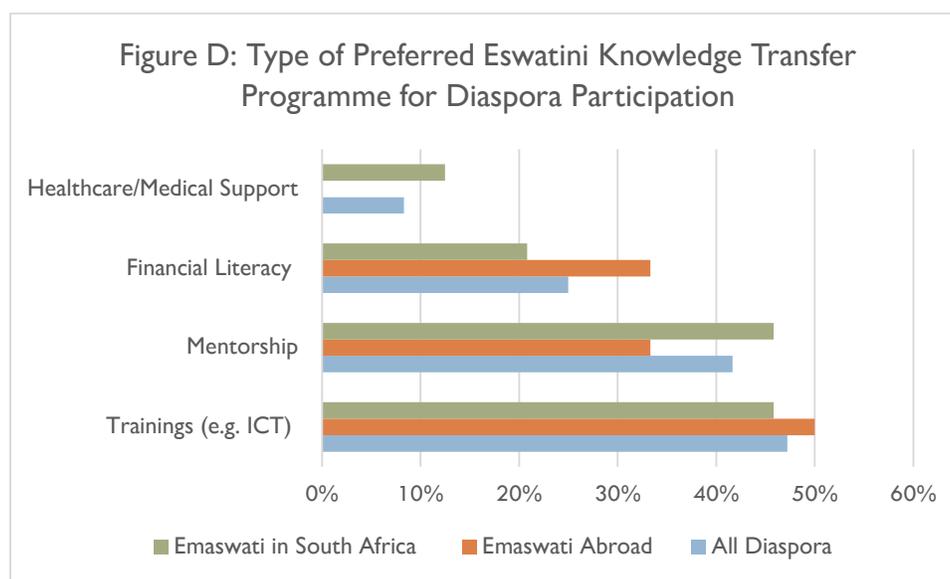
The research points to the many ways that members of the Emaswati diaspora already give philanthropically—through their time, talent, or treasure (financial contributions) to Eswatini. Indeed, 78% of Emaswati in South Africa indicated their active involvement informal support to prospective or potential Emaswati in Eswatini thinking of going to South Africa: such as advising them on the South African education system (70%) job search or securing employment (44%) or navigating potential legal matters in South Africa (22%). Upon arrival, this sentiment to support Emaswati in South Africa remains strong, with 81% indicating they has supported in a variety of ways to help those settling in including two-thirds that supported new Emaswati in South Africa find an educational programme and 41% supporting them to find a job. The sense of connection and even obligation to support other Emaswati, as many of these Emaswati diaspora indicated that they also received the same informal help from others when they first arrived in South Africa.

The majority of Emaswati surveyed outside Esawtini had participated in diaspora diplomacy efforts, in formal or informal knowledge transfer programs with those in Eswatini. 56% of survey Emaswati diaspora respondents in South Africa indicating their participation in knowledge transfer and 39% of all Emaswati respondents abroad (including South Africa). This type of volunteerism to support in the technical or knowledge transfer to those in Eswatini, for most of the diaspora participating occurred multiple times (87%). One-third of Emaswati indicated in the past they education or training for professionals in Eswatini.

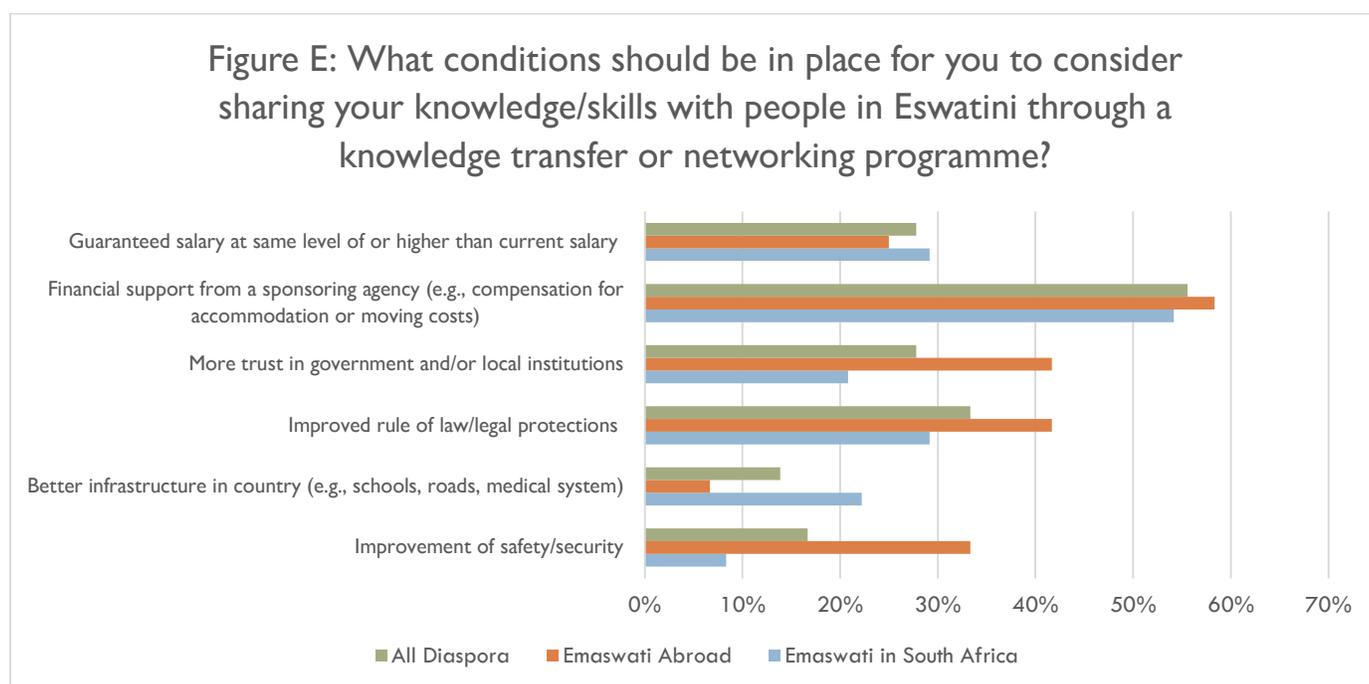
While diaspora has been giving of their time and talent linked to knowledge transfer in an informal way, 89% of those surveyed in South Africa would be willing to participating in a formal knowledge transfer programme supported by the Government of the Kingdom of Eswatini or key agencies. 80% of Emaswati abroad also indicated their interest in participating in formal Eswatini knowledge transfer programs. A key theme emanating from this mapping exercise is how Emaswati abroad recognize the value of their opportunities and their willingness to give back their knowledge, connections, and expertise to others in Eswatini.

Figure D shows the breath of interest by Emaswati abroad in type of knowledge transfer programs (n=36). For instance, over 50% of Emaswati in South Africa are interested in participating training programs with 46% interested in mentorship:

Belonging, Hope, Potential: Eswatini Diaspora Mapping Project – Full Report

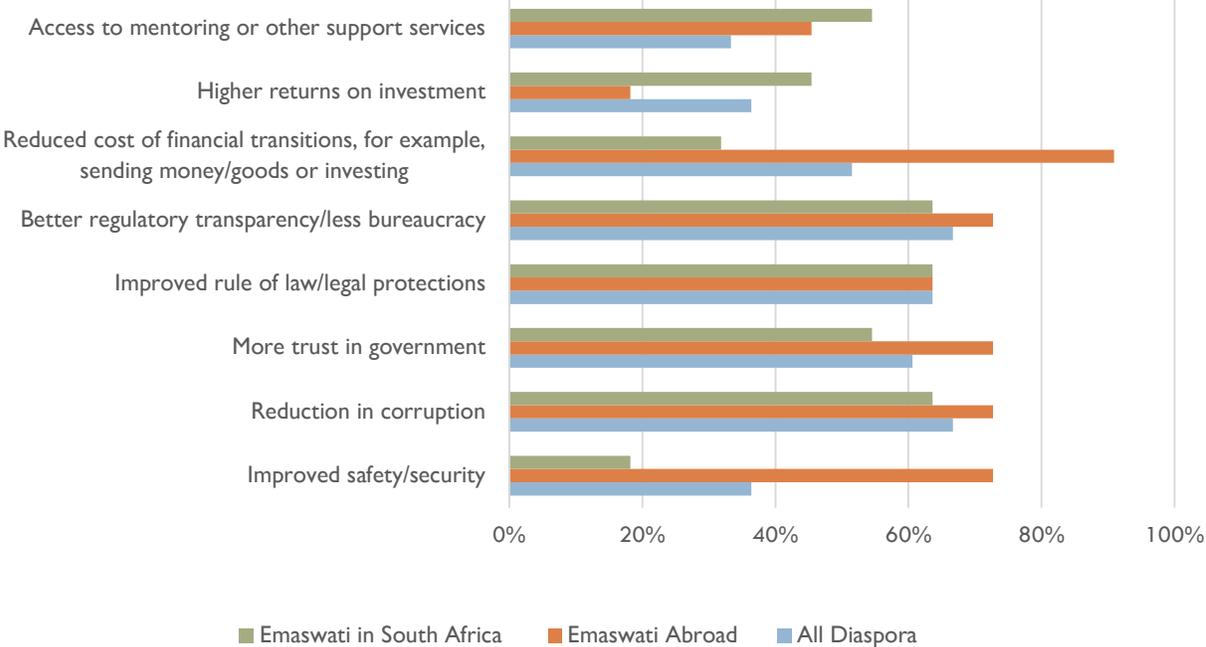


To secure participation, the Emaswati diaspora indicated some conditions to make knowing transfer participation more attractive to the diaspora, see Figure E. Support for out-of-pocket financial expenses for participation was noted as desired from over 50% of those wishing to participate in knowledge transfer programmes. While many of the diaspora indicated some conditions that would need to improve within Eswatini, the majority indicated that they would undertake this knowledge transfer in a volunteer capacity (save out of pocket expenses). Only 21% of Emaswati diaspora in South Africa indicated that a salary for participation would be desired, and only one-third of Emaswati abroad believed this was a condition to participation.



