

**MOBILIZATION OF UGANDAN DIASPORA FOR NATIONAL DEVELOPMENT. A CASE
STUDY OF UGANDANS IN ZAMBIA**

JOSHUA ASHABA

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**UGANDA CHRISTIAN
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DECLARATION

I, **Joshua Ashaba**, hereby declare that this thesis entitled “**MOBILIZATION OF UGANDAN DIASPORA FOR NATIONAL DEVELOPMENT: A case study of Ugandans in Zambia**” is my original work and it has never been submitted to any institution of higher learning for any award.

Signed:

A handwritten signature in black ink, appearing to read 'Joshua Ashaba', written over a horizontal line.

Date: 26th March 2024

JOSHUA ASHABA

APPROVAL

This is to certify that this thesis by **Joshua Ashaba**, entitled “**MOBILIZATION OF UGANDAN DIASPORA FOR NATIONAL DEVELOPMENT: A Case Study of Ugandans in Zambia**” has been conducted under my supervision and is submitted with my approval.

Signature:

A handwritten signature in black ink, appearing to read 'Eric Mwima', written in a cursive style.

Date: 29-03-2024

Eric Mwima

University Supervisor.

DEDICATION

This research report is dedicated to my family and friends that have encouraged, inspired and supported me on this journey, and together we have a reason to celebrate.

ACKNOWLEDGEMENT

I give the honor and the glory to the highest God and the favor upon and the mercy the highest God laid on me.

Special gratitude goes to the Uganda Community in Zambia for guiding me to come up with this dissertation successfully.

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ABSTRACT

This study investigated the mobilization of Ugandans in diaspora for national Development using a case study of Ugandans in Zambia. The specific objectives of the study were to: assess how existing mobilization mechanism of Ugandans in Zambia influence their participation in national development, assess how awareness of the role of foreign Mission in Tanzania affect the mobilization of Ugandans in Zambia to participate in National Development, find out how inclinations (social, economic and professional) of Ugandans in Zambia affect their mobilization to participate in National Development, assess how leadership structure of Ugandans in Zambia affect their mobilization to participate in National Development. The study adopted a case study approach so as to provide an opportunity for an in-depth study of particular stake holders in the mobilization and foreign mission of Ugandans in diaspora.

Data was obtained, analyzed and a meaningful generalization was made with in Uganda in both quantitative and qualitative measures. The study sample was drawn from a population of 125 participants who included Ministry of Foreign & Internal Affairs officials 10, Foreign Mission in Tanzania 15 and Ugandans in Zambia 100. The sample size was Ministry of Foreign & Internal Affairs officials 10, Foreign Mission in Tanzania 14, Ugandans in Zambia 80 and the total was 104. The study applied questionnaires and interviews as instruments of data collection. This research adopted thematic analysis to classify and interpret the gathered data.

The major finding from this study show that Ugandans in Zambia are not effectively mobilized to participate in national development. The mobilization mechanism, awareness of the role of foreign Mission in Tanzania, Social, Economic and Professional inclinations among Ugandans in Zambia and leadership structure of Ugandans in Zambia have limited the participation of Ugandans in Zambia towards national development. The existing mobilization mechanism of Ugandans in Zambia limit their participation in national development because; There are problems in mobilizing Ugandans in the diaspora (73%). These create gaps that hinder their effective mobilization to participate in national development. Ugandans in Zambia are not mobilized through a registered and recognized association. The existing associations that unite Ugandans in Zambia are not legally registered (92%). Although Ugandans in Zambia are registered in a diaspora association (79%). Many Ugandans in Zambia are not aware of the legal status of these associations, which limit their mobilization to participate in national development. Uganda has no diaspora mobilization strategy (50%), that is Uganda lacks a clear known diaspora mobilization policy to guide and mobilize Ugandans in the diaspora to participate in national economic development. The diaspora associations in Zambia do not hold regular mobilization meetings to enable Ugandans in Zambia to know how to participate in national development (62%). There is no investment plan to support potential Ugandans in Zambia to invest in Uganda (62%). There are no annual home coming visits organized to show how Ugandans in the diaspora can spot investment opportunities in the country (63%). On a positive note the diaspora in Zambia remit funds to Uganda. They send funds to Uganda to support their families and therefore contribute to national economic development (92%), a practice that needs to be promoted. Ugandans in Zambia have an association through which they are mobilized for national development (100%) something worth nurturing.

Ugandans in Zambia are aware of the existence and mandate of the Foreign Mission in Tanzania (62%). Ugandans in Zambia collaborate with the Foreign Mission in Tanzania on their diaspora issues (54%). Knowledge about Ugandan diaspora is not sufficient to foster collaboration (92%). Ugandans in Zambia are not registered with their Foreign Mission in Tanzania (100%). Therefore, they cannot be traced easily and mobilized for national development and response emergence. The Ugandan mission in Tanzania serves a large geographical area which compromises its effectiveness (84%). The cost to reach the Uganda mission in Tanzania from Zambia is a limiting factor (92%). Therefore, many Ugandans are burdened by distance and transport costs to reach the Ugandan mission in Tanzania. There are immigration limitations between Tanzania and Zambia that prevent Ugandans in Zambia to contact the Ugandan Mission in Tanzania (67%). Diaspora Services Department (DSD) in the Ministry of Foreign Affairs has limitations when handling diaspora issues. They have technical, logistical and human capacity to comprehensively handle diaspora challenges (63%). There is little information known about Ugandans in Zambia (100%). There is no attached mission agency that mobilizes Ugandans in Zambia (62%).

Ugandans in Zambia have means through which they send money to Uganda to support in national development (85%). They send money to their relatives and for other development projects, from which government taps money in form of VAT and other taxes from purchase of goods and services. Ugandans in Zambia are fully informed about the developments taking place in the country (67%).

There are strong social ties between Ugandans in Zambia (54%). However, Uganda lacks clear statistics of the Ugandans in Zambia (85%). Ugandans in Zambia feel neglected economically and socially (85%). Uganda diaspora in Zambia have a negative attitude towards the development that is taking place in the country (80%). There is no good economic network among Ugandans in Zambia (69%). There exists no well-known professional bond between Ugandans in Zambia (48%). Ugandans in Zambia have an active association that brands Ugandans in Zambia (79%). Ugandans in Zambia are a sources of investment capital to Uganda (54%). Ugandans in Zambia have a leadership structure through which they are effectively mobilized (54%). Ugandans in Zambia are eager to associate with one another (73%). However, the leadership structure of Ugandans in Zambia limit diaspora mobilization to participate in National Development in the following ways; The diaspora leadership in Zambia is not as strong as in other parts of the world (61%). Leadership is a challenge in the mobilization of Ugandans in Zambia (52%). The Diaspora Services Department (DSD) at the Ministry of Foreign Affairs does not effectively execute its full mandate of mobilizing Ugandans in Zambia (92%). Government does not actively support the economic integration of Ugandan nationals in Zambia (69%). Uganda government does not fully engage Ugandans in Zambia to participate in national development (92%). Leaders of Ugandans in Zambia do not encourage them to productively contribute to national development (58%).

In answering the practical question of how can Ugandans in Zambia be effectively mobilized to participate in National Development, based on the research findings, the research makes the following recommendations; The existing mobilization mechanism can be improved to enable Ugandans in Zambia participate in national development in the following ways; Ugandans in Zambia should be mobilized through a registered and recognized association. The existing associations that unite Ugandans in Zambia should be legally registered. The Ugandans in Zambia who are registered in a diaspora association should be sensitized and made aware of the legal status of these associations. Uganda should develop a diaspora mobilization strategy, that is Uganda should have a clear known diaspora mobilization policy to guide and mobilize Ugandans in the diaspora to participate in national economic development. The diaspora associations in Zambia should hold regular mobilization meetings to enable Ugandans in Zambia to know how to participate in national development. There should be an investment plan to support potential Ugandans in Zambia to invest in Uganda. There should be annual home coming visits organized to

show how Ugandans in the diaspora can spot investment opportunities in the country. Government should promote and appreciate a system that acknowledges the diaspora in Zambia that remit funds to Uganda. Thank them for sending funds to Uganda that support their families and contribute to national economic development. Ugandans in Zambia should nurture the association that mobilizes them for national development. The Ugandan foreign mission in Tanzania should conduct more sensitization awareness missions to Ugandans in Zambia on its existence and mandate. More collaboration efforts between Ugandans in Zambia and the Foreign Mission in Tanzania on their diaspora issues.

CHAPTER ONE:

1.0 Introduction

This chapter presents the background, problem statement, objectives, and research questions, hypotheses of the study, significance and scope of the study.

1.1 Background of the study

Axel, Brian Keith (1996) defines Diaspora as a term used to describe the movement of people often involuntary or voluntary dispersed from a homeland to multiple areas, and the creation of communities and identities based on the histories and consequences of dispersal. Diaspora is a Greek word once solely used to describe Jewish, Greek, and Armenian dispersions whom some scholars often describe as the “classic” Diasporas. Similarly, in 2010 Axel Brian Keith further stated that, diaspora may also refer to migrants, expatriate, refugee, guest worker, exile or overseas communities who disperse from their main home land.

Robert Longley (2021) states that, Diaspora is a community of people from the same homeland who have been scattered or have migrated to other lands. The term diaspora comes from the Greek verb “diaspeirō” meaning “to scatter” or “to spread about”. As first used in Ancient Greece, diaspora referred to people of dominant countries who voluntarily emigrated from their homelands to colonize conquered countries. Today, scholars recognize two kinds of diaspora: forced and voluntary. Forced diaspora often arises from traumatic events such as wars, imperialistic conquest, or enslavement, or from natural disasters like famine or extended drought. As a result, the people of a forced diaspora typically share feelings of persecution, loss, and desire to return to their homeland.

In relation to the above, Robin Cohen (2009 report) has moved to widen the term diaspora. Cohen argued that diaspora include those groups who scatter voluntarily as well as those who move as a result of aggression, persecution or extreme hardship. Diaspora incorporates all kinds of mass population movement and on this basis Cohen identified five types of diaspora; Victim diasporas

who include classic diasporas forced into exile such as the Jewish, African, and Armenian diasporas; Labour diasporas who include, mass migration in search of work and economic opportunities such as the Indian, Africans and Turkish diasporas; Trade diasporas i.e.; migrations seeking to open trade routes and links such as the Chinese and Lebanese diasporas; Imperial diasporas such as; migration among those keen to serve and maintain empires such as the British and French diasporas; Cultural diaspora including those who move through a process of chain migration such as the Caribbean diaspora.

The scholar further states that voluntary diaspora is a community of people who have left their homelands in search of economic opportunity, as in the massive emigration of people from depressed regions to the United States and other countries. Nevertheless, unlike diaspora created by force, voluntary immigrant groups, also maintain close cultural and spiritual links to their countries of origin are always less likely to return to them permanently. The needs and demands of large diaspora often influence government policy ranging from foreign affairs and economic development to immigration.

Majority of low-income countries have policies that welcome and encourage foreign investment, and often find themselves in competition for such investment (Brinkerhoff, 2011; Dickinson, 2017). With increasing movements of people around the world, such international economic activity is becoming an ever more important occurrence and a key focus for public policy (World Bank, 2016). Though foreign investment policies have been put in place, less have been done in the Mobilization of Ugandan diaspora for National Development, if there is then the mechanism is inappropriate and does not support diaspora to fully contribute to National Development. This study therefore focuses on Mobilization of Ugandan diaspora for National Development which has become increasingly institutionalized within Ministry of Foreign Affairs (MoFAs) (Clemens et al 2007).

1.2 Historical background

Brubaker, R. (2005) reported that During the Atlantic trade, enslaved people of the 16th to 19th centuries to a tune of 12 million people in Western and Central Africa were taken captive and shipped to America. They made up mainly of young men and women in their childbearing years, the native African diaspora grew rapidly. These displaced people and their descendants greatly influenced the culture and politics of the American and other New World colonies. In reality, the massive African diaspora had begun centuries before the trade as millions of Sub-Saharan Africans migrated to parts of Europe and Asia in search of employment and economic opportunity. The scholar further states that, descendants of the native African diaspora maintain and celebrates its shared culture and heritage in communities around the world.

Geoffrey Migiro (2018 Report) argues that African Diaspora are origin of Africans living away from their home country to other African countries and or beyond African continent (Africa). The phrase "African Diaspora" was coined during the 19th century, but only came into common use during the 21st century. Many Africans have migrated in search of a better life with most of them moving to the developed countries like the United States and other secure countries like South Africa, Zambia among others. UNDP (2018 report) stated that, from 2000 to 2005 the rate of emigration grew to 440,000 Africans annually which increased the Global African Diaspora population. The United States alone had over 1.6 million African born people by 2010, and the number is still growing.

According to UN Human Development (2009 Report). Ugandans in the foreign countries are estimated to be 1.5 million, of which majority emigrated in the early 1970s during the political turmoil that beset the country following the assumption of political power by the Idi Amin military regime. This group of Ugandan emigrants of the 1970s includes those of Asian origin that were hastily expelled in 1972. Over the years, other Ugandans have emigrated mainly in search for better social and economic opportunities. However, the mobilization of such migrants is low hence

hindering their contribution to National Development. It's on such background information that the researcher seeks to find out why the mobilization of Uganda diaspora for National Development is low?

According to the U.S. Census Bureau (2018), nearly 46.5 million people of the African migrants in diaspora lived in the United States in 2017. In the early 21st century, an estimated 10 percent of human beings lived in a diasporic situation. The number of individuals with dual citizenship exploded in a short period of time. In 1980s, four countries in Latin America allowed dual citizenship; by early 2000, the number of countries permitting it had reached 10. Many countries set up organizations, institutions, procedures, and devices of all sorts to reach and capitalize on their expatriates. However, Financial transfers of migrants reached several hundred billion dollars per year and were increasingly channeled for productive collective projects, not just for individual consumption purposes. Another benefit to home countries comes in form of social remittances, technology transfers, information or knowledge exchanges, and democratic values transmission.