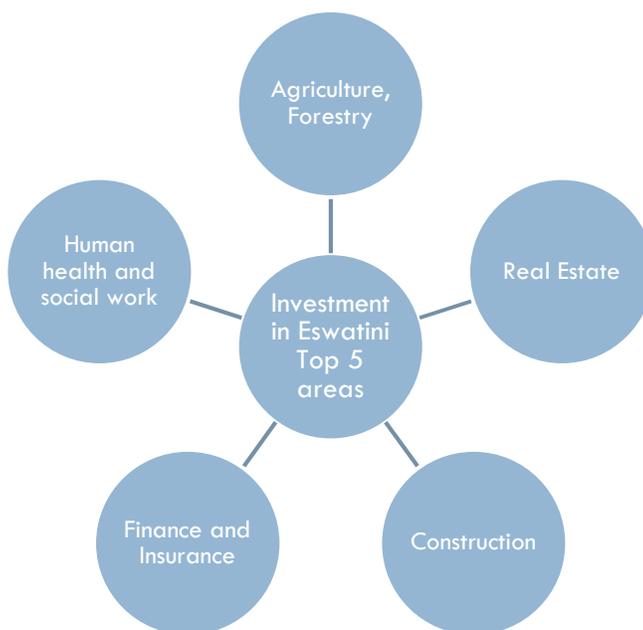
In addition, over 79% of all Emaswati diaspora indicated in the survey they were very likely or likely to make a financial contribution to Eswatini in the future. Of these respondents, 45% indicated they were very likely to make a financial contribution. The Emaswati diaspora did indicate a wide range of conditions to making this investment viable (see Figure F), which slightly differed between Emaswati in South Africa and those living abroad. For instance, 73% of the diaspora abroad indicated they would consider investment if there was improved safety and security whereas only 18% of Emaswati in South Africa responded with this condition. Equally there was a three to one ratio of Emaswati abroad who indicated the importance of reducing the cost of investing, such as sending money or goods at 91%, whereas only 32% of Emaswati in South Africa indicated the same condition. There was some consistency though, including over 60% of all Emaswati diaspora wishing to see an improved rule of law or legal protections before an investment, with similar views on the importance of a reduction in corruption, more trust in government and better regulatory transparent or less bureaucracy as condition indicated by over 50% of Emaswati diaspora prior to an investment consideration.

Figure F: What conditions should be in place for you to consider a financial investment in Eswatini?



The top five areas that Emaswati are willing to make an investment include: agriculture and forestry (48%); real estate; construction; financial and insurance activities, human health, and social work activities.

Figure G: Top Five areas for Potential Investment by Emaswati Diaspora



The Emaswati living in South Africa and abroad, show a positive disposition and commitment to supporting the economic growth, social development for Eswatini along with advancing the quality of life for people living in Eswatini. This commitment includes the willingness to give of their time and talent with knowledge transfer initiatives along with their treasure through the potential of financial investments in Eswatini.

“There are beautiful areas of South Africa, but still they can’t be compared to certain areas of Eswatini. I think the biggest bank for Eswatini is tourism...How do we then link Eswatini tourism to South African tourism? The benefit will create a win-win situation for both countries.”

-Liswati Interviewee, South Africa, June 2021

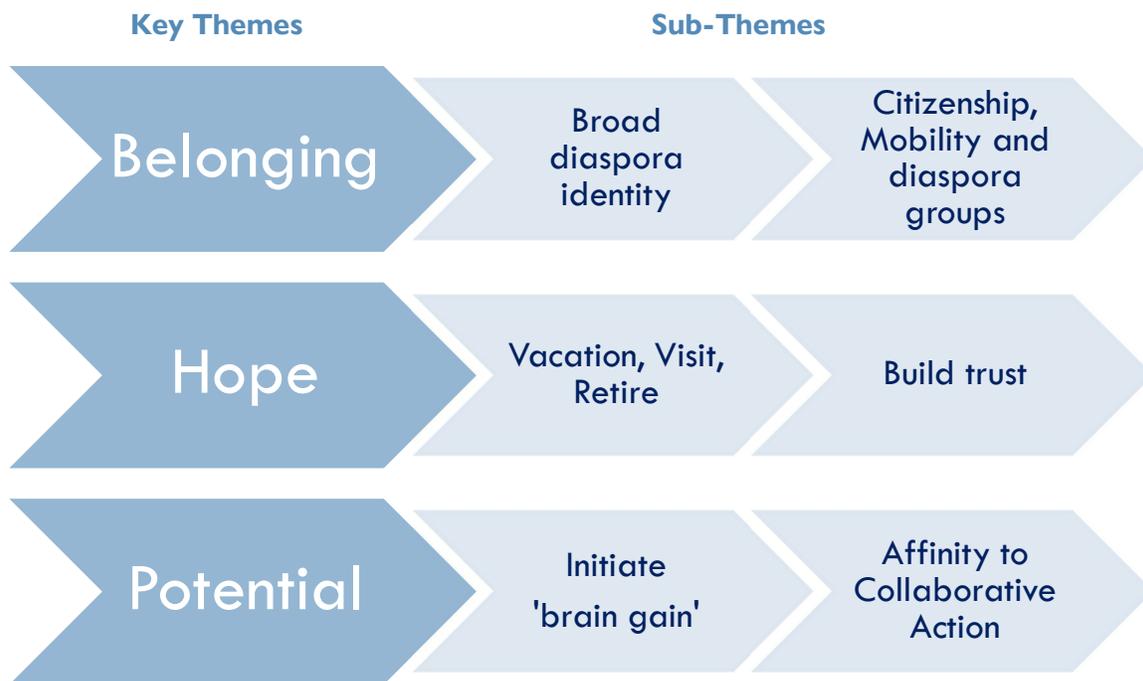
3 DIASPORA MAPPING ANALYSIS

This data collection presents the first step in a broader and deeper engagement with Emaswati diaspora by the Kingdom of Eswatini government, with the IOM, key stakeholder agencies, civil society actors and diaspora-related groups. The social unrest at the end of June has sparked an interest from the diaspora themselves to formalize their shared Emaswati diaspora heritage and mobilize efforts to build Eswatini as a better country.

The overall analysis of the data clearly presents three overarching themes: **belonging, hope and potential**. They were outlined both in a sequential fashion, that is, diaspora demonstrating their deep affinity for their Emaswati identity, then expressing hope for change towards building on what is viewed as immense potential. This final theme of potential could be interpreted as the social and economic potential for Eswatini. However, the data from Emaswati diaspora suggests that potential is much more the focus on how to mobilize the potential economic, cultural, and social capital of the diaspora to impact both on the development of Eswatini as a country but also on the lives of those Emaswati living abroad. Moreover, this final theme can be aligned to diaspora philanthropy, including the giving of time, talent, and treasure.

An overview of the key themes are outlines in Figure H:

Figure H: Three Key Themes from the Diaspora Engagement Mapping Exercise



3.1 Belonging: Key Diaspora Theme

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

3.1.1 Broad diaspora identity

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

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

There is an opportunity to take a broad approach to a Eswatini diaspora definition, something the Emaswati diaspora themselves advocated for throughout the mapping exercise. This is consistent with and informs the definition of diaspora presented earlier in this report. The idea that the traditional Emaswati diaspora (those born/raised in Eswatini) also advocate for this broadened definition and connection to others who have an affinity to the country is a notable attribute for future diaspora engagement. For example, on several occasions it was recommended to connect with key South African politicians and senior leaders in business who were educated during apartheid in Eswatini, such as at UWC Waterford school and others. There is a sense that this alumni connection to Eswatini is one of gratitude for this opportunity for education and there is potential to leverage this affinity for further Eswatini development or to support education-related priorities in the country.

With an increased amount of Emaswati and Eswatini diaspora educated in Eswatini living abroad with high levels of education, there is also the opportunity to support the development of stronger alumni associations to foster this alumni affinity at a school/university level. These alumni associations, supported through the efforts of school/university leadership and alumni volunteers, also have the potential to create relatable role models for current students³⁴, local knowledge transfer programmes, and support within the educational settings.

This broad identity also extends to those with deep ancestry to Eswatini: those with parents or grandparents born in Eswatini. This is especially a strong Eswatini ancestry sense in South Africa and an appetite to connect with others who share this ancestry.

Prominent internationally recognized Eswatini diaspora have the potential to add additional profile to future diaspora outreach campaigns. For example, former Toronto Raptors Assistant Coach Jama Mahlalela (now of the Golden State Warriors in the National Basketball League) highlight their Liswati heritage.³⁵ Actor Richard E Grant also recently spoke of his affinity to Eswatini (see inset below).

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

- **Richard E. Grant, Actor quoted in *The Telegraph* 1st August 2021³⁶**

An internalized diaspora identity is suggested in the literature to attribute to a higher likelihood for broad-based action by the diaspora, in this case, the more a Liswati identifies and connects with their Emaswati heritage, the more likely they will contribute to initiatives that impact the future development of Eswatini.

Identity: summary of recommended thematic actions

- Definition:** Adopt a broad Eswatini diaspora definition across the diaspora engagement project and beyond;
- Alumni Associations:** Develop alumni association programs at key secondary schools and at tertiary education, identifying alumni leadership and funding to support these networks;
- High profile Emaswati for outreach campaigns:** Foster relationships with key prominent members of the Eswatini diaspora for future Eswatini campaigns and outreach initiatives.

3.1.2 Citizenship, Mobility and Formal Diaspora Groups

“By being a non-citizen [of Eswatini] you’ve given up your very own identity, when your primary reason for being in South Africa is not to be South African but to get the benefit of better employment...and the proximity, being so close [to Eswatini]...nobody wants to give up their Swazi citizenship.”
-Liswati interviewee, South Africa, May 2021

Citizenship and dual citizenship were issues raised frequently by diaspora during this mapping exercise. In many cases, Emaswati diaspora viewed their Eswatini citizenship to be essential to maintaining this proud identity as Emaswati. The realities of living and working abroad, however, means the opportunities to secure a second citizenship something that was pursued heartily and openly by many, especially highly educated members of the diaspora or those with Emaswati ancestry. However, the issues of dual citizenship are fraught with ambiguity

Belonging, Hope, Potential: Eswatini Diaspora Mapping Project – Full Report

among the general Emaswati diaspora population. Clear communications on dual citizenship measures would be helpful to Emaswati abroad to understand their citizenship options and position.

Moreover, the Emaswati diaspora in South Africa voiced their interest in increasing the ease of mobility for Emaswati moving to South Africa for employment. The phasing in of the eVisa system in South Africa³⁷ may assist in the initial travel to South Africa, but the ease in supporting this mobility for employment would only enhance the support to Eswatini. Financial support to family in Eswatini through remittances remains high and there is potential to leverage those working abroad with knowledge transfer initiatives for Eswatini. There are examples in the region, which, according to Emaswati diaspora, would ease the transition to working in South Africa. Mobility through tertiary level studies, especially through scholarships programs remains a crucial means to enable Emaswati to study abroad.

In 2019, Khulekani Milton Ngwenya achieved the highest grade in the world in the AS Level Mathematics exam.³⁸ Following this achievement, Ngwenya commenced his studies in Computer Engineering and Computer Science at the University of Cape Town. While undertaking his studies, Ngwenya continues to act as a volunteer tutor at his former school, St Francis High School. He also founded MiltonLearn, to offer online tutoring for mathematics, physics, and ICT subjects. As a newly transplanted Liswati diaspora, there is potential to foster his passion to support education in Eswatini and his entrepreneurship. By supporting the formation of formal diaspora professional groups, Emaswati in South Africa, like Ngwenya, may find networking and collaborative partners to build his business, impacting further on his impact on Eswatini educational outcomes.

Another area to support the transition is through formal Emaswati diaspora groups. Limited Emaswati diaspora groups are known or recognized in South Africa and abroad. Many Emaswati informal connections are through education or religious organizations. Universities like University of the Witwatersrand (Wits) have formal student societies to connect Emaswati students. Several religious congregations often bring together Emaswati diaspora, led by Emaswati diaspora pastors. Other groups with a South Africa affiliation include Swaziland Migrant Mineworkers Association (SWAMMIWA), though few others are known to those in the Technical Working Group (including members of the Kingdom of Eswatini government). Other known formal diaspora groups around the world are noted in Section 6 – Annex 6.2.

Emaswati in South Africa but also around the world expressed an interest in connecting with other Emaswati, but not necessarily knowing a formal way to find others nearby. Currently there is not official register of Emaswati living in South Africa or abroad. Establishing a formal register, potentially through the missions abroad, would enable Emaswati to self-select their identity as Liswati and offer a potential platform to locate other Emaswati for cultural connection and informal professional networking purposes.

Following the social unrest in Eswatini that began at the end of June 2021, several online social media-based campaigns have emerged that involve or are led by members of the Emaswati diaspora. A list of these known groups that are diaspora-focused are in Section 6 – Annex 6.2.

Through the diaspora engagement process, there was an appetite to see formal Emaswati diaspora professional groups emerge with support from key agencies/government ministries of Eswatini, such as a business association, a chamber of commerce in South Africa. Formalizing such professional and business networks is mutually beneficial: the Emaswati in South Africa can network and identify potential partners or clients while the Kingdom of Eswatini has a clear mechanism to connect with Emaswati involved in business or key professions.

Citizenship, Mobility and Groups: summary of recommended thematic actions:

- Review Citizenship/Dual Citizenship:** Review the parameters for citizenship and dual citizenship and the communication of these measures to Emaswati living abroad;
- Mobility for Employment Options:** Explore the potential for supporting enhanced mobility options, especially for Emaswati employment in South Africa;
- Diaspora register:** Establish a diaspora register database to create a robust listing of Emaswati living abroad;
- Business/Professional Associations:** Support the development of formal business, professional and theme-based diaspora organizations in South Africa and beyond. Key agencies and/or support from key government ministries can initiate this process of formal groups, to foster inter-diaspora networking and potential collaborative projects that impact on economic and social development of Eswatini.

3.2 Hope: Key Diaspora Theme

This overarching theme permeated so much of the diaspora engagement component of this project. There is a sense that the Emaswati who engaged proactively in this mapping exercise are those who have hope for the future of Eswatini. They hold an optimism and an interest in wanting to see positive improvements in the country. Coupled with this hope is the willingness to want to directly be involved in making this development happen. The Emaswati diaspora involved in this exercise have rich human or social capital—networks, contacts to organizations, professional and social connections— to positively contribute to Eswatini. This forms a component of diaspora capital, that is the flows of people, knowledge, and resources within a diaspora to offer benefit to the country of origin and to the diaspora themselves,³⁹ outlined in Section 6 – Annex 6.3.

3.2.1 Vacation, Visit, Retire

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

-Liswati interviewee, South Africa, June 2021

Emaswati expressed hope in the ability for the development of initiatives to attract Emaswati diaspora to return to Eswatini as a tourism destination for the diaspora, a place to visit regularly, a place to consider retirement and a place for inward investment. The diaspora, especially those in South Africa, already return to Eswatini on a frequent basis. The ability to build more out of this returning by the Emaswati beyond a family visit was noted.

Tourism was repeatedly mentioned by Emaswati as a key element of the future development of Eswatini, especially at the high-end, luxury and business-level tourism. There is an interest in progressing and promoting luxury and five-star hotel (FISH) travel options, especially to complement the South African tourism market, along with an International Conference Centre (ICC). However, there remains cautious hesitancy on how this tourism base can be achieved, though there is a belief the Emaswati diaspora could form part of the initial investment in this sector.

Visits to Eswatini and vacation-time for the Emaswati diaspora, especially from South Africa, centers around family. These visits are to home places and villages where the diaspora meet their immediate and extended family. As the ancestry of the Emaswati diaspora extends to parents or even grandparents ‘back home’ in Eswatini, there remains a hope that the younger generation will continue these regular visits, fostering this sense of Emaswati culture. In addition, the improvement to infrastructure, including the roads network and internet/wifi coverage would enable extended trips to Eswatini to potentially include remote working or remote study opportunities.

The Emaswati diaspora often viewed Eswatini as home. Many members of the Emaswati diaspora remained hopeful to ‘return home’ for retirement. Quality healthcare in Eswatini remains a key factor to making this decision to return. Moreover, those Emaswati diaspora who have already returned after working or studying in South Africa (or those intending on doing so) also expressed a need for a repatriation support. There may also be a place for the diaspora—or already returned diaspora—to form part of a group that offer this repatriation in assisting in employment options for returning tertiary education graduates or professionals.

Vacation, Visit, Retire: summary of recommended thematic actions:

- **Tourism investment:** Devise a strategy and seek key investment (potentially directly from the diaspora) to develop Eswatini as a niche, unique and potentially luxury-level tourism destination in collaboration with tourism offerings across Southern Africa;
- **Diaspora Gathering or Return:** Consider an organized global diaspora event calling Emaswati home, similar to [Year of Return in Ghana](#), [Homecoming in Scotland](#) or [The Gathering in Ireland](#) post-COVID-19 pandemic with incentives to visit rural villages, regions and cities to initiate a diaspora-based tourism market;
- **Tourism leadership:** Explore the potential of key identified diaspora abroad, such as Richard E Grant, who recently presented a series on tourism, to be central to a tourism campaign;
- **Repatriation:** Support Emaswati diaspora returnees from South Africa (and beyond) to access services, employment and potentially mentorship or knowledge transfer support from other diaspora returnees or diaspora, especially key to maximize the impact of returning tertiary education graduates;
- **Key infrastructure:** Seek investment to build the key infrastructure and services including roads, internet/Wi-Fi and healthcare to ensure diaspora to consider extended periods of remote working or extended visits and retirement to Eswatini.