Uganda Ministry of Foreign Affairs (2021 Report) Uganda, which gained her independence on 9th October 1962, went through political instability in the late 1970's and early 1980's that led to a mass exodus of its people, some of whom have lived and settled in Zambia. Ugandan Diaspora comprises of all people of Ugandan origin living and/or working outside Uganda. In addition to that, UN Human Development Report (2009) states that, majority of Ugandans emigrated in the early 1970s, during the political turmoil that beset the country following the assumption of political power by the Idi Amin military regime. This group of Ugandan emigrants of the 1970s includes those of Asian origin that were hastily expelled in 1972. Over the years, other Ugandans have emigrated mainly in search for better social and economic opportunities.

1.3 Contextual background

Anthony Chukwuma N (2019) in his journal cited Vaizey, J. (2018) and stated that, National Development is the capacity of the country to raise the standard of living of its residents. National Development involves all aspects of a country's development such as social, political, economic, institutional etc. nevertheless, Luno (2018) continues to argue that, "National Development is the effect of all citizens, that forces addition to stock of physical, human resources, knowledge and skills". It's changes in the growth of social, cultural, political and economic factors can improve and sustain the social and economic welfare of the people. However, if the Ugandan diaspora are not mobilized enough, then there is likely none of their contribution to National Development. Its upon such gaps therefore, that the researcher is studying Mobilization of Ugandan diaspora for National Development.

In that perspective therefore, Ugandan diaspora can contribute wholesomely in terms of remittances if there is effective mobilization. In 2019 a sum of 1.4bn US Dollars was collected and contributed to National Development. Government has come up with more inclusive policies to facilitate the inclusion of the Diasporas in promoting economic growth. Ugandan government has maximized possible improvements from migration as a way of encouraging National Development to foster diaspora contributions to National Development and become an economic powerhouse (Nile Post-2022). However, in absence of an envoy and or an embassy in countries like Zambia, how can mobilization of such diaspora population contribute to National Development and how do they meet their needs that require government interventions? It on such gaps therefore, that the researcher seeks to study Mobilization of Ugandan diaspora for National Development.

Nile Post (2022) continues to report that, world over, the emigrants have been a force driving growth and economic development of countries like Ethiopia, Nigeria, Israel and this is reason

enough for all governments including Uganda to develop policies that promote their interests. The National diaspora are best known for contributing to countries' Growth Domestic Product (GDP) through remittances but their roles are not only limited to this function. Though this is a true fact of the matter, it's the same with Ugandans in Zambia. The absence of a mission in Zambia but having it in Tanzania and sharing with other states makes the Mobilization of Uganda's citizens a challenge to have them fully engaged and participate in National Development.

Uganda constitution of the 1995, Chapter 3 Articles 9-12 states that, all Ugandans who lost their Ugandan citizenship prior to 2009 by way of obtaining citizenship of another country under this act can reacquire their former Ugandan citizenship. This was done to ensure the diaspora contribute to National Development. Many of the Ugandan Diaspora possess impressive knowledge, skills, talents and financial resources that contributes significantly to the development of their host countries and for Uganda to develop, we need such contributions from the diaspora to develop Uganda as their ancestral land. Some of the Diaspora in countries like Zambia are still looking for opportunities to contribute towards developing Uganda. However, there is no clear chapter or even platform to mobilize Ugandans in Zambia which makes mobilization of Ugandan diaspora for National Development very difficult. With the many Ugandans in Zambia there is gap in mobilization hence their low contribution to National Development.

Though Zambia is a country among the regional countries under the Uganda Mission in Tanzania, there is quest for their contribution as Ugandan diaspora and this has been addressed by Diaspora Services Department (DSD) which was established at the Ministry of Foreign Affairs to handle Diaspora issues and facilitate their contribution to the social, economic, technological and political development in Uganda. However, more approaches are required if this objective is to be successfully achieved or else Ugandans in Zambia continues to lack proper mobilization for their

contribution to Uganda's National Development as expected (Ministry of Foreign Affairs -2021 report).

Uganda Ministry of Foreign Affairs (2021 report) stated that, the Uganda High Commission to the United Republic of Tanzania, has a mission to strengthen the excellent bilateral relations between Uganda and the United Republic of Tanzania as well as the Republics of Zambia, Malawi, Madagascar, Mauritius and Comoros. The Mission is also accredited to the East Africa Community, a primary Regional Economic building block in pursuit of Uganda's promotion of regional economic and political integration, international peace and security. In addition, the Mission is also accredited to the Common Market for Eastern and Southern Africa (COMESA). However, given the larger area of coverage, the issues of Ugandans in Zambia are not effectively handled either addressed, there is little awareness to Ugandans in Zambia about the Ugandan Mission in Tanzania and its Jurisdiction and hence leading to no or low mobilization of Ugandan diaspora in Zambia to contribute to National Development with many of their issues unsolved.

The Mission in Tanzania is tasked to: Promote Uganda's exports, investment opportunities, education facilities and tourism/cultural attractions; Mobilize and empower the Ugandans for National Development; Identify, develop and maintain Uganda government properties. However, it is challenging to mobilize and empower people who have no full information, knowledge and understanding that you are the one supposed to. Therefore, if government is to achieve its gain from Ugandan diaspora, it is paramount for Ugandan diaspora to understand the mission's area of jurisdiction and the aim; mobilizing and empowering the Ugandan diaspora for National Development. The absence of Uganda Embassy in Zambia compromises the contribution and identity of the Ugandan diaspora in Zambia some of whom have dual citizenship with desire to link home roots. Ugandan Missions in Africa are in 9 countries out of 54 that make 17% coverage in Africa alone and the whole world Uganda has 42 diplomatic missions/representations in the whole

world, low knowledge about statistics of Ugandans in foreign countries inspired the researcher to conduct this study.

1.4 Problem Statement

Ugandan Diaspora are estimated to be 1.5 million approximately. 50% are said to be resident in Europe. There are about 130,000 Ugandans in the United States of America alone. Canada and Africa, play host to tens of thousands of Ugandans. Many of Ugandan diaspora possess impressive educational and professional qualifications and contribute significantly to the development of their host countries in many diverse fields but they contribute less to their home country (UN Human Development Report 2009).

In 2019, Ugandan diaspora contributed in terms of remittances a sum of 1.4bn US Dollars. This is a clear indicator that Ugandan Diaspora is a powerful resource for the country in economic, social and infrastructural development if well mobilized (Nile Post- 2022). Government has come up with more inclusive policies to help facilitate the inclusion of the Ugandan Diasporas in promoting Uganda's economic growth. In 2007, the Ministry of Foreign Affairs took a lead role in offering a comprehensive range of services to the large population of Ugandan Diaspora to facilitate their contribution to the country's social, economic, technological and political development (UN Human Development Report 2009). However, failure to establish a Foreign Mission in some countries for example Zambia alienates them from participating in their national development in that they are cut off systematically as they lack access to a nearby Foreign Mission. For example, Ugandans in Zambia are expected to be served by a Ugandan Foreign Mission in Tanzania, which is more than 48 hours, by road this also involves acquisition of border crossing requirements.

Uganda High Commission in the United Republic of Tanzania is in charge of Republic of Zambia, Malawi, Madagascar, Mauritius, Comoros, and Zanzibar (Uganda MoFA - 2021 report). This gap creates a bottleneck that affects diaspora needs and their contribution to National Development.

There is no clear, up-to-date statistics to tell how many Ugandans are living in Zambia, and this unveils the truth that they lowly contribute to National Development. It is upon this therefore, that the researcher seeks to find out why are Ugandan diaspora not effectively mobilized to contribute to National Development taking a case study of Zambia.

1.5.1 Central/ Analytical Research Question

Why are Ugandans in Zambia not effectively mobilized to participate in National Development?

1.5.2 Practical/Action question

How can Ugandans in Zambia be effectively mobilized to participate in National Development?

1.5.3 General objective

To find out why Ugandans in Zambia are not effectively mobilized to participate in National Development?

1.5.4 Specific Objectives

1. To evaluate how existing mobilization mechanism of Ugandans in Zambia influences their participation in national development.
2. To analyze how awareness of the role of foreign Mission in Tanzania affects the mobilization of Ugandans in Zambia to participate in National Development.
3. To find out how inclinations (social, economic and professional) of Ugandans in Zambia affect their mobilization to participate in National Development.
4. To assess how leadership structure of Ugandans in Zambia affects their mobilization to participate in National Development.

1.5.5 Research questions

1. How does the existing mobilization mechanism of Ugandans in Zambia influence their participation in national development?
2. How does awareness of the role of foreign Mission in Tanzania affect the mobilization of Ugandans in Zambia to participate in National Development?
3. How do inclinations (social, economic and professional) of Ugandans in Zambia affect their mobilization to participate in National Development?
4. How does the leadership structure of Ugandans in Zambia affect their mobilization to participate in National Development?

1.5.6 Hypotheses of the study

1. The existing mobilization mechanism of Ugandans in Zambia influence their participation in national development.
2. Awareness of the role of foreign Mission in Tanzania affect the mobilization of Ugandans in Zambia to participate in national development.
3. Inclinations (social, economic and professional) of Ugandans in Zambia affect their mobilization to participate in national development.
4. The leadership structure of Ugandans in Zambia affects their mobilization to participate in National Development.

1.6 Significance of the study

This study aimed at providing opportunity to stakeholders in government agencies who are directly concerned with Uganda's Foreign Missions in other countries in Africa.

The study subsequently contributes to a clear understanding of mandate and jurisdictions Uganda's Foreign Missions in Tanzania.

The study analyses the role of leadership in mobilizing citizens in the diaspora for national development.

1.7 Scope of the study

1.7.1 Geographical Scope

The study was conducted among the Ugandan diaspora in Zambia. It also involved Ugandan Mission officials and the Ministry of Foreign and Internal Affairs.

1.8.2 Time Scope

The study analyzed the nature and state of mobilization to participate in national development by Ugandans in the Zambian diaspora over a period of five years 2019 up to 2023.

1.9.3 Content Scope

The study investigated why Ugandans in Zambia are not effectively mobilized to participate in national development, with focus on assessing how existing mobilization mechanism of Ugandans;

awareness of the role of Foreign Mission in Tanzania; inclinations (social, economic and professional) of Ugandans; and leadership structure of Ugandans in Zambia affect their mobilization to participate in national development.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter highlights key literature on the topic presented under the sub headings: theoretical review, mobilization mechanism used to mobilize diaspora, knowledge on mandate and jurisdictions of Foreign Mission in Tanzania diaspora, social economic and professional inclinations of the diaspora and role of leadership to diaspora towards National Development. This will provide the researcher with varying perspectives from various researchers in this field to draw comparisons on the topic.

2.1.0 Key Definitions

2.1.1 Diaspora

Reis, M. (2004) in his book international migration, defined diaspora as “Emigrants and their descendants, who live outside the country of their birth or ancestry, either on a temporary or permanent basis, yet still maintain Effective and material ties to their countries of origin” in the same vain, Axel, Brian Keith (1996) defines Diaspora as a term used to describe the mass often involuntary or dispersal of a population from a homeland to multiple areas, and the creation of communities and identities based on the histories and consequences of dispersal. He continues to state that, Diaspora is a Greek word once solely used to describe Jewish, Greek, and Armenian dispersions whom some scholars often describe as the “classic” diasporas.

Similarly, in 2010 Axel Brian Keith in his book History and Anthropology further stated that, diaspora may also refer to migrants, expatriate, refugee, guest worker, exile or overseas communities who disperse from their main home land. Nevertheless, Robert Longley (2021) states that, Diaspora is a community of people from the same homeland who have been scattered or have migrated to other lands.

2.1.2 Mobilization

Mobilization is the act or process of calling up or organizing people or resource to prepare for active service, or of organizing industries and goods to serve a purpose. Mobilization aims at empowering individuals and communities to identify their needs, rights, responsibilities, change their ideas and beliefs and organize the human, material, financial and other resources required for socioeconomic Development in this case National Development (WHO-Regional Committee for Africa (2001). WHO continues to elaborate that mobilization is the process of bringing together all possible intersectoral partners and allies to participate in Development programs.

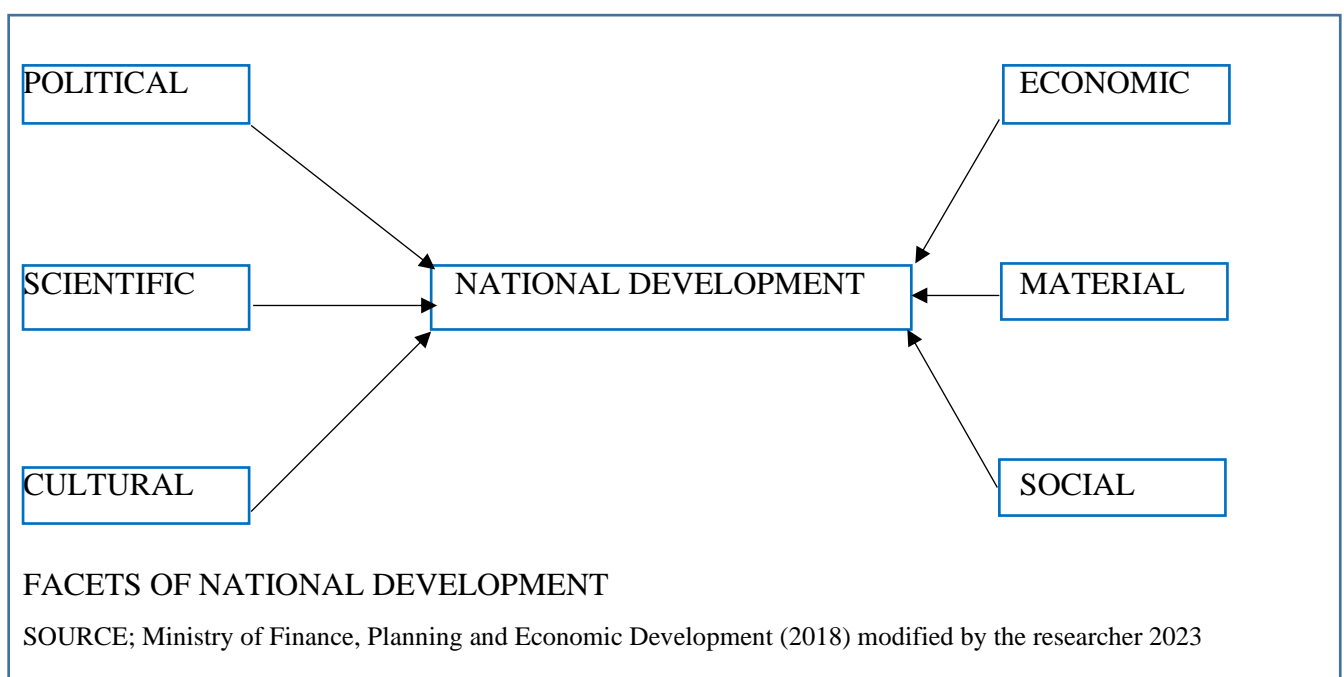
2.1.3 National Development

Pritchett & Lant (2021) argued that, “National Development” refers to the improvement of a country in all areas including political, economic, social, cultural, scientific, and material spheres. The capacity of a nation to enhance its citizens' standard of living is an indicator of the nation's level of Development. On the same note the scholar continues to state that, National Development is the capacity of the country to raise the standard of living of its residents. It can be achieved by providing individuals with basic livelihood requirements and supplying them with employment. Nevertheless, Bhawna. B (2021) the term National Development is a comprehensive and holistic approach that includes all aspects of the life of an individual and the nation. It is a process of reconstruction and development in various dimensions of a nation and development of individuals. It includes full-growth and expansion of industries, agriculture, education, social, religious and cultural institutions. National Development implies development of a nation as a whole. It can be best defined as the all-round and balanced development of different aspects and facets of the nation viz. political, economic, social, cultural, scientific and material (Ministry of Finance and Urban Planning-2018).