3.2.2 Building Trust

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

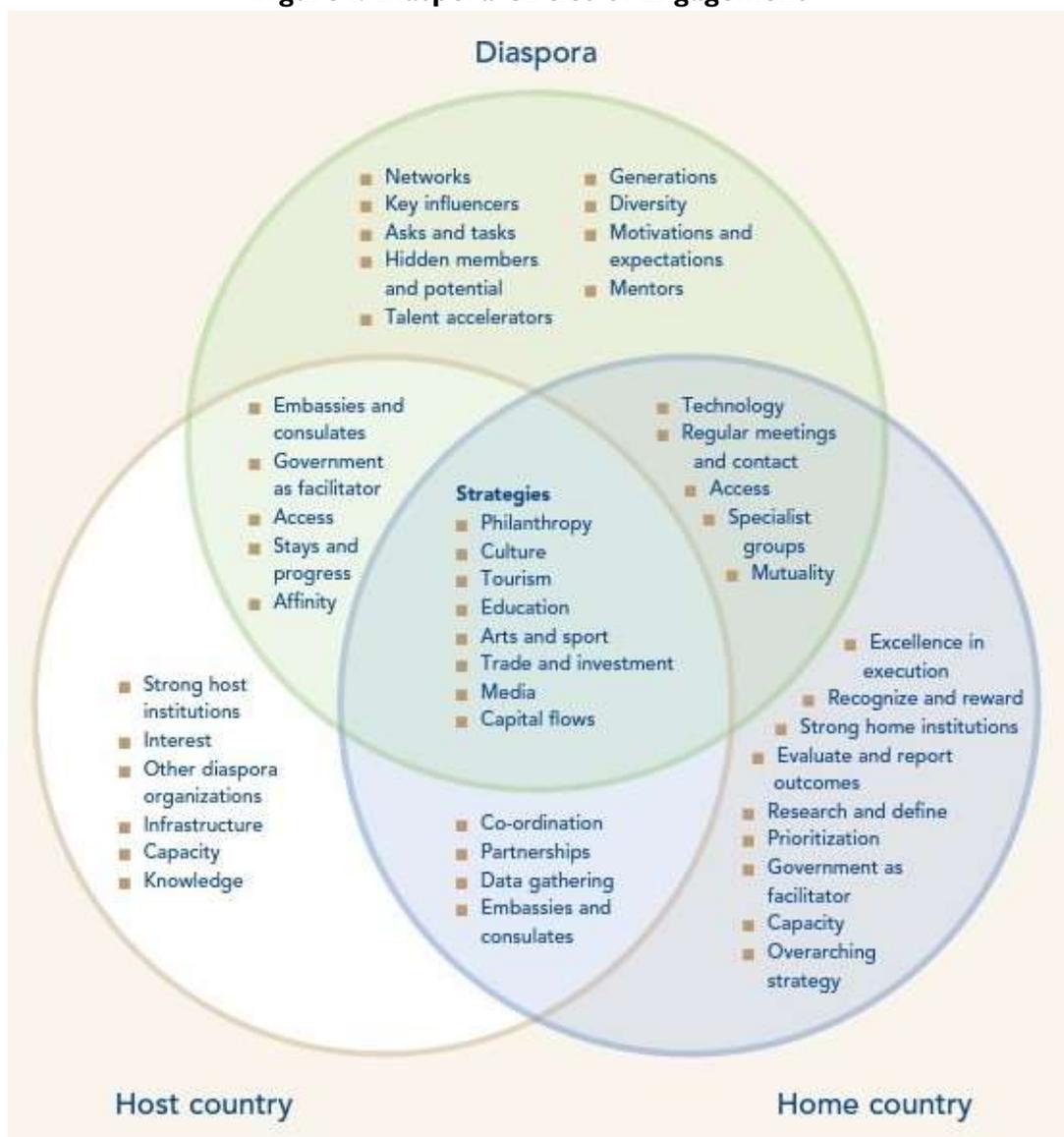
-Liswati interviewee, South Africa, June 2021

The limited diaspora engagement in the project was overwhelmingly positive. However, the engagement was limited and lacked diversity of those in technical, manual, and services-based employment in South Africa. This is the first stage in building trust and fostering relationships with key Emaswati that have elected to participate in the mapping component of this project. Building trust is ongoing, needs to be expanded and inclusive of broader Emaswati groups in South Africa and beyond.

Building trust is also the ability to identify and foster leadership within the Emaswati diaspora community to help promote diaspora work, lending credibility and legitimacy in the process. Many of the Emaswati who self-identified and offered their contact details during the mapping exercise could potentially be candidate for such diaspora leadership roles.

The interplay between the Emaswati diaspora, South Africa as the host country, and Eswatini as the home country can be best outlined in the Diaspora Circles of Engagement⁴⁰ from the *Global Diaspora Strategies Toolkit* (Figure I):

Figure I: Diaspora Circles of Engagement



This diagram is particularly poignant for building trust between Emaswati diaspora, South Africa and Eswatini. This continues to demonstrate the importance of a Whole of Government Approach (WOGA), including government ministries, embassies, and consulates along with forging ongoing partnerships with key diaspora and emerging diaspora groups. It also demonstrates that it is not only building of trust directly with the diaspora but also the key agencies and organizations within South Africa and even within government to ensure successful diaspora engagement for philanthropic and inward investment to Eswatini along with mutually beneficial support and celebration of the Emaswati abroad. This creates a whole-of-society-approach to diaspora engagement.

Building Trust: summary of recommended thematic actions

- **Diaspora training:** Engage the Technical Working Group, key officials within the Government of the Kingdom of Eswatini and identified members of the Emaswati diaspora in a diaspora training programme;
- **TWG Membership:** Extend the Technical Working Group to include key members of the Emaswati diaspora in South Africa and beyond to offer additional perspective and advice to this process;
- **Diaspora Engagement Strategy:** Establish a Diaspora Engagement Strategy adopted by government and other key stakeholders to advance strategic diaspora engagement across all government ministries;
- **Communications to diaspora:** Communicate the results of the mapping exercise and the Diaspora Engagement Strategy to the broader Emaswati diaspora
- **Ongoing trust building:** Continue to forge relationships and build trust with diaspora and for the key aims in a Diaspora Engagement Strategy

3.3 Potential: Key Diaspora Theme

Potential: this word best captures the sense of belonging and hope expressed by the Emaswati diaspora during this process. The mapping exercise attracted the involvement of highly educated and well-established Emaswati in South Africa and beyond in the business and professional community. This is an advantage for Eswatini, as these are key members that can unlock the doors to the potential for social and economic development for the country. However, with this opportunity at this level also comes immense responsibility and accountability: this inward investment, knowledge transfer, business development and social services support requires a foundation and mutual benefit. The potential for Eswatini can be realized, by renewing trust and enacting a favourable system – bureaucratic and tax system for instance—to enable the potential to be best realized without barriers.

Diaspora Circles of Engagement (Figure I above) shows the potential diaspora influencers among the Emaswati in South Africa and beyond to contribute to enabling this potential to reality. It is the role of government to identify the prioritize opportunities and recognize and reward diaspora involvement in this process. The focus of these sub-themes is working with and leveraging the diaspora’s ability for diaspora philanthropy—that is time, talent, and treasure—to reverse the brain drain and create collaborative synergies for the development of Eswatini.

3.3.1 Initiate ‘Brain Gain’

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

-Liswati Interviewee, South Africa, June 2021

To counter the “brain drain” from the Emaswati seeking education and employment opportunities abroad, the focus of future diaspora engagement should be on brain gain. Initially this brain gain should focus on relationship-building and formalizing the structures to amplify the diaspora voice. This ongoing listening exercise with the diaspora should enable the government and key agencies to gain perspectives and build on the expertise gained by the Emaswati through their experiences and education abroad. These formalized mechanisms for listening to diaspora should involve decision-makers: key government officials, experts and agency leaders who can learn and act on this advice. Once formalized, regular interaction with the Emaswati diaspora enacted, this progresses along the continuum of the IOM 3 “E” strategy of working with diaspora: Enable, Engage, Empower.

Roundtable events on key themes of development and a regular a Diaspora Forum would enable the gathering of the key expertise from the Emaswati diaspora to advise on ideas and solutions for business or foreign direct investment and social development priorities. Facilitating diaspora and alumni fellowship programmes involved the University of Eswatini and other Eswatini tertiary education institutions would identify an involve Emaswati diaspora researchers, academics, healthcare providers and other key diaspora to hold a position as a Fellow and offer knowledge transfer, collaborative projects, and capacity building initiatives. The alumni diaspora fellowships could be designated to those alumni of the University of Eswatini (or other institutions) or involve Eswatini alumni who studied in Eswatini but have no other formal ties, but a deep affinity to want to bring their expertise back to the country.

Brain Gain: summary of recommended thematic actions

- Thematic roundtables:** Create mechanisms for meaningful dialogue with the Emaswati diaspora. Following on from the Meet and Greet event in Johannesburg in May 2021, there is an opportunity to formalize roundtable discussions on thematic areas, drawing on the expertise from the diaspora in South Africa and beyond;
- Diaspora Forum:** Create a Diaspora Forum event inviting back key identified diaspora to participate in discussions on thematic areas, extending from the building trust initiated through roundtable discussions;

- **Diaspora Fellowships:** Establish Diaspora Fellowships programme to offer distinguished academics and senior leaders from the Emaswati diaspora to offer their expertise to educational institutions and to advise on key areas of national development;
- **Alumni Diaspora Fellowships:** Devise an Alumni Diaspora Fellowships programme for those members of the broader diaspora that studied in Eswatini, but may not be of Emaswati descent who would act as advisors and offer their expertise to prioritized areas of development
- **Investment campaign input:** Involve the diaspora in the design and promotion of ‘Brand Eswatini’ or ‘Eswatini means Business’ campaigns through the roundtables and Diaspora Forum to advise on the priority areas for this clear offering to the world;

3.3.2 Affinity to Collaborative Action

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

-Liswati interviewee, outside Eswatini, August 2021

Eswatini has the potential to leverage the deep affinity diaspora have with their Emaswati heritage and ancestry into action. There is a cascade effect from infrastructure—including electricity, roads and internet/Wi-Fi connectivity that is required to enable business, inward investment, and tourism to flourish. While Emaswati diaspora may be interested in supporting these projects, as those very familiar with the country and as frequent visitors they are aware of these challenges. There is potential to identify and involve diaspora key infrastructure projects, leading public-private partnerships or acting in an advisory capacity.

With diaspora engagement as a non-competitive sector, can learn from successful diaspora engagement efforts in other countries, including the recent learning the TWG received from Ghana diaspora experience. The designation of special economic zones or the homecoming revolution campaign in South Africa marketing for the return of citizens to live and work, are some examples. There are opportunities to leverage diaspora experience in renewable energy, such as thermal energy, to reduce the dependence on South Africa. Emaswati diaspora and diaspora alumni have experience of these areas abroad, and, with the right identification of key diaspora members and their stewardship they can get involved in realizing these key projects. The Emaswati diaspora also have the potential to be the gateway for fostering opportunities of foreign direct investment (FDI) for Eswatini. This FDI may also translate into diaspora direct investment, with Emaswati as the broker for such opportunities.

There is broader potential to mobilize groups of Emaswati diaspora as mentors to entrepreneurs to business owners and professionals in Eswatini. Moreover, with the proliferation of scholarship winners from Eswatini to

travel to South Africa for their tertiary education, there is the opportunity for diaspora support, including mentorship or even other means of additional philanthropic support to these students.

With the recent social unrest, the Emaswati diaspora are creating ways online to discuss collective action for human health and well-being of Emaswati in Eswatini. There is an opportunity to forge relationships and create platform for this diaspora engagement online, especially among the younger members of the diaspora.

Affinity to Action: summary of recommended thematic actions:

- Prospective investment opportunities:** Explore potential for public-private partnerships or diaspora bonds for infrastructure projects, FDI (or DDI) prospects and the possible renewal of the Investor Roadmap Programme and investment summits in South Africa, with Emaswati diaspora acting as potential brokers, partners, or advisors for Eswatini;
- Low cost remittances:** Identify ways to improve the options for low-cost remittances to Eswatini from diaspora abroad;
- Lead Ministry:** Although diaspora engagement is most successful when applying a whole-of-government approach, a designated lead ministry in the Government of the Kingdom of Eswatini would be responsible for driving the diaspora strategy and offering leadership
- Capacity building:** support the capacity building and diaspora governance for newly formed diaspora professional associations and groups to begin to lead initiatives and possible philanthropic activity including giving of time, talent, and treasure towards Eswatini development and supporting new diaspora;
- Reform for investment:** Explore through the diaspora roundtables and Diaspora Forum the regulations, law and reform needed, from a diaspora perspective, to increase confidence and protect investments.

3.4 Gap Analysis - Summary

“What is the definition of diaspora for Eswatini, taking into consideration the aim and purpose of this engagement? The opportunities available or given appear more as rhetoric, just as they have for the longest time. Perhaps we need to define our niche, since human capital has been exported a lot. What factors would entice one to invest at home, for instance cheap labour, or be a service sector, investigate tax laws?”

-Liswati Focus Group Participant, Johannesburg, May 2021

The recent social unrest in Eswatini mobilized diaspora abroad to organize and connect with those from a shared background. There is potential to open dialogue with diaspora abroad.

There is an underserved diaspora group not fully involved in this mapping process. Those Emaswati diaspora in South Africa working in domestic services or mining work represent anecdotally a large portion of the Emaswati diaspora. Moreover, there is a large portion of current students in tertiary education in South Africa that are, at least, a temporary component of the diaspora, with an opportunity to fully engage with other members of the diaspora and to consider how their educational experience can then bring back opportunities to Eswatini.

With high levels of migration from Eswatini and elsewhere on the continent, the SADC and AU are actively involved in reforming labour migration policy. The Emaswati diaspora in South Africa would benefit largely from policies related to the free movement of labour across the region, portability and protection of migrant workers and dependents, as well as addressing issues related to health and safety in the workplace.

There is an opportunity for the government of the Kingdom of Eswatini to establish a sustainable diaspora engagement programme and support the establishment of professional or business diaspora associations. The Technical Working Group, supported by this broader IOM project and the government of the Kingdom of Eswatini, have initiated a broad whole-of-government approach to diaspora engagement. Broadening this group to include key civil society actors, diaspora from South Africa and beyond will enhance the direction and the long-term sustainability of diaspora activity. While a WOGA is laudable to realize a meaningful and effective diaspora engagement strategy, one key ministry designated to lead the effort.

The policy and institutional gaps to diaspora engagement were addressed in Section 2.1. A broad-based commitment to both 'high tech and high touch' elements of diaspora engagement are essential, especially in this post-COVID-19 era. That is embracing the importance of both engaging with diaspora online means and activities, but also the ability to forge deeper relationships in person. The Meet and Greet event, organized in May 2021 brought together Emaswati diaspora in Johannesburg is a good case in point. This was an opportunity to gather as a group of Emaswati diaspora in South Africa and connect with embassy/consulate and government officials, however, this is only successful with sustained long-term relationships with this group.

The social unrest in Eswatini that began in June 2021 re-ignited interest in the country from its diaspora abroad. There is an opportunity to open positive dialogue with new diaspora groups to find constructive ways to harness this interest to support the Emaswati in Eswatini and abroad. Moreover, while diaspora engagement would normally include a focus on cultural capital (e.g. music, foods, dance). For other diaspora projects this forms the common connection for diaspora to the home country, while forming a foundation for outreach to the diaspora groups. At the beginning of this project, it was acknowledged there was a dearth of known diaspora groups to progress cultural-based activities. Following this period of social unrest in Eswatini, the emerged groups and the focus of diaspora groupings online tends to be focused on the development in Eswatini, including the human and social capital that can be mobilized with view to build further economic capital.

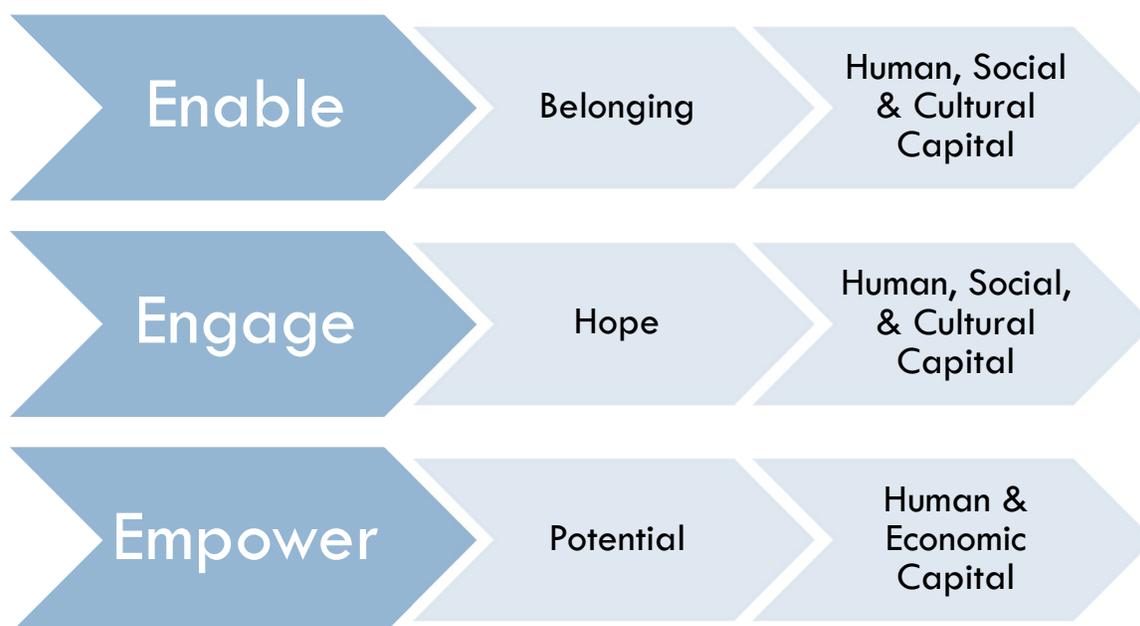
4 Recommendations: Diaspora Engagement and Eswatini

“Leaving home was in desperation because no one would hire me. I left and found opportunities in South Africa...I’m still doing what I would have done even when I am home [in Eswatini], because when I am here, I take what I have home to support my family back home. I want to improve the place where I am from. For me, being back home would be much better.”