UNDP (2009 report) states that, Uganda has made significant progress in social and economic development during the past two decades and is moving steadily towards sustainable growth and

poverty reduction. However, UBOS reported that, by 2022 the unemployment rate in Uganda remained nearly unchanged at around 4.28 percent. Still, 2022 marked the second consecutive decline of the unemployment rate. This leads to under development of the country as citizens have nothing to pay to national treasury as tax. This lowers national development and compromises with national development. This was similarly related to UKaid (2022 report) which argues that, Diasporas and their contributions are organized across a variety of scales and sectors, providing both financial and in-kind resources to communities and populations in their countries of origin – sometimes with little or no governmental support.

Abhijit B. et al (2011) argues that, National development is empirically sufficient high levels of human wellbeing. Measures of national development: productive economy, capable administration, and responsive state are considered in this aspect. This is backed up by the different actors in development such as civil society, government, community based groups and parastatals including the foreign currency that diaspora brings in the country from their host country. Development actors refer to the persons in the process of development. Development actors serve as agents with the capacity to take responsibility for people lives, and also make decisions that result in action and achievements.



2.1.4 Foreign Mission

According to Collins English Dictionary, Foreign Mission is a diplomatic or other mission sent by one country to another. Foreign Missions help promote peace and stability and bring nations together to address global challenges.

2.1.5 Jurisdiction

Jurisdiction refers to having a legal right over something. A court can have jurisdiction over a legal question, and a government can have jurisdiction over another country or territory.

2.2 Theoretical Literature Review

One of the basic roles and responsibilities of any government is to do the best to hunt and achieve their national interests for the better welfare of its people. The hunt of economic prosperity, national security, the stability of the nation, cultural and political development and any other aspect of the development of the nation is the number one priority to any country in the world. However, this to be achieved requires resource mobilization (Kyengo, H.N., (2006).

The researcher adopted the resource mobilization theory of John McCarthy and Mayer Zald 1977. Resource mobilization theory focuses on a key issue for social movements which involves obtaining access to resources. Ashley Crossman (2020) argues that, Resource mobilization theory is used in the study of social movements and argues that the success of social movements depends on resources (time, money, skills, etc.) and the ability to use them. The five categories of resources that organizations seek to obtain are material, human, social-organizational, cultural, and moral. Sociologists have found that being able to effectively utilize resources is linked to a social organization's success.

In 1960s and 1970s, studies of social movements looked at individual psychological factors that cause people to join social causes. However, resource mobilization theory took a wider perspective and looked at the broader societal factors that allow social movements to succeed, McCarthy and

Zald also drew the distinction between people who stand to directly benefit from a cause (whether or not they actually support the cause themselves) and people who don't benefit from a cause personally but support it because they believe it is the right thing to do. In this perspective therefore, mobilization of Ugandan diaspora for National Development requires resource mobilization and this has to cater for direct and indirect benefit of nationals in a country.

According to resource mobilization theorists, there are several ways Organizations can acquire the resources they need: for example, social movements might produce resources themselves, aggregate the resources of their members, or seek out external sources (whether from small-scale donors or larger grants). According to resource mobilization theory, being able to effectively utilize resources is a determinant of the success of a social movement. Additionally, resource mobilization theorists look at how an organization's resources impact it. In this way, the country to achieve the intent of National Development, it requires contribution of resources and its best use. However, Ugandan diaspora have less contribution to National Development than expected due to poor mobilization in diaspora and it's on this that the researcher seeks to adopt resource mobilization theory as a result of the compromise in mobilization of Ugandan diaspora for National Development.

According to sociologists who study resource mobilization, the types of resources needed by social movements can be grouped into five categories: Material resources. These are the tangible resources (such as money, a location for the organization to meet, and physical supplies) necessary for an organization to run. Material resources can include anything from supplies for making protest signs to the office building where a large nonprofit is headquartered.

Human resources. This refers to the labor needed (whether volunteer or paid) to conduct an organization's activities. Depending on the organization's goals, specific types of skills may be an especially valuable form of human resources. For example, an organization that seeks to increase

access to healthcare may have an especially great need for medical professionals, while an organization focused on immigration law may seek out individuals with legal training to get involved in the cause.

Social-organizational resources. These resources are ones that Organizations can use to build their social networks. For example, an organization might develop an email list of people who support their cause; this would be a social-organizational resource that the organization could use itself and share with other Organizations that share the same goals.

Cultural resources. Cultural resources include knowledge necessary to conduct the organization's activities. For example, knowing how to lobby elected representatives, draft a policy paper, or organize a rally would all be examples of cultural resources. Cultural resources can also include media products (for example, a book or informational video about a topic related to the organization's work).

Moral resources. Moral resources are those which help the organization to be seen as legitimate. For example, celebrity endorsements can serve as a type of moral resource: when celebrities speak out on behalf of a cause, people may be spurred to learn more about the organization, view the organization more positively, or even become adherents or constituents of the organization themselves.

2.3.0 Empirical Literature Review

2.3.1 Existing Mobilization Mechanism of Ugandans in Zambia

Sinatti, G. and Horst, C. (2015) argues that, diaspora savings are increasingly important source for national development, these funds can be transferred from workers living abroad to recipients in countries of origin. These private transfers can take several forms, including remittances, direct investment by migrants and diaspora bonds. The opportunity to tap these savings is continually growing, with the global diaspora and another approach is officially to record persons born in one

country who are residing in another (United Nations Department of Economic and Social Affairs [UNDESA] 2017). Therefore, the engagement of diaspora in issues conventionally seen as relating to development, has generated an increasing interest and has been reiterated in international debates and discussions such as the Global Forum on Migration and Development (GFMD-2013) and the United Nations High-level Dialogue (2006). Though there are such reports less of the kind have not been done by Uganda Government to its diaspora in Zambia. This have been exhibited by the lack of defined and organized forums for Ugandans in Zambia. This then promotes the researcher to study mobilization of Ugandan diaspora for National Development.

In the same vain, Gamlen, (2014) states that, an increasing number of states have been building and expanding policies to engage their diasporas. Gudelis & Klimavičiūtė (2016, p. 328) argues that, states should formulate diaspora engagement policies with the goal of altering unorganized diaspora networks into organized units in a top-down manner. Ugandans in countries like America have formulated Uganda America chapter with the intent of uniting and mobilizing each other. However, this has not been the same with Ugandans in Zambia. It's in this manner that the researcher seeks to study Mobilization of Ugandan diaspora for National Development and to find out how Uganda engages its diasporas abroad to mobilize them through policies if any and institutions in each country as it is for Uganda Mission in Tanzania.

Targeting diaspora communities for investment has become popular amongst policy makers (Martinez et al, 2015). The emotional ties to their country of origin mean that they are often out for solely financial motive. Policy makers often view diaspora as actual rooted communities and in low-income countries often target diaspora communities as they have the potential for National Development (Gillespie et al, 1999). Newland and Tanaka, 2010; Martinez et al, (2015) revealed that mobilization mechanism like homeland visits are not simply touristic in nature, but rather include the element National Development since people in diaspora contribute economically to their country (Mahieu, 2019b, p. 674). Home land visits are hence understood as a means of creating

long-distance nationalism among future generations, and also of sustaining a shared identity based on commonality in history, homeland, culture and the shared values of their ancestral home (Sasson et al., 2011, p. 179). As such, they strengthen self-pride and love for the homeland while also deepening a sense of belonging to ancestral heritage hence contributing to National Development (Abramson, 2017).

Diaspora can play a very significant role in the development of their countries of origin through contributions of various forms (Gamlen, 2014). By sending remittances, diaspora communities improve macroeconomic stability, reduce poverty rates by enabling their family members to meet consumption needs and facilitate human capital formation by allowing higher expenditure on education and health, as well as supporting entrepreneurial activity (Vaaler PM (2013). In the same vein, by working and undertaking education in their host countries, diaspora communities accumulate human, financial and social capital that can be invested for productive purposes in their countries of origin or gain valuable skills that could be transferred home, where such valuable capitals are often under-developed (Riddle and Brinkerhoff, 2011). Therefore, with such findings the Uganda government should aim at mobilizing diaspora for such gains however, this has not been the same in the past and the country tend to miss out the relevancy of Ugandan diaspora. Therefore, the researcher seeks to study mobilization of Ugandan diaspora for National Development.

Further to that, Active diaspora communities can serve as a vital bridge between their host countries and countries of origin, promoting and facilitating economic and political ties (Levin and Barnard, 2013). Though such studies and reports have been produced and published, the Mobilization of Ugandan diaspora for National Development has gaps to fill in Uganda. And it's such gaps that have prompted the researcher to pursue this study in Zambia.

States should generally prioritize diaspora involvement in development as well as newly established institutional mechanisms of diaspora building and management if they are to be part of National Development (see for instance Flanigan, 2017). Scholars like (Délano & Gamlen, 2014; Hartmann, 2015; Kapur, 2010) argues that, apart from external voting practices other forms of diaspora engagement which aim at tapping into diaspora resources for economic development should be an issue at hand. As diasporas not only affect domestic politics, but occupy a unique position of serving as foreign income for National Development back home hence states should increasingly perceive diasporas as economic assets of the state depending on their positionality (Takenaka, 2020). More recent studies have started focusing on how diasporas respond to such state-led diaspora policies, granting initial insights into bottom-up and top-down diaspora engagement efforts (Dickinson, 2017). However, if such scholars have reported that, way why are Ugandan diaspora in Zambia not effectively mobilized for National Development.

Diasporas are not consistent units to depend on for national development hence states tailor multifaceted policies to deal with different segments of diaspora populations (Alonso & Mylonas, 2019); today's states, increasingly target diaspora for a variety of reasons depending on their domestic and foreign policy strategies formed to preserve state interests one of which should be National Development (Louie, 2000). This outreach is predominantly explored within the context of heritage tourism or as a sub-category of diaspora mobilization policies rather than a policy subject on its own (Abramson, 2017; Sasson et al., 2011). Therefore, if countries are targeting diaspora for a variety of reasons, why are Diaspora Ugandans in Zambia not mobilized and encouraged to take part in National Development. It's on this ground therefore, that the researcher seeks to study mobilization of Ugandan diaspora in Zambia.

In addition to the above, (Mahieu, 2019b, p. 676) argues that governments target diaspora as a source of legitimation for the regime that engages them in state-led National Development programs

with the purpose of keeping them as a source of income and instrumentalising them as messengers who defend their country in the host countries where they reside. In other words, diaspora mobilized feels as part of a national movement that confronts the constant threats to their homeland (Hirt & Mohammad, 2018, p. 238).

Abramson, (2017) argues that, state-led initiatives targeting diaspora have been expanding in scope and various home states specifically organize gatherings for diaspora in strategic locations in quest for mobilization. In doing so, they not only foster ties between diaspora and the homeland, but also build transnational links between different diaspora groups creating a large network of new generation diasporas. Strategy developed by the Foreign Ministry foster diaspora's sense of belonging and enable them to contribute to the country's economic and National Development.

Gamlen et al., (2019), suggest that there is a need to treat diaspora as a separate unit under the umbrella of diaspora engagement policy for several reasons: To begin with, diaspora is crucial in National Development engagement. Diaspora policies should be understood as part of a larger strategic agenda that contributes to symbolic nation-building and government economic survival outside the state's borders. Therefore, home states' efforts to engage diaspora have to be considered as an additional investment for future gains. It's in this perspective therefor, that scholars like Thomas Faist (2018) argued that, with regard to both economic and cultural issues, the notion of diaspora reigns paramount. And Diaspora mobilizing Programs such as tours introducing homeland culture and heritage to future generations are paramount.

Among African countries, however, long-term diaspora investment potential remains untapped. People in diaspora comprise of 13% of global migrants, or 34.4 million people. However, only five countries — Ethiopia, Ghana, Kenya, Nigeria and Rwanda — with a total diaspora population of four million individuals, or 12% of total African migrants, have issued diaspora bonds. Nevertheless, Scholars like Mirilovic (2018) argues that nations should draw attention to the

strategies that are advanced in mobilizing their diasporas such as those mentioned above. These on one hand, emigration states often substitute ties to their diaspora abroad. On the other hand, the diaspora is sometimes seen by emigration states as a competitor or threat to nation building and the consolidation of political power.

2.3.2 Awareness of the role of Foreign Mission in Tanzania

International Organization for Migration (2013) argues that, Diaspora communities engage in Development processes in multiple ways, very often through their own initiative, and it is therefore important to explore the strategies that may facilitate diaspora participation in both countries of origin and the countries where they live. To do so, the report states that an approach based on three pillars: Engage to know the mandate and jurisdiction of Foreign Mission in the country of host, policy formulation and empowering them may be a programmatic option that aim to increase knowledge on the mandate and jurisdiction of the Foreign Mission in their host country, the possibilities offered to diaspora communities to participate in National Development processes. However, if reports of this nature are published why is there no proper mobilization of Ugandan diaspora?