-Liswati interviewee, South Africa, June 2021

This section offers recommendations drawing from the three key themes: belonging, hope and potential. This report draws on the cross-cutting themes of the IOM 3 “E” strategy for diaspora—Enable, Engage, Empower—to bring coherence to the sequence potential diaspora engagement work for Eswatini. Building on the social/human, economic and cultural capital of diaspora for development, the 3 “E” strategy offers Eswatini a clear pathway to continue to listening to the voices of diaspora, engaging with diaspora for their own needs and building ways to bring the diaspora together to facilitate development for the country (See Figure J). The recommendations also suggest potential key lead Ministries within the Government of the Kingdom of Eswatini, supportive Ministries towards WOGA and other strategic agencies or organizations towards realizing these recommendations.

Figure J: IOM 3 “E” Model of Diaspora Strategy, Report Themes and Capital



4.1 Overview of Thematic Recommendations

4.1.1 Belonging



Identity: Recommended thematic actions

- Definition:** Adopt a broad Eswatini diaspora definition across the diaspora engagement project and beyond;
- Alumni Associations:** Develop alumni association programs at key secondary schools and at tertiary education, identifying alumni leadership and funding to support these networks;
- High profile Emaswati for outreach campaigns:** Foster relationships with key prominent members of the Eswatini diaspora for future Eswatini campaigns and outreach initiatives.

Lead: Ministry of Foreign Affairs and International Cooperation

Other Stakeholders and Government Ministries: Ministry of Education & Training; Secondary Education Institutions, Tertiary Education Institutions in Eswatini and South Africa; Ministry of Tourism and Environmental Affairs; Alumni diaspora and existing alumni associations; Key prominent/high profile diaspora identified.

Citizenship, Mobility and Groups: recommended thematic actions:

- Review Citizenship/Dual Citizenship:** Review the parameters for citizenship and dual citizenship and the communication of these measures to Emaswati living abroad;
- Mobility for Employment Options:** Explore the potential for supporting enhanced mobility options, especially for Emaswati employment in South Africa;
- Diaspora register:** Establish a diaspora register database to create a robust listing of Emaswati living abroad;
- Business/Professional Associations:** Support the development of formal business, professional and theme-based diaspora organizations in South Africa and beyond. Key agencies/government ministries can initiate this process to foster inter-diaspora networking and potential collaborative Eswatini-based projects.

Lead: Ministry of Foreign Affairs and International Cooperation

Other Stakeholders and Government Ministries: Ministry of Labour & Social Security; Key Emaswati diaspora in South Africa with key business/professional ties.

4.1.2 Hope



Vacation, Visit, Retire: summary of recommended thematic actions:

- Tourism investment:** Devise a strategy and seek key investment (potentially directly from the diaspora) to develop Eswatini as a niche, unique and potentially luxury-level tourism destination in collaboration with tourism offerings across Southern Africa;
- Diaspora Gathering or Return:** Consider an organized global diaspora event calling Emaswati home, similar to [Year of Return in Ghana](#), [Homecoming in Scotland](#) or [The Gathering in Ireland](#) post-COVID-19 pandemic with incentives to visit rural villages, regions and cities to initiate a diaspora-based tourism market;
- Tourism leadership:** Explore the potential of key identified diaspora abroad, such as Richard E Grant, who recently presented a series on tourism, to be central to a tourism campaign;
- Repatriation:** Support Emaswati diaspora returnees from South Africa (and beyond) to access services, employment and potentially mentorship or knowledge transfer support from other diaspora returnees or diaspora, especially key to maximize the impact of returning tertiary education graduates;
- Key infrastructure:** Seek investment to build the key infrastructure and services including roads, internet/wifi and healthcare to ensure diaspora to consider extended periods of remote working or extended visits and retirement to Eswatini.

Lead: Ministry of Tourism and Environmental Affairs

Other Stakeholders and Government Ministries: Ministry of Public Works & Transport; Ministry of ICT; Ministry of Foreign Affairs and International Cooperation; key identified Emaswati returnees; Tertiary Education Institutions in Eswatini (for potential key returnees).

Building Trust: recommended thematic actions

- Diaspora training:** Engage the Technical Working Group, key officials within the Government of the Kingdom of Eswatini and identified members of the Emaswati diaspora in a diaspora training programme;
- TWG Membership:** Extend the Technical Working Group to include key members of the Emaswati diaspora in South Africa and beyond to offer additional perspective and advice to this process;
- Diaspora Engagement Strategy:** Establish a Diaspora Engagement Strategy adopted by government and other key stakeholders to advance strategic diaspora engagement across all government ministries;
- Communications to diaspora:** Communicate the results of the mapping exercise and the Diaspora Engagement Strategy to the broader Emaswati diaspora
- Ongoing trust building:** Continue to forge relationships and build trust with diaspora and for the key aims in a Diaspora Engagement Strategy

Lead: Ministry of Foreign Affairs and International Cooperation

Other Stakeholders and Government Ministries: All Government Ministries; TWG; key identified Emaswati diaspora in South Africa and abroad to join the TWG and in advisory capacity

4.1.3 Potential



Brain Gain: recommended thematic actions

- Thematic roundtables:** Create mechanisms for meaningful dialogue with the Emaswati diaspora. Following on from the Meet and Greet event in Johannesburg in May 2021, there is an opportunity to formalize roundtable discussions on thematic areas, drawing on the expertise from the diaspora in South Africa and beyond;

Belonging, Hope, Potential: Eswatini Diaspora Mapping Project – Full Report

- Diaspora Forum:** Create a Diaspora Forum event inviting back key identified diaspora to participate in discussions on thematic areas, extending from the building trust initiated through roundtable discussions;
- Diaspora Fellowships:** Establish Diaspora Fellowships programme to offer distinguished academics and senior leaders from the Emaswati diaspora to offer their expertise to educational institutions and to advise on key areas of national development;
- Alumni Diaspora Fellowships:** Devise an Alumni Diaspora Fellowships programme for those members of the broader diaspora that studied in Eswatini, but may not be of Emaswati descent who would act as advisors and offer their expertise to prioritized areas of development
- Investment campaign input:** Involve the diaspora in the design and promotion of ‘Brand Eswatini’ or ‘Eswatini means Business’ campaigns through the roundtables and Diaspora Forum to advise on the priority areas for this clear offering to the world;

Lead: Ministry of Foreign Affairs and International Cooperation

Other Stakeholders and Government Ministries: Ministry of Education & Training; Ministry of Public Works & Transport; Tertiary Education institutions (in Eswatini and in South Africa)

Affinity to Action: summary of recommended thematic actions:

- Prospective investment opportunities:** Explore potential for public-private partnerships or diaspora bonds for infrastructure projects, FDI (or DDI) prospects and the possible renewal of the Investor Roadmap Programme and investment summits in South Africa, with Emaswati diaspora acting as potential brokers, partners, or advisors for Eswatini;
- Low cost remittances:** Identify ways to improve the options for low-cost remittances to Eswatini from diaspora abroad;
- Lead Ministry:** Although diaspora engagement is most successful when applying a whole-of-government approach, a designated lead ministry in the Government of the Kingdom of Eswatini would be responsible for driving the diaspora strategy and offering leadership
- Capacity building:** support the capacity building and diaspora governance for newly formed diaspora professional associations and groups to begin to lead initiatives and possible philanthropic activity including giving of time, talent, and treasure towards Eswatini development and supporting new diaspora;
- Reform for investment:** Explore through the diaspora roundtables and Diaspora Forum the regulations, law and reform needed, from a diaspora perspective, to increase confidence and protect investments.

Lead: Ministry of Foreign Affairs and International Cooperation

Other Stakeholders and Government Ministries: TWG; All Government Ministries; key identified Emaswati returnees; Tertiary Education Institutions in Eswatini (for potential key returnees).

5 CONCLUSION

This report is inspired by the stories and candid dialogue with Emaswati diaspora in South Africa and abroad. This mapping exercise demonstrates the interest from the Emaswati diaspora in South Africa and abroad in Eswatini. For many of them, they maintain family ties and bonds to the country. Those that participated directly in the survey, focus group Meet and Greet event and interviews recognize the potential for an enhanced dialogue between the Emaswati diaspora and key stakeholders within Eswatini including the government, key agencies, business, civil society, and professional leadership.

The effective ongoing engagement with the Emaswati diaspora will also require this whole-of-government approach and the mobilization of the diaspora will require a whole-of-society approach.

In the IOM 3E strategy for working with diaspora, this mapping exercise is the first step and ‘E’: enable. harnessing the potential of diaspora engagement is the second ‘E’ engage. To mobilize towards the final ‘E’ empower, the Emaswati diaspora need formal mechanisms and groups to network and begin forging collaborative partnerships that may eventually be of benefit to Eswatini.

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

-Liswati Focus Group Participant, Johannesburg, May 2021

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

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

6 ANNEX

6.1 Technical Working Group – Membership

Name & Surname	Designation	Ministry
1. Ms. Lindiwe Mndebele	Prevention Officer	Prime Minister's Office
2. Mr. Zweli Vilakati	Planning Officer	Agriculture
3. Mr. Makhosi G. Simelane	Chief Immigration Officer	Home Affairs
4. Ms. Samukelisiwe Dlamini	Acting Deputy Director; Tourism, Gaming & Wildlife	Tourism & Environmental Affairs
5. Mr. Charles Hlatshwako	Assistant Commissioner of Labour (Localisation) & Secretary for Training, Localisation and Labour Migration Committee	Labour & Social Security
6. Mr. Dumsane Malinga	Assistant Commissioner of Police	Royal Eswatini Police Service (REPS)
7. Mr. Sikhumbuzo Dlamini	GMEPRS	Central Bank of Eswatini
8. Mr. Vama Jele	Executive Secretary of Swaziland Migrant Mineworkers Association (SWAMMIWA)	Ex Miner's Association
9. Ms. Lungile Mnisi		CANGO
10. Mr. Themba Makhanya	Senior Planning Officer	Ministry of Commerce, Industry and Trade
11. Ms. Khanyisile Dlamini		Business Eswatini
12. Ms. Jennifer Neves	Under Secretary	Ministry of Foreign Affairs and International Cooperation
13. Ms. Zandile Dlamini	International Cooperation	Ministry of Foreign Affairs and International Cooperation
14. Mr. Menzisi Mabuza	Economist	Ministry of Foreign Affairs and International Cooperation
15. Mr. Sihle Khumalo	Political Department	Ministry of Foreign Affairs and International Cooperation
16. Mr. Ayanda Sibisi	IT support	Ministry of Foreign Affairs and International Cooperation

Additions (during the mapping process):

Dr Maria Gallo, Independent Researcher – Diaspora Mapping Project

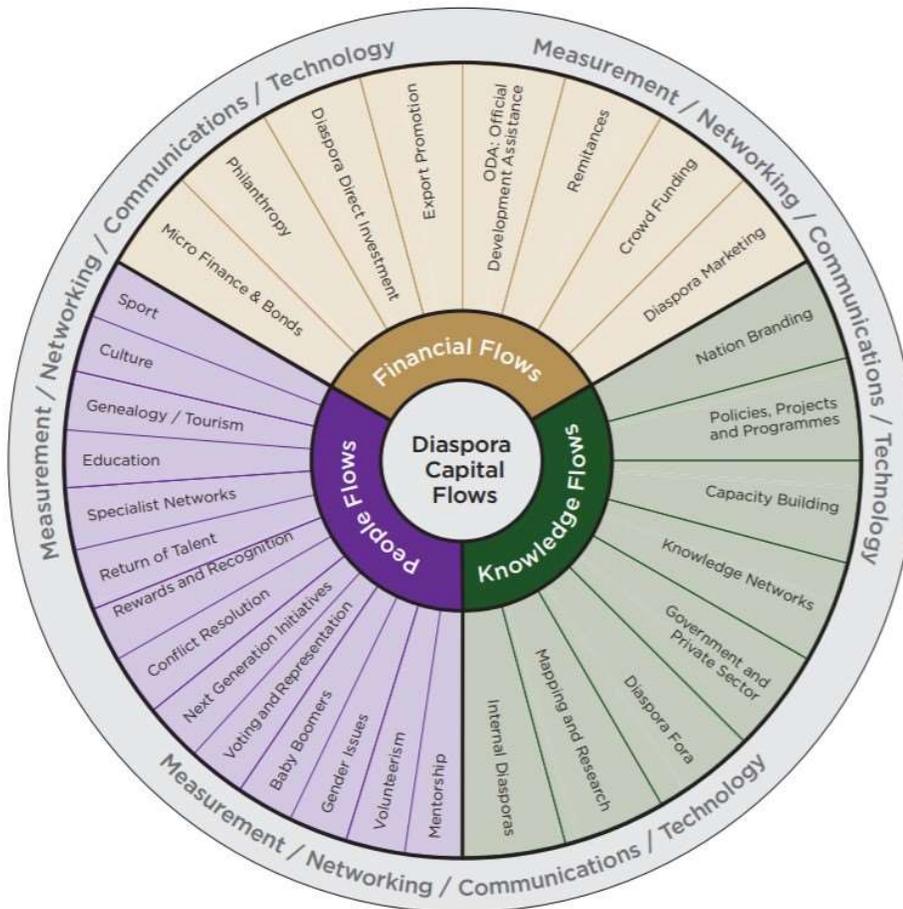
Mr Kingsley Aikins, International Diaspora Expert and Advisor to the Independent Researcher

6.2 A Sample List of Eswatini Diaspora Groups – Formal, Emerging and Social Media-based Networks

Name of Group	Type of Group	Social Media presence	Number of Members (followers) as of 3/09/2021	Date created (if available)
<u>United Eswatini Diaspora</u>		Facebook Group <u>Twitter</u>	984	7/7/2021
<u>SwazisinDiaspora</u>		<u>Twitter</u> /Facebook Pages	2,281 (Twitter)/ 2,625	12/7/2021
<u>Swazi-Canadian Diaspora</u>		Facebook Page <u>Twitter</u>	615 followers (FB) 661 followers (Twitter)	03/07/2021
<u>Swaziland Students Association – Wits University</u>	Student Society	Facebook Group	271	09/07/2008
<u>Swaziland Human Rights Network UK</u>		Facebook Group	60	2018
<u>Swaziland Society</u>	Society			1991
<u>Swaziland Charitable Trust</u>	Charity			1910
<u>Swaziland Vigil UK</u>	Group			2012
<u>University of Cape Town Swazi Society</u>	Student Society	Facebook group	308	2010

6.3 Diaspora Capital Wheel

Diaspora Capital refers to the overseas resources available to a country, region, city, organization or location and is made up of people, networks, finance, ideas, attitudes and concerns for their places of origin, ancestry or affinity.



Source: Aikins, K. (keynote) referenced in: Gallo, M.L. (2020). *Emigration and Diaspora Engagement to Promote Private Sector Development Conference Proceedings*. [accessed on 01/09/2021 <https://www.keepintoucheducation.com/s/IOM-EMERGE-Conference-Report-Final-December-2020.pdf>], p.49.

6.3 Appendix Document (separate to Report)

Appendix A: Online Mapping Emaswati Survey – Final Version on i-Diaspora – South Africa

Appendix B: Online Mapping Emaswati Survey – Final Version on i-Diaspora – Emaswati Abroad

Appendix C: Listing of Emaswati diaspora indicating interest in additional interviews/focus groups

Appendix D: Listing of Emaswati diaspora consenting to further engagement by IOM in diaspora engagement (beyond interviews and focus groups)