In Uganda, The Ministry of Foreign Affairs (MOFA), through its Diaspora Department, manages relationships with the diaspora. But then this has been done to a very low extent as Ugandans in Zambia know little about the existence, mandate and jurisdiction of Uganda Foreign Mission in Tanzania. However, with support from United Nations Development Programme (UNDP), the Ministry of Foreign Affairs in consultation with other stakeholders has developed a draft National Diaspora Policy. The main objective of this policy is to unbind constraints that affect the Ugandan Diaspora and their participation in Uganda's National Development. The draft policy looks at the various problems Ugandans face while living and/or working in their host countries, how these affect them and their participation in National Development. The draft policy also identifies

strategies to overcome these challenges, among other things. However, if there is a policy in place why are Ugandans in Zambia not fully mobilized for National Development. There is no embassy for the many Ugandans living and working in Zambia apart from that of Tanzania which serves about five countries hence missing out the Ugandan diaspora in Zambia on issues of National Development (International Organization for Migration 2013).

MOFA (2017 report) stated that there was a directive by the President in 2007 that a Diaspora Services Department (DSD) be established at the Ministry of Foreign Affairs to handle Diaspora issues and facilitate their contribution to the social, economic, technological and political Development in Uganda. Diaspora Services Department was established and today, it serves as a coordination point for various Diaspora issues and offers a wide range of services to the large population of Ugandans in the Diaspora and their relatives at home (Uganda). However, the diaspora in Zambia was not informed and few are reached as there is meagre mobilization mechanism. It the mandate of the embassy or Foreign Mission in any country to ensure all its citizens are known and catered for in the host country. This can be done through establishment and maintenance of a data base on the identity, location and skills of the Ugandan Diaspora, driving the development, management and implementation of the National Diaspora Policy and above all, structuring of information and channels of communication with the Diaspora among other issues. But then how can this be with the diaspora in Zambia where there is no embassy?

It's within the mandate of any Ugandan Embassy in any country as a Foreign Mission to coordinate programs for the Development of Uganda, ensure Knowledge and technology transfer through capacity building opportunities, scholarships and exchange programs. However, this is the reverse of the Ugandan diaspora in Zambia. Nevertheless, engaging transnational communities in Development necessarily relies on a sound knowledge of Diasporas, diaspora associations and organizations, their socioeconomic characteristics, their willingness to participate in Development

initiatives, and the most effective outreach strategies. Knowledge about Diasporas is not sufficient to foster collaboration; the foundation of effective engagement strategies is trust-building. Hence fostering them to contribute to National Development.

Ugandans in Zambia are classified on the following categories; The Diplomats that work with different international organizations for example, World Vision, United Nations, International Labour Organization among others; The Expatriates that work with different corporate organizations and parastatals; The Business community that is involved in large scale to medium business enterprise. This forms four (4) key categories of Ugandans in Zambia and they cut across different religious sects, gender, age ranging from 15yrs to above 60yrs that have the information that I will need. They are also from different regions and tribes of Uganda. However, little is known about their location, number and detailed credentials of these Ugandans in Zambia.

2.3.3 Inclinations (Social, Economic and Professional) of Ugandans in Zambia

According to Country Profile (2013 report) in 2012, Uganda was ranked 161st out of 187 countries in the Human Development Index, as compiled by the United Nations Development Programme (UNDP). And most of the recorded population are youths. The overall unemployment rate in 2009/2010 in the country was 4.2 per cent which is a threat to national development. It should be noted, that a higher unemployment rate of 5.4 per cent was observed among the younger population (UBOS, 2009/2010). UBOS continues to report that Despite Uganda's macroeconomic growth, Uganda remains far from reaching the middle-income status with a per capita income of USD 506. Though there is commendable economic performance, the country continues to face some challenges which have undermined achieving much faster economic growth and socio-economic transformation (Country Profile 2013 report). Though there have been such reports very little have been done to mobilize Ugandan diaspora for National Development. This then prompts the researcher to study about mobilization of Ugandan diaspora for National Development.

Ugandan diaspora has an important impact to the socioeconomic development of Uganda. Approximate Remittances of 5.65 per cent contributes to Uganda's GDP. Since 1999, Remittance have grown to 300 per cent, reaching USD 900 million in 2011. Approximately 68 per cent of remittances are used for household consumption, including education; while approximately 32 per cent of all remittances are used for economic activities such as construction, business, farming and land purchase as well as for savings (Country Profile 2013 report).

Uganda Country Report (2022) stated that Cooperative societies, whose members are primarily farmers, have - since before independence - been the greatest source of grassroots economic growth. As cooperatives have diminished, a social inclination has been exhibited and civil society in Uganda have since been occupied by non-governmental organizations (NGOs) whose existence is largely donor funded. However, Ugandan diaspora if well mobilized can contribute to a huge investment and raise National Development. However, little have been done to mobilize Ugandan Diaspora especially in Zambia.

Diaspora-summit-(2018 report) stated that, since 2003, Uganda Investment Authority in collaboration with other Government agencies and the Private Sector in Uganda have been organizing the Diaspora Investment Summit, under the theme "Home Is Best Diaspora Summit" the intent is to Enable the Ugandan diaspora to appreciate the economic development all over the country; Provide the opportunity to explore first-hand the investment opportunities in the different regions; Establish sustainable platform for dialogue and networking between Government on one hand and both Ugandans living in the diaspora and those residing the country, on the other hand. However, the diaspora in African countries are not fully mobilized and this is evident in Zambia. The Ministry of Foreign Affairs has no clear mobilization mechanism for Ugandans diaspora more so in Zambia. How then are the objectives of this summit to get achieved, there is no clearly known

number of diasporas in Zambia. This then leads to loss of remittance hence negatively affecting National Development.

Nile post (2022) reported the speech of one of the MoFA on diaspora summit held in Jinja, that diasporas should cease to be spectators but be part of the development of their motherland which is an act of patriotism. Occupying space that has been created by government allowing the diasporas to dine at the decision-making table and making use of the policies that prioritize their interests is in plan. Uganda has got a number of people in the diaspora that have established themselves in numerous development ventures and influential positions whose direct involvement in the economy can spur growth and development. Though there has been a set Diaspora department in MoFA less have been done in the mobilization of Ugandans in Zambia. The Ugandan Mission in Tanzania is not certain of the number of Ugandans in Zambia and less has done to identify them one chapter for National Development.

2.3.4 Leadership Structure of Ugandans in Zambia and their mobilization

Many countries have shown a growing interest in maintaining relationships with their citizens in diaspora. They perceive them simply as national assets and most interestingly, this is true for the developing countries. As mentioned earlier, there was a directive by the president in 2007 that a Diaspora Services Department (DSD) be established at the Ministry of Foreign Affairs to handle Diaspora issues and facilitate their contribution to the social, economic, technological and political Development in Uganda. However, DSD has not fulfilled its mandate Uganda has one embassy mandatory to serve five countries (Aikins and White 2011, p. 2). With such a large jurisdiction, leaders in Uganda have not done enough to engage diaspora for National Development. Though Central and Eastern European countries are now developing their diaspora policies to address the issue of emigration little has been done to Ugandan Diaspora in countries like Zambia (Heleniak 2013).

Policies adopted by individual states have in recent decades undergone dramatic changes: Countries with large emigrant communities abroad have engaged diaspora and maintain a richer relationship. Along with this shift, many governments have begun to actively support the economic integration of their nationals in their host countries (Desiderio and Weiner 2014, 17). In Uganda, the Ministry of Foreign Affairs (MOFA) is mandated through its Diaspora Department, to manage relationships with the diaspora. The Ministry of Gender, Labour and Social Development (MoGLSD) oversees all issues related to Labour exportation.

Sonia P & Dilip R (2013) argues that, Countries that know their diaspora well will be better placed and in position to engage them. In addition, they can contribute to the economic progress of the homeland through financial instruments such as remittances and diaspora bonds. The diasporas can also play a key role in Uganda's nation branding, as they represent one of Uganda brand's most influential and important stakeholder groups. For example, "the growth of overseas Ugandan communities is a symbol of the Republic of Uganda reaching out to the world." This form of 'reaching out to the world' through the diaspora is far more effective than mere marketing communications, the route that has unfortunately been chosen by many countries in their nation branding.

For a long time, diasporas have not been viewed as a resource that countries of origin could use for development purposes (Chikanda et al., 2016, Wetengere and Shule, 2014). This is not the case anymore. Over the last decade, African countries' perceptions of their diasporas have shifted significantly. Diasporas are increasingly viewed positively as productive actors: as countrymen and women living abroad who can contribute to their homelands' development (Utouh & Mutalemwa, 2015). However, the policymakers' perceptions of diasporas' capacity to advance development are essentially bimodal.

African countries have critical challenges in acquiring the resources and capital necessary to achieve social development goals such as the Sustainable Development Goals (SDGs). As a result of these challenges, several African countries are looking for novel sources of investment capital to supplement their traditional internal and foreign resources (Welde et al., 2020). Diaspora investment is an emerging phenomenon and a much-needed area in transnational studies to re-globalize the world in economic and social perspectives. Understanding diaspora decisions enables economies to build strategies for collaboration and partnership between source and destination economies. This understanding is expected to generate new opportunities for multinational corporations and migrants and important opportunities for emerging economies (Zapata, 2021).

Countries have taken up the role of engaging diaspora through their leadership and in this case Ministry-level institutions are dedicated exclusively to diasporas by combining this purpose with other goals like overseas participation in home affairs and this has been observed through the forums diaspora form like the Ugandan American chapter. In addition to that, Consular networks provide help and assistance in the destination country and maintain links between emigrants and their homeland (Aikins, K., and White, N. 2011).

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

This chapter presents the research design, study population, sample size, sampling procedures, research methods, study tools, and procedures that were applied in conducting this study. It highlights the research design, study area, sources of information, sampling technique, procedure of data collection, data collection instruments, quality control, data processing and analysis, ethical considerations, and study constraints.

3.1 Research Design

A mixed research method approach of action research study design was used in exploring how Ugandan diaspora in Zambia can be effectively mobilized to contribute to national development. The study adopted a qualitative research approach that focused on the commonality of a lived experience of people in diaspora. The fundamental goal of the approach was to arrive at a description of the mobilization phenomenon (Calzon, B. (2021). The phenomenological method was appropriate because it allowed the researcher to discover challenging problems of interest, built a better understanding of the problem of interest and also develop a tie between the research questions and the researcher's underlying philosophy (Neubauer, B. E., Witkop, C. T., & Varpio, L. (2019). Armstrong (2010) summarizes the roles of phenomenological research design as one that; contemplates change processes over a given period of time, develops a better understanding of people's perceptions, re-adjust the position of the researcher as new ideas emerge, permits the researcher to develop fresh hypotheses and theories, and collect rich data that is considered natural rather than artificial.

After gathering the lived experiences, the researcher adopted action-based research to design a viable model or framework for mobilization of diaspora especially those in Zambia. Bhattacharjee

(2012) designates action research as one where the researcher is embedded within the society, and initiates an intervention in response to the discovered problems in society. The researcher will track the results of the implemented interventions, adjust and draw lessons from interventions to generate fresh theoretical insights about the problem at hand. The researcher adopted action research particularly due to its ability to explore unique societal problems that cannot be found in other contexts.

The researcher also applied mixed research methods approach by considering both quantitative and qualitative methods which drew on the benefits of each type of research. For instance, the mixed methods research allowed the researcher to explore both the breadth (how many, to what extent and how often) and depth (why and how) of the proposed research questions (London School of Hygiene & Tropical Medicine, 2020).

3.2 Area of study

The area of the study was the Republic of Zambia, Ugandan Foreign Mission in Tanzania, Ministry of Foreign and Internal Affairs.

3.3 Population, sample size and sampling techniques

3.3.1 Target Population

The study sample was drawn from a population of Ministry of Foreign & Internal Affairs officials 10, Foreign Mission in Tanzania 15 and Ugandans in Zambia 100 totalling to 125 respondents.

3.3.2 Sample Size

Amin (2005) defines a sample as a selection of respondents chosen in such a way that they represent the total population as best as possible. The sampling frame was 104 respondents that included 10 officials from Ministry of Foreign and Internal Affairs, 14 Foreign Mission Officers, and 80 Ugandans in Zambia. A representative sample of 104 respondents was drawn with the use of the Krejcie and Morgan's (1970) Table. The Krejcie and Morgan table was adopted for determining

the sample size because of its applicability to any population of interest with a defined size (Alhaji, 2010).

Table 1: Sample Size Determination.

Category of respondents	Target population	Sample Size	Sampling Technique	Research Method
Min of Foreign & Internal Affairs officials	10	10	Purposive	interview
Foreign Mission in TZ	15	14	Purposive	interview
Ugandans in Zambia	100	80	Snowball	Questionnaire
Total	125	104		

Table 1: adopted from Morgan's table and modified by the researcher (2023).

3.3.3 Sampling Techniques

Multiple sampling techniques were used and included: purposive and snowball sampling techniques. The preference for multiple sampling was based on the understanding that there are different types of respondents such as MoFA officials who have dealt and worked in travel dealing with experience in the diaspora, the immigration officials at exit and entry points of Uganda. Zambia was purposively selected on the basis that the diaspora in that country have no embassy, they share that of Tanzania with other countries like Malawi, Mozambique, Mauritius and Comoros.

Snowball sampling techniques was used to select diaspora participants. Initial participants were predetermined with the help of the other Uganda diaspora and Local leaders in Zambia to guide the researcher to other participants with associated characteristics. The snowball sample broadened the scope of the participants allowing the research to interface with in-depth interviews from selected study participants (Bryman, 2012).

3.4 Sources of information

This study was primarily utilized primary data in which first hand or original data was collected from study respondents in pursuit of the main study objective. However, there was need for supportive evidence for primary data. Secondary data which was data collected for use from other studies was used. The triangulation of the two data sources allowed the researcher benefit more compelling findings (Olsen, 2004).

3.5 Data Collection Instruments

This study applied multiple data collection methods, which included; Interviews, and questionnaire. Therefore, the study used a close ended questionnaire, and an interview guide, and a researcher's diary. The decision to use multiple instruments in this study was premised on the researcher's need to thoroughly capture several viewpoints from the study respondents.