Endnotes

-
- ¹ European Union Global Diaspora Facility (2020) 'EUDIF Diaspora Engagement Mapping Eswatini.' p.1. [accessed on 01/04/2021 <https://diasporaforddevelopment.eu/library/eswatini/>].
- ² Knowledge Resources. (2016). *Human Capital and Labour Report: Lesotho and Swaziland*. Randburg: KR Publishing, p. 142.
- ³ United Nations. (2020) *Common Country Analysis of the Kingdom of Eswatini*, p.53. [accessed on 15/04/2021 <https://eswatini.un.org/sites/default/files/2021-03/CCA%20Report%20-%20FINAL%20for%20printing%2022%20July.pdf>]
- ⁴ United Nations – UN Eswatini (2021). 'Statement of the UN Resident Coordinator at the Launch of the Diaspora Engagement Project.' 11th February [accessed on 16/04/2021 <https://eswatini.un.org/en/111477-statement-un-resident-coordinator-launch-diaspora-engagement-project>].
- ⁵ For more information on i-Diaspora visit: <https://idiaspora.org/en>
- ⁶ For a sample list of Emaswati diaspora groups, see the Appendix. A listing of European-based Eswatini diaspora group see: European Union Global Diaspora Facility (2020) 'EUDIF Diaspora Engagement Mapping Eswatini.' p.2. [accessed on 01/04/2021 <https://diasporaforddevelopment.eu/library/eswatini/>].
- ⁷ European Union Global Diaspora Facility (2020) 'EUDIF Diaspora Engagement Mapping Eswatini.' p.2. [accessed on 01/04/2021 <https://diasporaforddevelopment.eu/library/eswatini/>].
- ⁸ European Union Global Diaspora Facility (2020) 'EUDIF Diaspora Engagement Mapping Eswatini.' p.1. [accessed on 01/04/2021 <https://diasporaforddevelopment.eu/library/eswatini/>].
- ⁹ Knowledge Resources. (2016). *Human Capital and Labour Report: Lesotho and Swaziland*. Randburg: KR Publishing, p. 142.
- ¹⁰ Docquier, F., & Marfouk, A. (2005). 'International Migration by Educational Attainment (1990- 2000)' In: Özden, C and M. Schiff. *International Migration, Remittances, and the Brain Drain*. (Washington, DC: World Bank). pp.151-200. [accessed 19/04/2021 <https://openknowledge.worldbank.org/bitstream/handle/10986/6929/339880rev.pdf>]
- ¹¹ IOM (2021) *Migration Governance Indicators: The Kingdom of Eswatini 2021* Geneva: IOM, p. 14 [accessed on 17/04/2021 <https://publications.iom.int/books/migration-governance-indicators-profile-2021-kingdom-eswatini>]
- ¹² Rannveig Agunias, D and K. Newland. (2013). *Developing a Road Map for Engaging Diaspora in Development: A Handbook for Policymakers and Practitioners in Home and Host Countries*. Geneva: IOM and MPI [accessed 15/04/2021 https://publications.iom.int/system/files/pdf/diaspora_handbook_en_for_web_28may2013.pdf]
- ¹³ IOM (2021) *The Migration Governance Indicators Report 2021 on the Kingdom of Eswatini*. Geneva: IOM, p.16 [accessed on 17/04/2021 <https://publications.iom.int/books/migration-governance-indicators-profile-2021-kingdom-eswatini>]
- ¹⁴ Kingdom of Eswatini. (2005) *Constitution of the Kingdom of Swaziland Act*
- ¹⁵ European Union Global Diaspora Facility (2020) 'EUDIF Diaspora Engagement Mapping Eswatini.' [accessed on 01/04/2021 <https://diasporaforddevelopment.eu/library/eswatini/>], p.1.
- ¹⁶ The World Bank (2020) 'Migration and Remittances Data (as of October 2020) [accessed on 20/04/2021 <https://www.worldbank.org/en/topic/migrationremittancesdiasporaissues/brief/migration-remittances-data>]
- ¹⁷ Mlambo, C and Kapingura, F. (2020). 'Remittances and Economic Development: Evidence from SADC countries.' *Eurasian Journal of Economics and Finance*. 8(4), pp.261-273.
- ¹⁸ Kingdom of Eswatini. (2017) *National Financial Inclusion Strategy for Swaziland 2017-2022*. Mbabane: Ministry of Finance, p.31 [accessed on 15/04/2021 <https://www.afi-global.org/sites/default/files/publications/2018-01/Swaziland%20National%20Financial%20Inclusion%20Strategy%202017%20-2022.pdf>].
- ¹⁹ United Nations. (2020) *Common Country Analysis of the Kingdom of Eswatini*, p.53. [accessed on 15/04/2021 <https://eswatini.un.org/sites/default/files/2021-03/CCA%20Report%20-%20FINAL%20for%20printing%2022%20July.pdf>]

Belonging, Hope, Potential: Eswatini Diaspora Mapping Project – Full Report

- ²⁰ Kingdom of Eswatini. (2019) 'Statement by the Rt Hon Prime Minister Ambrose Mandvulo Dlamini at the Launch of Government Strategic Roadmap 2019-2023' 13th May 2019 [accessed 15/04/2021 <http://www.gov.sz/index.php/latest-news/2245-roadmap2019>]
- ²¹ Kingdom of Eswatini (2019) *Eswatini Strategic Roadmap 2019-2023*, pp.19-23 [accessed 15/04/2021 https://www.cabri-sbo.org/uploads/bia/Swaziland_2019_Planning_External_NationalPlan_NatGov_COMESASADC_English.pdf]
- ²² Kingdom of Eswatini (2019) *Eswatini Strategic Roadmap 2019-2023*, pp.30-31 [accessed 15/04/2021 https://www.cabri-sbo.org/uploads/bia/Swaziland_2019_Planning_External_NationalPlan_NatGov_COMESASADC_English.pdf]
- ²³ Kingdom of Eswatini (2019) *National Development Plan 2019-2022: Towards Economic Recovery*, p.90 [accessed 14/04/2021 https://www.cabri-sbo.org/uploads/bia/Swaziland_2019_Planning_External_NationalPlan_NatGov_COMESASADC_English_1.pdf]
- ²⁴ IOM (2021) *The Migration Governance Indicators Report 2021 on the Kingdom of Eswatini*. Geneva: IOM [accessed on 17/04/2021 <https://publications.iom.int/books/migration-governance-indicators-profile-2021-kingdom-eswatini>]
- ²⁵ IOM (2021) *The Migration Governance Indicators Report 2021 on the Kingdom of Eswatini*. Geneva: IOM [accessed on 17/04/2021 <https://publications.iom.int/books/migration-governance-indicators-profile-2021-kingdom-eswatini>]
- ²⁶ Kingdom of Eswatini. (2021) 'Ministry of Foreign Affairs and International Co-operation.' Webpage [accessed on 17/04/2021 <http://www.gov.sz/index.php/about-us-sp-1300693458>].
- ²⁷ IOM (2021) *The Migration Governance Indicators Report 2021 on the Kingdom of Eswatini*. Geneva: IOM, p.13 [accessed on 17/04/2021 <https://publications.iom.int/books/migration-governance-indicators-profile-2021-kingdom-eswatini>]
- ²⁸ UNDP (2020). *Human Development Report 2020 – Eswatini (Kingdom of)*, p.2. [accessed 20/04/2021 <http://hdr.undp.org/sites/default/files/Country-Profiles/SWZ.pdf>]
- ²⁹ Minister of Labour & Social Security, Government of the Kingdom of Eswatini. (2019) *Priority Programmes of Study to be funded by the Government of Eswatini*. [accessed on 01/09/2021 <http://www.gov.sz/images/LABOUR/Labour-scholarship-brochure-edited.pdf>]
- ³⁰ Rannevig Agunias, D and K. Newland. (2013). *Developing a Road Map for Engaging Diaspora in Development: A Handbook for Policymakers and Practitioners in Home and Host Countries*. Geneva: IOM and MPI, p.157. [accessed 15/04/2021 https://publications.iom.int/system/files/pdf/diaspora_handbook_en_for_web_28may2013.pdf].
- ³¹ UNESCO (2016) 'Swaziland 2016 Report.' Webpage. [accessed 20/04/2021 <https://en.unesco.org/creativity/monitoring-reporting/periodic-reports/available-reports-36>]
- ³² European Union Global Diaspora Facility (2020) 'EUDIF Diaspora Engagement Mapping Eswatini.' p.2. [accessed on 01/04/2021 <https://diasporaforddevelopment.eu/library/eswatini/>].
- ³³ Kingdom of Eswatini Official Tourism Website. [accessed on 19/04/2021 <https://www.thekingdomofeswatini.com/news-blogs/eswatini-named-one-of-the-worlds-top-countries-for-2020-by-lonely-planet/>]
- ³⁴ See for example the work of Future First Kenya, to promote alumni programming in primary and secondary school education to create relatable role models. <https://www.futurefirst.co.ke/> . Future First Kenya also provides a Toolkit for establishing thriving alumni associations: <https://www.futurefirst.co.ke/resources> [accessed on 30/08/2021]
- ³⁵ Poole, M. (2021). 'What Mahlalela will bring to the Warriors' coaching staff.' *NBC Sports Online*. 28th July. [accessed on 11/08/2021 <https://www.nbcsports.com/bayarea/warriors/what-jama-mahlalela-will-bring-warriors-coaching-staff-year>]
- ³⁶ Horsford, S. (2021). "Richard E. Grant: 'I still wear two watches, with the right one set to eSwatini time.'" 1st August. *The Telegraph*. [accessed on 11/08/2021 <https://www.telegraph.co.uk/travel/celebrity-interviews/richard-e-grant-still-wear-two-watches-right-one-set-eswatini/>]
- ³⁷ South Africa Visa Website [accessed on 04/09/2021 <https://www.southafricavisa.com/evisa-requirements/swazi-citizens/>]
- ³⁸ Dlamini, S. (2020). 'Liswati boy best in the world.' *The Eswatini Observer*. 24th December. [accessed on 28/06/2021 <http://new.observer.org.sz/details.php?id=14752>]
- ³⁹ This is drawn from the keynote address by Kingsley Aikins, at the EMERGE Diaspora Conference Proceedings that can be accessed at: Gallo, M.L. (2020). *Emigration and Diaspora Engagement to Promote Private Sector Development Conference Proceedings*. [accessed on 01/09/2021 <https://www.keepintoucheducation.com/s/IOM-EMERGE-Conference-Report-Final-December-2020.pdf>], p.49.
- ⁴⁰ Aikins, K. and White, N. (2011). *The Global Diaspora Strategies Toolkit*. [accessed on 31/08/2021 <https://www.thenetworkinginstitute.com/wp-content/uploads/2016/02/Diaspora-Toolkit-Book.pdf>], p.203.