3.5.1 Questionnaire

Kaplan (2015) defines a questionnaire as a specific set of written questions designed with the purpose of gathering specific information particularly attitudes, preferences, and factual information from eligible study respondents. The study therefore administered close - ended questionnaire using electronic and social media platforms that allowed the researcher to read the study specific questions to the study respondents in real time. The questionnaires were easy to administer as compared to other data collection instruments and it also aided in the generation of rich and large amounts of data within a relatively shorter time when compared to other data collection instruments.

3.5.2 Interview Guide

An interview guide is a tool that is designed to guide the discussion between a researcher and an expert who is well grounded in the topic of interest (UCLA Center for Health Policy Research). The researcher developed an interview guide to facilitate discussions with the Uganda diaspora. The interview guide covered areas on mobilization mechanism used to mobilize diaspora,

knowledge on mandate and jurisdictions of Foreign Mission, social economic and professional inclinations of the diaspora towards National Development and leadership in mobilizing diaspora. This used only the Ugandan diaspora. This instrument was adopted because of its flexibility and ability to generate extensive and detailed information on the problem of interest.

3.5.3 Snow ball

Snow ball is a method applied when a group of people under study have no clear spot for the researcher to find them and one person identified leads the researcher to the other. This researcher used an interview guide to get information from the respondents given that their education background may not be defined and yet they have information on what we are seeking for. The researcher adopted this tool because of its ability to generate extensive ideas in order to gain deeper understanding on the topic of interest. This ensured consistency in the way all the remaining persons were treated. (Breene, 2007).

3.5.4 Researcher's Diary

The researcher's diary was used to capture the different processes, and events that occurred during the fieldwork processes. These included emotions of the participants, their reactions to particular things and the general activity that happens within the research site. A research diary was kept throughout the data collection process and daily diary notes were taken every day after fieldwork. The diary informed part of the reflections from this method informed strong analysis that linked with data realized through the methods selected for data collection (Weil, 2006).

3.6 Variable Definitions and Measurements

The researcher studied the mobilization of Ugandan diaspora for National Development. The parameters measured were: mobilization mechanism used to mobilize diaspora, knowledge on mandate and jurisdictions of Foreign Mission, social economic and professional inclinations of the diaspora towards National Development and leadership in mobilizing diaspora.

3.7 Data Collection Procedure

For approval of the research proposal, the researcher asked for permission from the University through the University supervisor and upon approval, an introductory letter will be issued to the researcher. The study data collection instruments namely: questionnaires, and interview guides were used to collect data. The researcher administered structured questionnaires to the respondents in order to collect the required data in real-time. The researcher also scheduled a number of appointments with key informants and snow ball method was adopted for the Ugandan diaspora to get their response on the key areas of interest in the topic under study. The interviews were guided by the interview guides where the responses were digitally audio recorded and some notes were taken by the researcher. After conducting the interviews, the researcher converted the digitally recorded audios into text through transcription.

3.8 Data Processing and Analysis

Flick (2013) defined data analysis, particularly qualitative analysis as the classification and interpretation of material to make implicit and explicit dimensions and structures to draw meanings and representation from the material. Calzon (2021) describes data analysis as the process of collecting, modelling and analysing insights to provide support for the much needed decision making. Since data and information for each research question was gathered from various sources and using different techniques, it was important to synthesize it or put it together in order to obtain a comprehensive picture of the situation regarding each research question in the study. Quantitative data analysis was done using descriptive statistics such as the frequencies, percentages, tables and means among others which where necessary SPSS may be used to allow the researcher to condense the gathered data into a much simpler summary for interpretation (Kaur et al., 2018, 60 - 63). In addition, this research adopted thematic analysis to classify and interpret the gathered data due to its accessibility and theoretical flexibility (Braun & Clarke, 2006). Emerging themes were coded based on the experiences and narratives from the participants themselves under qualitative

approach. To achieve effective thematic analysis, data coding and clean-up was done during the transcriptions process so as to begin making sense of the data early enough.

3.9 Reliability and Validity

Joppe (2000) defines reliability as the ability of a research instrument or method to consistently produce the same results over time while validity is the ability of a research instrument to measure what it is intended to measure. The researcher therefore subjected the research instruments to rigorous tests in the pilot testing that was conducted in a small section of the target population.

3.9.1 Reliability

The test - retest method was employed to estimate the reliability of instruments and this involved subjecting the study participants twice to the same data collection instrument. The researcher measured reliability to ensure that same results are attained when data collection on the different research instruments is done by different data collectors.

3.9.2 Validity

The research instruments' validity was measured upon face and content validity whereby the tools the researcher used shall seek the varying opinions of experts on the topic at hand for what is considered appropriate content for this study. The researcher gathered the concerns of the different data collectors upon completion of the pilot study to find out any areas on the data collection instruments that need adjustments prior to the data collection exercise.

3.10 Ethical considerations

Alderson and Morrow (2011), argue that ethical considerations in research processes are crucial in guiding researchers observe agreed standards throughout implementation of research processes. Throughout the entire implementation process of this research, different ethical standards and ethics were be observed. In that regard, the researcher seek first the approval of the University Research Ethics Committee to ensure the safety and protection of all study participants.

Subsequently, every participant was requested to voluntarily sacrifice some time for the interview and or questionnaire filling process. Participants were informed about their participation rights such that their involvement was purely voluntary. Furthermore, the study participants were clearly informed of my pledge to safeguard their privacy and confidentiality. Their information was not shared with any other persons and their identities were concealed using pseudonyms so that no one can trace back the information discussed later on in the report to them. Also, to ease communication and their full participation, the research instruments and consent statements will be translated into the language each participant understands better. The entire fieldwork including interviews, and questionnaires were conducted in the language each participant understands better for the researcher to be able to acquire the information needed for the study.

3.11 Research Challenges

Based on the fact that this is a predominantly a qualitative phenomenological study design, the researcher was possibly to encounter challenges in that he was to have little or no control hence affecting the reliability and validity of the study. This is mostly due to the fact that these kinds of studies occur in a natural setting where replicability is almost impossible (Simon & Goes, 2013). The study targeted Ugandan diaspora. However, reaching this requires money to invest in travel and or use of internet to have all the targeted groups reached.

CHAPTER FOUR

PRESENTATION OF FINDINGS

4.0 Introduction

This chapter presents the research findings, analysis and discussion of data findings collected from the study. This chapter contains the response rate, the demographic characteristics of respondents and the findings on the specific objectives and their interpretation. The data is analyzed using frequencies, percentages, and mean, presented in tables, graphs and charts.

4.1 Response Rate

The response rate of the study shows that all the 104 respondents participated in the study and were issued with questionnaires which were all retrieved, accounting for a 100% response. Statistically, a responses rate above 50% is considered appropriate for making conclusions and recommendations. Therefore, a response of 100% is very representative when drawing conclusions of the study.

4.2 Background Information of Respondents.

The researcher analyzed the gender, age, religion, education level, education qualification, marital status, number of years spent in diaspora, nature of work engaged in and number of times respondents remit funds to Uganda. The findings are detailed below.

4.2.1 Gender of Respondents

The gender of the respondents is summarized in the figure below:

Figure 1 Gender of respondents

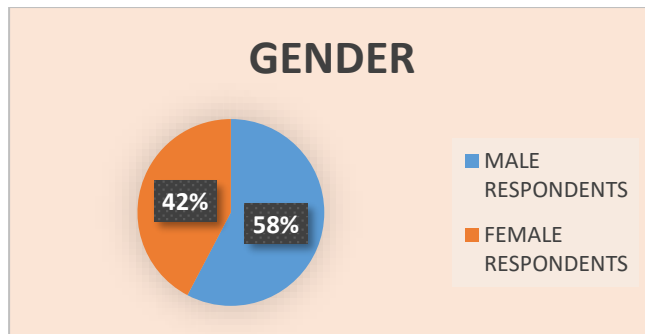


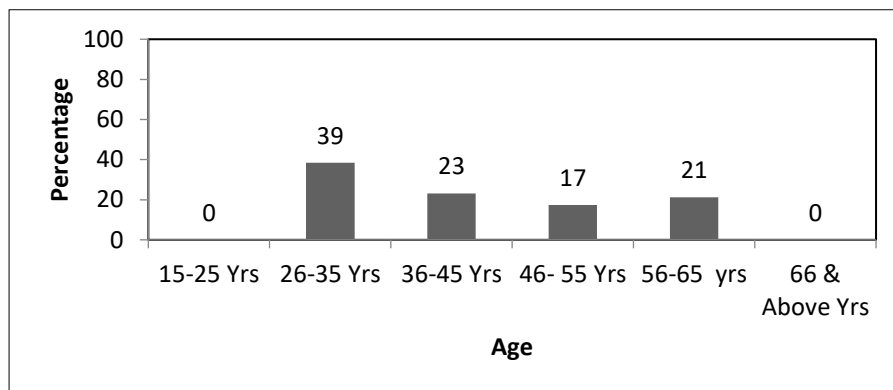
Figure 2: Gender of respondents; source, primary data.

The findings in the above figure showed that, 42% of the respondents were female while 58% were male. This means a slight number above average (58%) were male, which is a true reflection of proportions of Ugandans in diaspora. The 42% females who participated is representative enough of the Ugandan female population in diaspora. This means women are now grabbing any available opportunity to work in the diaspora although males are still on the higher side of Ugandans in diaspora especially in Zambia.

4.2.2 Age of Respondents

The age of the respondents is summarized as in the figure below:

Figure 2 Age of Respondents



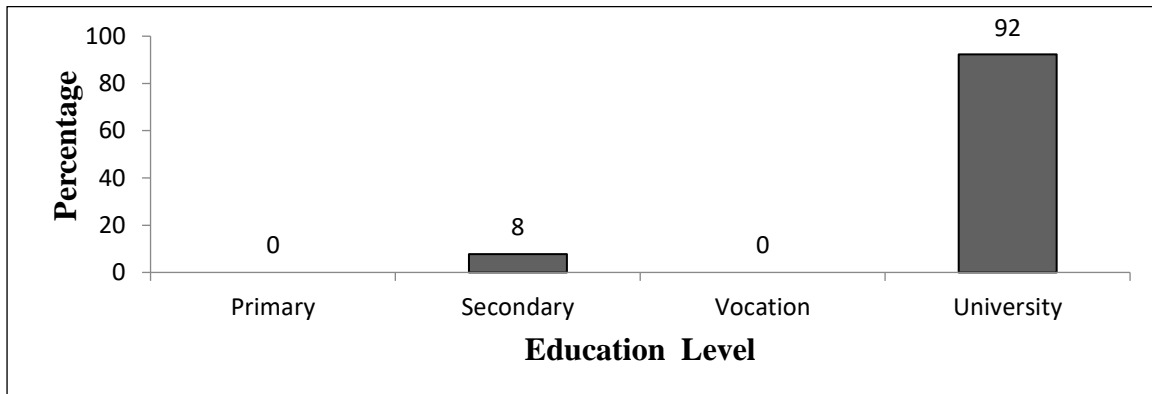
Findings in the above figure showed that 39% of the respondents were in the age range of 26-35 years, 23% were in the age range of 36-45 years, 17% were in the age range of 46-55 years and 21% were in the age range of 56-65 years. This means all respondents were adults hence able to

articulate and fully understand the key aspects of mobilizing Ugandans in Zambia to participate in national development.

4.2.3 Education of Respondents.

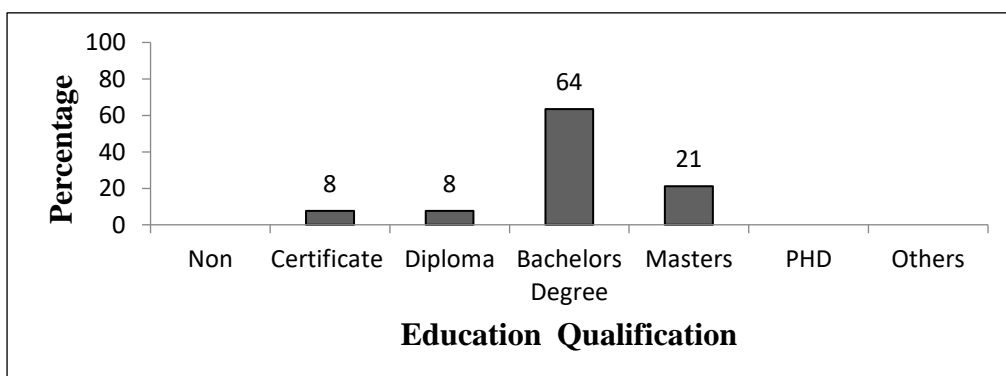
The level of education completed by the respondents is summarized in the figure below:

Figure 3 Education Level of respondents



The findings in the figure above showed that 8% of the respondents attained secondary education, 92% of the respondents attained university education. This means that the majority (92%) of the respondents had acquired University education hence had enough knowledge on what it takes to mobilize Ugandans in Zambia to participate in national development. This implies they were literate enough to understand and interpret the key issues in the research hence fully able to articulate the key issues of the study.

4.2.4 Education Qualification of Respondents



The findings in the figure above showed that 8% of the respondents attained certificate, 8% were of Diploma qualification, 64% of the respondents had degree, and 21% had Masters Qualification. This means that the majority (85%) of the respondents had acquired university education with a minimum of a bachelor degree and masters. This implies the Ugandans in the diaspora are educated qualified individuals who are out to export labor for a living, which qualifies the need to have them mobilized to participate in national development.

4.2.5 Religion of Respondents.

The religion of the respondents is summarized in the figure below

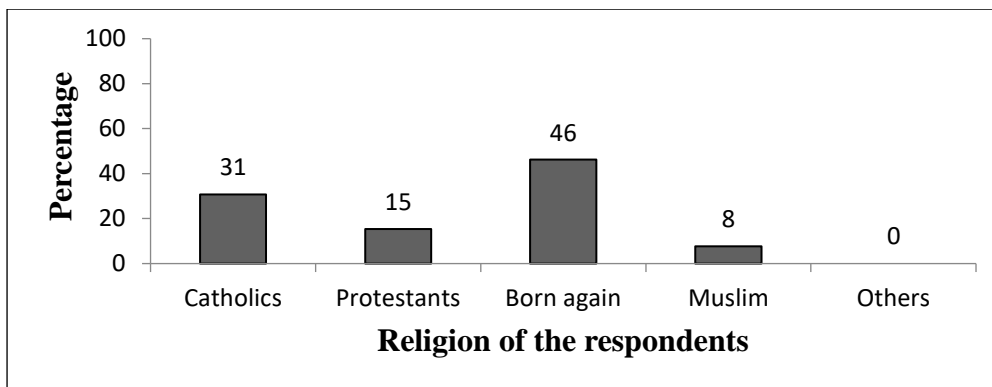


Figure 4 Religion of respondents

The findings showed that 46% of the respondents were Born Again Christians, 31% were other catholic Christians, 15% were Protestants and 8% were Muslims. This means faith is a driver of adventure for opportunities in the diaspora.

4.2.6 Marital status of Respondents

The marital status of the respondents is summarized in the figure below:

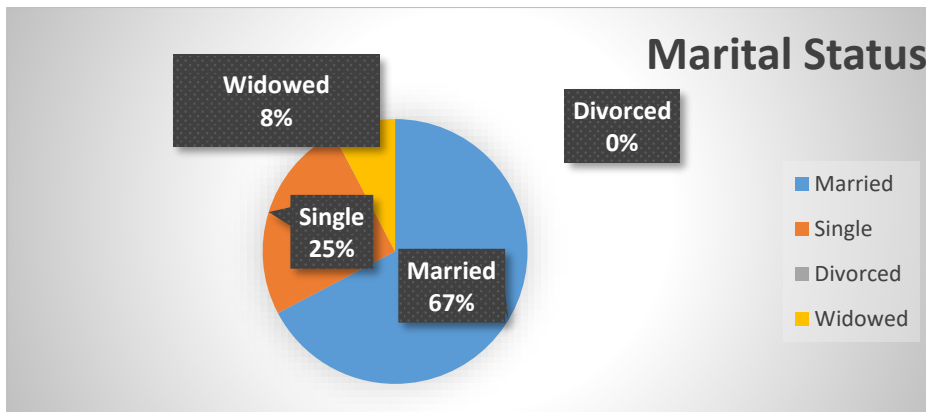


Figure 5: Marital status of the respondents

The findings in the above figure showed that, 67% of the respondents were married, 25% were single, while 8% were widowed. This means that majority (92%) were responsible people with families of which some of who live in Uganda although they live in diaspora in Zambia. This justifies the need to participate in national development since majority of the Ugandans in Zambia have families some of who are in Uganda. They would wish to have a better and safe Uganda like or even much better than the diaspora.

4.2.7 Period Respondent has spent in diaspora

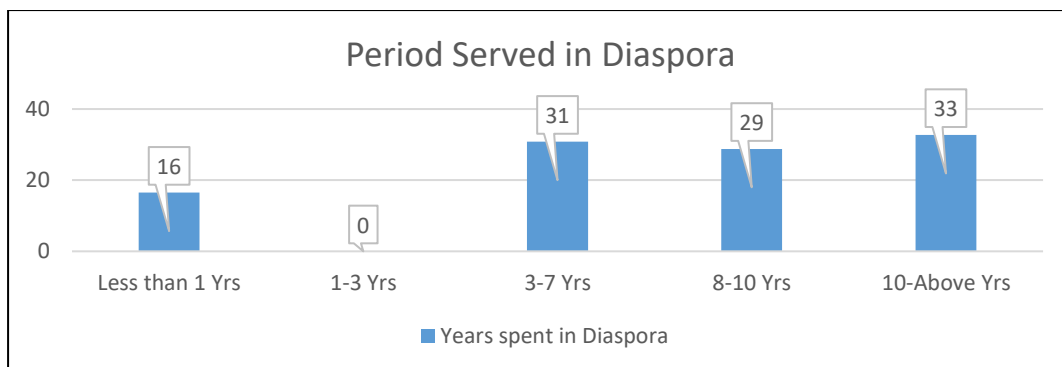
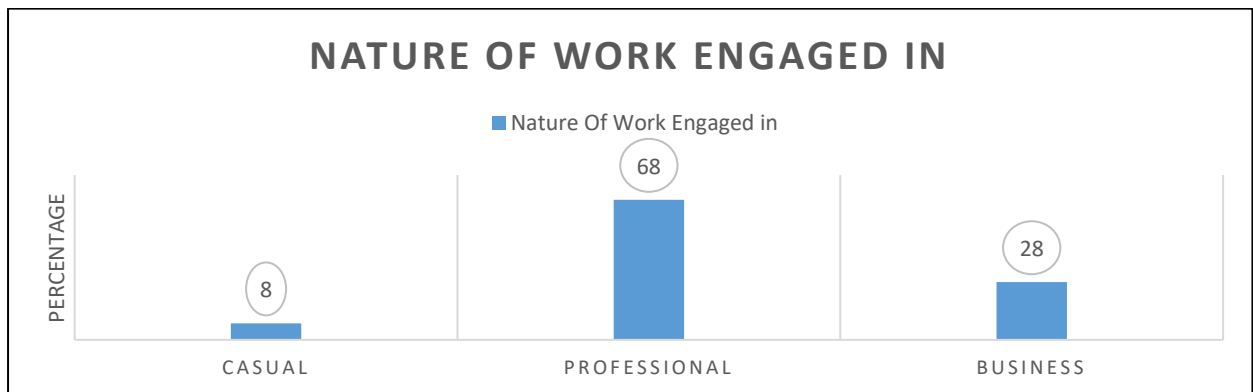


Figure 6: Period Respondent has served in Church

The findings in the above figure showed that, 33% of the respondents had lived in diaspora for 10-above years, 31% had lived in diaspora for 3-7 years, 29% had lived in diaspora for 8-10 years, 16% had lived in diaspora for less than a year and no one had lived in the diaspora for 1-3 years. This means a significant majority (84%) had lived in the diaspora for more than 3 years. Three years and above is considered sufficient period for one to understand the diaspora dynamics well,

start earning, encounter challenges that need the diaspora association and able to remit funds to their families in Uganda. The 1-3 year had no respondents probably because it was a lockdown period where there were no cross border movements allowed at that time.

4.2.8 Nature of work engaged in the diaspora



The findings in the above figure showed that majority 68% of the respondents were professionals, 28% were engaged in Business and these in casual were 4%. This means that almost all (96%) of the respondents were engaged in formal income generating activities and had capacity to remit and visit home any time they wish. Therefore, involvement in national development was paramount. Implying the researcher chose the right respondents to participate in the study.

4.2.9 Number of times respondents remit funds to Uganda

Number of times funds are transferred					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Weekly	24	23.1	23.1	23.1
	Fortnight	8	7.7	7.7	30.8
	Monthly	50	48.1	48.1	78.8
	Quarterly	14	13.6	13.6	92.3
	Not at all	8	7.7	7.7	100.0
	Total	104	100.0	100.0	

The findings in the table above showed that 48% of the respondents remit funds to Uganda Monthly, 23% remit weekly, 13.6% remit quarterly, 7.7% remit fortnight and 7.7% do not remit at all. This means almost all (92.3%) remit funds to Uganda. Implying they contribute national development through remittances. This means if Ugandans in Diaspora are well mobilized a lot of foreign earnings will be brought into the economy. Hence the need to mobilize Ugandans to participate in national development.

4.3 Scale of interpretation of means.

Legend Interpretation

Strongly Disagree	0.01-0.1	(low effect)
Disagree	0.11-0.2	(fair effect)
Agree	0.21-0.3	(average effect)
Strongly agree	0.31-0.4	(Great effect)

4.4 How existing mobilization mechanism of Ugandans in Zambia influence their participation in national development

The following statements are designed to assess the existing mobilization mechanism used to mobilize Ugandans in diaspora (Zambia) and their involvement in national development. In the subsequent sections use the scale provided to tick your opinion. 5=Strongly Agree (SA), 4=Agree (A), 3= Not sure (NS), 2=Disagree (D), 1=Strongly Disagree (SD).

<p>To what extent do you agree with the following statements on how Ugandans in the diaspora are mobilized to contribute to national development? Choose SA - Strongly Agree (5), A - Agree (4), NS - Not sure (3), D - Disagree (2), SD - Strongly Disagree (1) to show your position.</p>						
		SD	D	NS	A	SA

		FQ	%	FQ	%	FQ	%	FQ	%	FQ	%
1	The Diaspora in Zambia remit fund to Uganda.	0	0	8	8	0	0	32	30	64	62
2	Uganda has a diaspora mobilization strategy.	34	33	18	17	24	23	12	12	16	15
3	Ugandans in Zambia have an association through which they are mobilized.	0	0	0	0	0	0	40	38	64	62
4	Ugandans in Zambia are mobilized through a registered and recognized association.	30	31	24	23	20	19	16	15	12	12
5	Diaspora associations in Zambia hold mobilization meetings that enable Ugandans in Zambia to participate in national development.	30	31	32	31	16	15	18	17	8	8
6	Ugandans in Zambia have associations (both registered or not) that Unite them in that foreign country.	0	0	0	0	8	8	32	30	64	62
7	Ugandans in Zambia are not registered in a diaspora association.	16	15	6	6	0	0	48	46	34	33
8	There is an investment plan for potential Ugandans in Zambia to invest their money in Uganda.	32	31	30	31	20	19	22	21	0	0
9	There are annual home coming visits organized for Ugandans in diaspora to spot investment opportunities in the country.	34	33	32	30	14	14	24	23	0	0
10	There are problems in mobilizing Ugandans in the diaspora.	8	8	8	8	12	11	36	34	40	39
	Percentage Mean	33.6				10.9		55.9			

Findings in the table above in statement one, showed that 92% of the respondents agreed while 8% of the respondents disagreed that the Diaspora in Zambia remit fund to Uganda. This means that majority (92%) of the respondents agreed that the diaspora in Zambia remit funds to Uganda. This implies the funds they send to Uganda contribute to the national economy and development.

Findings in statement two showed that 50% of the respondents disagreed, 27% agreed and 23% were neutral that Uganda has a diaspora mobilization strategy. This means an average (50%) of the respondents disagreed that Uganda does not have a diaspora mobilization strategy.

Findings in statement three showed that 100% of the respondents agreed that Ugandans in Zambia have an association through which they are mobilized. This means there is an association through which Ugandans in Zambia are mobilized.

Findings in statement four showed that 54% of the respondents disagreed, 27% agreed and 19% were neutral that Ugandans in Zambia are mobilized through a registered and recognized association. A slightly above average number (54%) disagreed meaning that Ugandans in Zambia are not mobilized through a registered and recognized association.

Findings in statement five showed that 62% disagreed, 25% agreed and 15% were neutral that Diaspora associations in Zambia hold mobilization meetings that enable Ugandans in Zambia to participate in national development. This means a significant number (62%) disagreed that diaspora associations in Zambia hold mobilization meetings that enable Ugandans in Zambia to participate in national development.

Findings in statement six showed that 92% agreed and 8% neutral that Ugandans in Zambia have associations (both registered or not) that Unite them in that foreign country. This means they have an association that they subscribe to.

Findings in statement seven showed that 79% agreed and 21% disagreed that Ugandans in Zambia are registered in a diaspora association. This means 79% agreed that Ugandans in Zambia are registered in a diaspora association.

Findings in statement eight showed that 62% disagreed, 21% agreed and 19% were neutral that there is an investment plan for potential Ugandans in Zambia to invest their money in Uganda. This means a significant number (62%) disagree means that there is an investment plan for potential Ugandans in Zambia to invest their money in Uganda.

Findings in statement nine showed that 63% of the respondents disagreed, 23% agreed and 14% were neutral that there are annual home coming visits organized for Ugandans in the diaspora to spot investment opportunities in the country. This means 63% disagreed that there are annual home coming visits organized for Ugandans in diaspora to spot investment opportunities in the country.

Findings in statement ten showed that 73% of the respondents agreed, 16% disagreed while 11% were neutral that there are problems in mobilizing Ugandans in the diaspora. This means that 73% of the respondents agreed that there are problems in mobilizing Ugandans in the diaspora. The gap that exists does not give room to mobilize Ugandans in the diaspora for national development.

The findings showed an overall percentage mean of **55.9 agreed, 33.6 disagreed, and 10.5 neutral** which according to the legend scale used in this study it is an indicator that the mobilization mechanism of Ugandans in Zambia highly influence and have great effect on their participation in national development. Mobilization mechanism is a significant indicator and it influences Ugandans in Zambia to participate in National development.

4.5 How awareness of the role of foreign Mission in Tanzania affect the mobilization of Ugandans in Zambia to participate in National Development.

The following statements are designed to evaluate the role of foreign mission in Tanzania. In the subsequent sections use the scale provided to tick or circle a number that describes your opinion.

5=Strongly Agree (SA), 4=Agree (A), 3= not sure (NS), 2=Disagree (D), 1=Strongly Disagree (SD)

(Tick in the appropriate box provided)

To what extent do you agree with the following Knowledge on mandate and jurisdictions of foreign mission in Tanzania? Choose SA - Strongly Agree (5), A - Agree (4), NS - Not sure (3), D - Disagree (2), SD - Strongly Disagree (1) to show your position.											
		SD		D		NS		A		SA	
		FQ	%	FQ	%	FQ	%	FQ	%	FQ	%
1	Ugandans in Zambia are aware of the Foreign Mission in Tanzania.	0	0	22	21	18	17	24	23	40	39
2	Ugandans in Zambia collaborate with the Foreign Mission in Tanzania on their diaspora issues.	16	15	12	12	20	19	48	46	8	8
3	Diaspora Services Department (DSD) in the Ministry of Foreign Affairs handles Diaspora issues comprehensively.	22	21	48	46	18	17	16	15	0	0
4	Knowledge about Uganda diaspora is not sufficient to foster collaboration.	0	0	8	8	0	0	48	46	48	46
5	Little information is known about Ugandans in Zambia.	48	46	56	54	0	0	0	0	0	0
6	Most Ugandans in Zambia are not registered with their Mission in Tanzania.	0	0	0	0	0	0	22	21	82	79

7	The mission in Tanzania serves a large geographical area which compromises its effectiveness	0	0	8	8	8	8	32	31	56	53
8	There is an attached agency that mobilizes Ugandans in Zambia	16	15	8	8	16	15	40	39	24	23
9	The cost to reach the Tanzania mission from Zambia is a limiting factor	8	8	0	0	0	0	32	30	64	62
10	There are immigration limitations between Tanzania and Zambia which prevent Ugandans to contact the Tanzanian mission	8	8	8	8	18	17	38	36	32	31
		27.8				9.3		62.8			

Findings in statement one showed that 62% agreed, 21% disagreed and 17% were neutral that Ugandans in Zambia are aware of the Foreign Mission in Tanzania. This means a relative number (62%) of the respondents agreed that Ugandans in Zambia are aware of the Foreign Mission in Tanzania. This means they are aware of the mandatory issues this mission is expected to perform for them as Ugandans living in Zambia that require mission interventions.

Findings in statement two showed that 54% of the respondents agreed, 27% of the respondents disagreed and 19% were neutral that Ugandans in Zambia collaborate with the Foreign Mission in Tanzania on their diaspora issues. This means a slightly above average (54%) agreed that Ugandans in Zambia collaborate with the Foreign Mission in Tanzania on their diaspora issues.

Findings in statement three showed that 63% of the respondents disagreed, 15% agreed and 17% were neutral that Diaspora Services Department (DSD) in the Ministry of Foreign Affairs handles Diaspora issues comprehensively. This means a significant number 63% disagreed that Diaspora Services Department (DSD) in the Ministry of Foreign Affairs handles Diaspora issues comprehensively.

Findings in statement four showed that 92% of the respondents agreed, and 8% disagreed that knowledge about Uganda diaspora is not sufficient to foster collaboration. This means a significant majority (92%) of the respondents agreed that knowledge about Uganda diaspora is not sufficient to foster collaboration.

Findings in statement five showed that 100% of the respondents disagreed that little information is known about Ugandans in Zambia. This means all respondents disagreed that little information is known about Ugandans in Zambia.

Findings in statement six showed that 100% of the respondents agreed that most Ugandans in Zambia are not registered with their Mission in Tanzania. This means that Most Ugandans in Zambia are not registered with the Mission in Tanzania. This implies that they cannot be traced easily and mobilized for national development.

Findings in statement seven showed that 84% of the respondents agreed, 8% were neutral and 8% disagreed that the mission in Tanzania serves a large geographical area which compromises its effectiveness. This means majority (84%) agreed that the mission in Tanzania serves a large geographical area which compromises its effectiveness.

Findings in statement eight showed that 62% of the respondents disagreed, 23% agreed and 15% were neutral that there is an attached agency that mobilizes Ugandans in Zambia. This means that a significant number (62%) of the respondents disagreed that there is an attached agency that mobilizes Ugandans in Zambia for national development.

Findings in statement nine showed that 92% of the respondents agreed and 8% disagreed that the cost to reach the Tanzania mission from Zambia is a limiting factor. This means majority (92%) agreed that the cost involved to reach the Ugandan mission in Tanzania from Zambia is a limiting

factor. This means many Ugandans are burdened by distance and transport costs to reach their mission in Tanzania.

Findings in statement ten showed that 67% of the respondents agreed, 16% disagreed and 17% were neutral that there are immigration limitations between Tanzania and Zambia that prevent Ugandans in Zambia to contact the Ugandan Mission in Tanzanian. This means a significant number (67%) agreed there are immigration limitations between Tanzania and Zambia that prevent Ugandans to contact the Tanzanian mission.

Based on the above percentage mean scores **68.9 agreed, 18.8 disagreed** and **12.2** were **neutral**. This means that the awareness of the role of foreign Mission in Tanzania has effect on the mobilization of Ugandans in Zambia to participate in National Development.

4.6 How Inclinations (social, economic and professional) of Ugandans in Zambia affect their mobilization to participate in National Development.

The following statements are designed to find out how the social, economic and professional inclinations among Ugandans in Zambia hinder their effective involvement in national development. In the subsequent sections use the scale provided to tick a number that describes your opinion. 5=Strongly Agree (SA), 4=Agree (A), 3= not sure (NS), 2=Disagree (D), 1=Strongly Disagree (SD) (Tick the appropriate box provided)

<p>To what extent do you agree with the following on how the social, economic and professional inclinations among Ugandans in Zambia hinder their effective involvement in National Development? Choose SA - Strongly Agree (5), A - Agree (4), NS - Not sure (3), D - Disagree (2), SD - Strongly Disagree (1) to show your position.</p>						
		SD	D	NS	A	SA

		FQ	%	FQ	%	FQ	%	FQ	%	FQ	%
1	Ugandans in Zambia feel neglected economically and socially.	0	0	0	0	16	15	40	39	48	46
2	Ugandans in Zambia have means through which they send money to Uganda to support national development.	0	0	8	8	8	8	24	23	64	62
3	Ugandans in Zambia feel they are part of the National Development Agenda.	28	27	12	11	32	31	24	23	8	8
4	Uganda Government has been organizing the Diaspora Investment Summit in Zambia.	56	54	32	31	16	15	0	0	0	0
5	Uganda has clear statistics of Ugandans in Zambia.	56	54	32	31	16	15	0	0	0	0
6	Uganda diaspora in Zambia have a negative attitude towards whatever development is taking place in the country.	5	5	10	10	5	5	42	40	42	40
7	Ugandans in Zambia are fully informed about the development in the country.	8	8	8	8	18	17	54	52	16	15
8	There exist strong social ties between Ugandans in Zambia	8	8	26	25	14	13	48	46	8	8
9	There exist strong professional ties between Ugandans in Zambia	8	8	14	13	50	48	16	14	16	14
10	There exists a good economic network among Ugandans in Zambia.	48	46	24	23	8	8	16	15	8	8
Percentage mean		32.2				21.7		45.7			

Findings in statement one showed that 85% of the respondents agreed, and 15 were neutral that Ugandans in Zambia feel neglected economically and socially. This means majority (85%) agreed that Ugandans in Zambia feel neglected economically and socially.

Findings in statement two showed that 85% of the respondents agreed, 8% disagreed and 7% were neutral that Ugandans in Zambia have means through which they send money to Uganda to support national development. This means most (85%) respondents agreed that Ugandans in Zambia have means through which they send money to Uganda to support national development. In depth analysis showed that they send money to their relatives and for other development projects, from which government taps money in form of VAT and other taxes from purchase of goods and services.

Findings in statement three showed that 38% of the respondents disagreed, 31% agreed and 31% were neutral that Ugandans in Zambia feel they are part of the National Development Agenda. Based on the results a number below average 38% agreed but when the neutral and disagreed number are combined a total of 69% is realized which shows that Ugandans in Zambia feel they are not part of the National Development Agenda.

Findings in statement four showed that 85% of the respondents disagreed and 15% were neutral that Uganda Government has been organizing Diaspora Investment Summit in Zambia. This means majority (85%) of the respondents disagreed that Uganda Government has been organizing Diaspora Investment Summit in Zambia.

Findings in statement five showed that 85% disagreed, 5% were neutral and 10% agreed that Uganda has clear statistics of Ugandans in Zambia. This means majority (85%) disagreed that Uganda has clear statistics of Ugandans in Zambia.

Findings in statement six showed that 80% agreed, 5% neutral and 15% disagreed that Uganda diaspora in Zambia have a negative attitude towards whatever development is taking place in the

country. This means majority (80%) agreed Uganda diaspora in Zambia have a negative attitude towards whatever development is taking place in the country.

Findings in statement seven showed that 67% of the respondents agreed, 17% were neutral and 16% disagreed that Ugandans in Zambia are fully informed about the development in the country. This means a significant number (67%) agreed that Ugandans in Zambia are fully informed about the development in the country.

Findings in statement eight showed that 54% of the respondents agreed, 33% disagreed and 13% were neutral that there exist strong social ties between Ugandans in Zambia. This means a slightly above average number (54%) of the respondents agreed that there exist strong social ties between Ugandans in Zambia.

Findings in statement nine showed 48% neutral, 28% agreed and 21% disagreed that there exist strong professional ties between Ugandans in Zambia. A number slightly below average (48%) was obtained from respondents implying that respondents had no idea on whether there are professional ties between Ugandans in Zambia.

Findings in statement ten showed 69% of the respondents disagreed, 23% agreed and 8% were neutral that there exists a good economic network among Ugandans in Zambia. This means a significant number (69%) agreed that there exists a good economic network among Ugandans in Zambia.

Based on the percentage mean score above, **45.7 agreed, 32.2 disagreed and 21.7 were neutral.** This means social, economic and professional inclinations among Ugandans in Zambia hinder their effective involvement in National Development.

4.7 How leadership structure of Ugandans in Zambia affect their mobilization to participate in National Development.

The following statements are designed to assess how leadership structure among Ugandans in Zambia hinder their effective involvement in national development. In the subsequent sections use the scale provided to tick a number that describes your opinion. 5=Strongly Agree (SA), 4=Agree (A), 3= not sure (NS), 2=Disagree (D), 1=Strongly Disagree (SD) (Tick in the appropriate box provided)

To what extent do you agree with the following on how leadership structure among Ugandans in Zambia hinder their effective involvement in National Development? Choose SA - Strongly Agree (5), A - Agree (4), NS - Not sure (3), D - Disagree (2), SD - Strongly Disagree (1) to show your position.											
		SD		D		NS		A		SA	
		FQ	%	FQ	%	FQ	%	FQ	%	FQ	%
1	Diaspora Services Department (DSD) at the Ministry of Foreign Affairs executes its full mandate of mobilizing Ugandans in Zambia.	40	38	56	54	0	0	0	0	8	8
2	Government actively supports the economic integration of Ugandan nationals in Zambia.	28	27	44	42	16	15	8	8	8	8
3	Uganda government fully engages Ugandans in Zambia for national development.	34	32	62	60	0	0	0	0	8	8
4	Ugandans in Zambia have an active association that brands Ugandans in Zambia.	0	0	8	8	14	13	34	33	48	46
5	Leaders of Ugandans in Zambia encourage them to productively contribute to National Development	34	35	24	23	8	8	20	19	16	15

6	Ugandans in Zambia are considered as sources of investment capital to Uganda.	8	8	26	25	14	13	32	31	24	23
7	Ugandans in Zambia have a leadership structure through which they are effectively mobilized	16	15	18	17	14	13	0	0	56	54
8	The leadership in Zambia is not as strong as in other parts of the world.	16	15	6	5	18	17	48	46	16	15
9	Ugandans in Zambia are eager to associate with one another	0	0	8	8	20	19	28	27	48	46
10	Leadership is a challenge in the mobilization of Ugandans in Zambia	24	23	16	15	8	8	28	27	28	27
		45.0				10.6		44.1			

Findings in statement one showed that 92% of the respondents disagreed and 8% disagreed that Diaspora Services Department (DSD) at the Ministry of Foreign Affairs executes its full mandate of mobilizing Ugandans in Zambia. This means majority (92%) disagreed that Diaspora Services Department (DSD) at the Ministry of Foreign Affairs executes its full mandate of mobilizing Ugandans in Zambia. This implies that Diaspora Services Department (DSD) at the Ministry of Foreign Affairs does not execute its full mandate of mobilizing Ugandans in Zambia.

Findings in statement two showed that 69% of the respondents disagreed, 15% were neutral and 16% agreed that government actively supports the economic integration of Ugandan nationals in Zambia. This means a significant number (69%) of the respondents disagreed that Government actively supports the economic integration of Ugandan nationals in Zambia.

Findings in statement three showed that 92% of the respondents disagreed and 8% agreed that Uganda government fully engages Ugandans in Zambia for national development. This means most

(92%) of the respondents disagreed that Uganda government fully engages Ugandans in Zambia for national development.

Findings in statement four showed that 79% of the respondents agreed, 13% were neutral and 8% disagreed that Ugandans in Zambia have an active association that brands Ugandans in Zambia. This means a significant number (79%) of the respondents agreed that Ugandans in Zambia have an active association that brands Ugandans in Zambia.

Findings in statement five showed that 58% of the respondents disagreed, 34% agreed and 8% were neutral that leaders of Ugandans in Zambia encourage them to productively contribute to national development. This means a significant number (58%) disagreed that leaders of Ugandans in Zambia encourage them to productively contribute to national development.

Findings in statement six showed that 54% of the respondents agreed, 33% disagreed and 13% were neutral that Ugandans in Zambia are considered as a sources of investment capital to Uganda. This means a slightly above average (54%) agreed Ugandans in Zambia are considered as sources of investment capital to Uganda.

Findings in statement seven showed that 54% of the respondents agreed, 32% disagreed and 13% were neutral that Ugandans in Zambia have a leadership structure through which they are effectively mobilized. This means a slightly above average (54%) agreed that Ugandans in Zambia have a leadership structure through which they are effectively mobilized.

Findings under item eight showed that 63% of the respondents agreed, 20% disagreed and 17% were neutral that the leadership in Zambia is not as strong as in other parts of the world. This means a significant number (61%) agreed that the leadership in Zambia is not as strong as in other parts of the world.

Findings in statement nine showed that 73% of the respondents agreed, 19% were neutral and 8% disagreed that Ugandans in Zambia are eager to associate with one another. This means a significant number (73%) agreed that Ugandans in Zambia are eager to associate with one another.

Findings in statement ten showed that 54% of the respondents agreed, 38% disagreed and 8% were neutral that leadership is a challenge in the mobilization of Ugandans in Zambia. This means that a slightly above average (52%) agreed that leadership is a challenge in the mobilization of Ugandans in Zambia.

Based on the percentage mean score, **45.0** disagreed, **44.1 agreed** and **10.6 neutral**. This means that the **Leadership structure among Ugandans in Zambia does not hinder their effective involvement in National Development.**

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

This chapter presents discussions, summary of findings, conclusion and recommendations drawn from results in chapter four.

5.1 Summary of Findings

From the background findings show that; There was a response of 100% which was very representative when drawing conclusions from the study.

The gender of the respondents was that a slight number above average (58%) were male, which is a true reflection of proportions of Ugandans in diaspora. The 42% females who participated is representative of the Ugandan female population in diaspora. The Ugandan female population in diaspora is growing because women are beginning to grab any available opportunity to work in the diaspora even though the males are still on the higher side of Ugandans in diaspora especially in Zambia.

All respondents were adults above the age of 18 years hence able to articulate and fully understand the key aspects of mobilizing Ugandans in Zambia to participate in national development.

On the education of respondents, the majority (92%) of the respondents had university education degrees hence knowledgeable on what it takes to mobilize Ugandans in Zambia to participate in national development. This implies they were literate enough to understand and interpret the key issues in the research therefore able to fully articulate the key issues of the study. This also means to effectively find gainful employment opportunity and survive sustainably in the diaspora one needs to have a university degree qualification.

On family and responsibility, majority (92%) were responsible people with families some of who live in Uganda although they live in diaspora in Zambia. This justifies why the diaspora needs to participate in national development since majority of the Ugandans in Zambia also have families some of who live in Uganda. This means they have strong reasons to have a better and safe Uganda like or even much better than the diaspora where they reside.

On the time spent in the diaspora, a significant majority (84%) had lived in the diaspora for more than 3 years. In this study, three years and above is considered sufficient period of time for one to understand the diaspora dynamics, start earning, encounter challenges that need the diaspora association support and be able to remit funds to their families in Uganda. The 1-3 year of stay had no respondents probably because of the effects of COVID 19 which brought in movement restrictions that created a lockdown period of close to three years when there were no cross-border movements at that time.

On the kind of occupation, the Ugandans in the Zambia diaspora are engaged in almost all (96%) of the respondents were engaged in formal income generating activities in the form of professionals (68%), business (28%) and casual labor (4%). This as well explain the capacity to remit funds and visit home any time they wish. Therefore, their involvement in national development is paramount. This implies the researcher worked with the right respondents who participated in the study.

On remittances to Uganda by the Ugandans in Zambia, almost all (92.3%) remit funds to Uganda. Implying they contribute to national development through remittances. This means if Ugandans in the diaspora are well mobilized a lot of foreign earnings will be brought into the country for national development. Therefore, it is important to mobilize Ugandans to participate in national development. The findings showed that 48% of the respondents remit funds to Uganda Monthly, 23% remit weekly, 13.6% remit quarterly, 7.7% remit fortnight and 7.7% do not remit at all. This

means the remittances are not uniform or consistent. This shows that remittances are according to the type of work they do in the diaspora and the kind of work they do to earn a living.

5.1.1 Summary on how existing mobilization mechanism of Ugandans in Zambia influence participation in national development.

From objective one that assessed how existing mobilization mechanism of Ugandans in Zambia influence their participation in national development;

The findings showed that the existing mobilization mechanism of Ugandans in Zambia positively support their participation in national development in the following ways;

Majority (92%) of the respondents agreed that the diaspora in Zambia remit funds to Uganda. They send funds to Uganda to support their families and therefore contribute to national economic development.

All (100%) respondents agreed that Ugandans in Zambia have an association through which they are mobilized for national development.

A significant majority (92%) agreed that there are associations (formally and informally registered) that unites Ugandans in Zambia. Therefore, they have an association to which they subscribe to either formally or informally. Further dialogue showed that the existing associations are not formally and legally registered.

A significant number (79%) agreed that Ugandans in Zambia are registered in a diaspora association. However, 21% disagreed, showing that many are not registered due to an awareness challenge.

On the contrary, a significant number (73%) observed that there are problems in mobilizing Ugandans in the diaspora. The gaps that hinder effective mobilization of Ugandans in the diaspora for national development include;

An average number (50%) noted that Uganda has no diaspora mobilization strategy. This means Uganda has not clear known policy and established guidelines through which the diaspora is guided and mobilized for national economic development.

A slightly above average (54%) noted that Ugandans in Zambia are not mobilized through a registered and recognized association.

A significant number (62%) disclosed that the diaspora associations in Zambia do not hold mobilization meetings to enable Ugandans in Zambia to participate in national development.

A significant number (62%) observed that there is no investment plan to support potential Ugandans in Zambia to invest in Uganda.

A significant number (63%) observed that there are no annual home coming visits organized for Ugandans in the diaspora to help spot investment opportunities in the country.

The findings showed an overall percentage mean of **55.9 agreed**, **33.6 disagreed**, and **10.5 neutral** which according to the legend scale used in this study it is an indicator that the mobilization mechanism of Ugandans in Zambia highly influence the participation in national development. Mobilization mechanism is a significant indicator and it influences Ugandans in Zambia to participate in National development.

This is matched with Sinatti, G. and Horst, C. (2015) who affirms that, diaspora savings are remitted to their country of origins and they are increasingly important source for national development. The opportunity to tap these savings is continually growing and the need to mobilize them in a common umbrella for easy mobilization is a wonderful approach to adopt. The scholar farther stated that,

another approach is officially to record persons born in one country who are residing in another country hence informs them about the unifying umbrella for easy mobilization (United Nations Department of Economic and Social Affairs [UNDESA] 2017). Therefore, the engagement of diaspora in issues conventionally seen as relating to development has generated an increasing interest and has been reiterated in international debates and discussions such as the Global Forum on Migration and Development (GFMD-2013) together with the United Nations High-level Dialogue (2006). Though there are such reports less of the kind have been done by Uganda Government to its diaspora in Zambia.

5.1.2 Summary of how awareness of the role of Foreign Mission in Tanzania affect the mobilization of Ugandans in Zambia to participate in National Development.

From objective two that analyzed how awareness of the role of Foreign Mission in Tanzania affect the mobilization of Ugandans in Zambia to participate in national development;

The findings showed that there is high awareness of the role of Foreign Mission in Tanzania that support the mobilization of Ugandans in Zambia to participate in national development in the following ways;

A significant number (62%) acknowledged that Ugandans in Zambia are aware of the Foreign Mission in Tanzania. This means they are aware of the existence and mandate of the mission in Tanzania.

Above average number (54%) agreed that Ugandans in Zambia collaborate with the Foreign Mission in Tanzania on their diaspora issues.

Almost all (92%) agreed, that knowledge about Ugandan diaspora is not sufficient to foster collaboration.

All (100%) agreed that most Ugandans in Zambia are not registered with their Mission in Tanzania. Therefore, they cannot be traced easily and mobilized for national development.

A significant majority (84%) agreed that the mission in Tanzania serves a large geographical area which compromises its effectiveness.

A big majority (92%) agreed that the cost to reach the Tanzania mission from Zambia is a limiting factor. Therefore, many Ugandans are burdened by distance and transport costs to reach The Ugandan mission in Tanzania.

A significant number (67%) agreed that there are immigration limitations between Tanzania and Zambia that prevent Ugandans in Zambia to contact the Ugandan Mission in Tanzanian.

On the contrary, a significant number (63%) observed that Diaspora Services Department (DSD) in the Ministry of Foreign Affairs does not handles diaspora issues comprehensively.

All (100%) disagreed that little information is known about Ugandans in Zambia.

A significant number (62%) disagreed that there is an attached agency that mobilizes Ugandans in Zambia.

Based on the above percentage mean scores **68.9 agreed, 18.8 disagreed** and **12.2** were **neutral**. This means that the awareness of the role of foreign Mission in Tanzania has effect on the mobilization of Ugandans in Zambia to participate in national development.

This means that the awareness of the role of foreign Mission in Tanzania has effect on the mobilization of Ugandans in Zambia to participate in national development. This agreed with International Organization for Migration (2013) statement that, diaspora communities engage in development processes in multiple ways, very often through their own initiative, and it is therefore important to explore the strategies that may facilitate diaspora participation in both countries of

origin and the countries where they live. MOFA (2017 report) stated that there was a directive by the President in 2007 that a Diaspora Services Department (DSD) be established at the Ministry of Foreign Affairs to handle Diaspora issues and facilitate their contribution to the social, economic, technological and political Development in Uganda. However, the diaspora in Zambia are not informed and few are reached as there is poor mobilization mechanism.

5.1.3 Summary of how social, economic and professional inclinations among Ugandans in Zambia hinder their effective involvement in National Development.

From objective three that found out how social, economic and professional inclinations among Ugandans in Zambia influence their effective involvement in national development;

The findings showed that there are social, economic and professional inclinations that support the mobilization of Ugandans in Zambia to participate in national development as thus;

Majority (85%) agreed that Ugandans in Zambia have means through which they send money to Uganda to support in national development.

An in depth analysis showed that they send money to their relatives and for other development projects, from which government taps money in form of VAT and other taxes from purchase of goods and services.

A significant number (67%) agreed that Ugandans in Zambia are fully informed about the developments taking place in the country.

A slightly above average number (54%) agreed that there are strong social ties between Ugandans in Zambia.

On the contrary, majority (85%) observed that Uganda lacks clear statistics of the Ugandans in Zambia.

Majority (85%) agreed that Ugandans in Zambia feel neglected economically and socially.

Majority (80%) agreed that Uganda diaspora in Zambia have a negative attitude towards the development that is taking place in the country.

A significant number (69%) observed that there is no good economic network among Ugandans in Zambia.

A number slightly below average (48%) observed that there exist no well-known professional bond between Ugandans in Zambia.

The survey findings showed percentage mean score **45.7 agreed, 32.2 disagreed and 21.7 were neutral**. This means social, economic and professional inclinations among Ugandans in Zambia hinder their effective involvement in national development. Country Profile (2013) report revealed that most of the youths have left the country in search for jobs in foreign countries and they have a negative perception towards government for open discrimination and unequal share of the national cake to some regions due to their political positions in government. This has affected their contribution to national development in terms of investment. Though there is commendable economic performance, the country continues to face some challenges which have undermined achieving much faster economic growth and socio-economic transformation due to lack of effective mobilization of Ugandans in the diaspora.

5.1.4 Summary on how leadership structure of Ugandans in Zambia affect their mobilization to participate in National Development.

From objective four that assessed how the leadership structure of Ugandans in Zambia influence their mobilization to participate in National Development;

The findings showed that leadership structure of Ugandans in Zambia positively influence their mobilization to participate in national development in the following ways;

A significant number (79%) agreed that Ugandans in Zambia have an active association that brands Ugandans in Zambia.

A slightly above average (54%) agreed that Ugandans in Zambia are a sources of investment capital to Uganda.

A slightly above average (54%) agreed that Ugandans in Zambia have a leadership structure through which they are effectively mobilized.

A significant number (73%) agreed that Ugandans in Zambia are eager to associate with one another.

On the contrary, findings showed that leadership structure of Ugandans in Zambia limit their mobilization to participate in National Development in the following ways;

A significant number (61%) observed that the diaspora leadership in Zambia is not as strong as in other parts of the world.

A slightly above average (52%) agreed that leadership is a challenge in the mobilization of Ugandans in Zambia.

Majority (92%) observed that the Diaspora Services Department (DSD) at the Ministry of Foreign Affairs does not effectively execute its full mandate of mobilizing Ugandans in Zambia.

A significant number (69%) observe that Government does not actively support the economic integration of Ugandan nationals in Zambia.

Most (92%) observed that Uganda government does not fully engage Ugandans in Zambia to participate in national development.

A significant number (58%) observed that leaders of Ugandans in Zambia do not encourage them to productively contribute to national development.

The findings percentage mean score **45.3** agreed, **40.9 disagreed** and **13.3 neutral**. This means that the Leadership structure among Ugandans in Zambia hinder their effective involvement in National Development. This was in line with Aikins and White (2011, p. 2) Who stated that many countries have shown a growing interest in maintaining relationships with their citizens in diaspora. They perceive them simply as national assets and most interestingly, this is true for the developing countries. As mentioned earlier, there was a directive by the President in 2007 that a Diaspora Services Department (DSD) be established at the Ministry of Foreign Affairs to handle diaspora issues and facilitate their contribution to the social, economic, technological and political development in Uganda. However, the DSD has not fulfilled its mandate Uganda has one embassy mandated to serve five countries. With such a large jurisdiction, leaders in Uganda have not done enough to mobilize the diaspora for national development. Though Central and Eastern European countries are now developing their diaspora policies to address the issues of emigration little has been done to Ugandan Diaspora in countries like Zambia (Heleniak 2013).

5.2 Conclusions.

The major finding from this study show that Ugandans in Zambia are not effectively mobilized to participate in national development. The mobilization mechanism, awareness of the role of foreign Mission in Tanzania, Social, Economic and Professional inclinations among Ugandans in Zambia and leadership structure of Ugandans in Zambia have limited the participation of Ugandans in Zambia towards national development as summarized below;

5.2.1 Conclusions on how existing mobilization mechanism of Ugandans in Zambia limit their participation in national development.

The existing mobilization mechanism of Ugandans in Zambia limit their participation in national development because;

There are problems in mobilizing Ugandans in the diaspora (73%). These create gaps that hinder their effective mobilization to participate in national development.

Ugandans in Zambia are not mobilized through a registered and recognized association. The existing associations that unite Ugandans in Zambia are not legally registered (92%). Although Ugandans in Zambia are registered in a diaspora association (79%). Many Ugandans in Zambia are not aware of the legal status of these associations, which limit their mobilization to participate in national development.

Uganda has no diaspora mobilization strategy (50%), that is Uganda lacks a clear known diaspora mobilization policy to guide and mobilize Ugandans in the diaspora to participate in national economic development.

The diaspora associations in Zambia do not hold regular mobilization meetings to enable Ugandans in Zambia to know how to participate in national development (62%).

There is no investment plan to support potential Ugandans in Zambia to invest in Uganda (62%).

There are no annual home coming visits organized to show how Ugandans in the diaspora can spot investment opportunities in the country (63%).

On a positive note the diaspora in Zambia remit funds to Uganda. They send funds to Uganda to support their families and therefore contribute to national economic development (92%), a practice that needs to be promoted.

Ugandans in Zambia have an association through which they are mobilized for national development (100%) something worth nurturing.

On the overall the mobilization mechanism of Ugandans in Zambia highly influences the participation in national development as reflected by a percentage mean of **55.9 agreed, 33.6**

disagreed, and **10.5 neutral** which according to the legend scale used in this study it is an indicator that. Mobilization mechanism is a significant indicator and it influences Ugandans in Zambia to participate in National development.

5.2.2 Conclusion on how awareness of the role of foreign Mission in Tanzania affect the mobilization of Ugandans in Zambia to participate in National Development.

Ugandans in Zambia are aware of the existence and mandate of the Foreign Mission in Tanzania (62%).

Ugandans in Zambia collaborate with the Foreign Mission in Tanzania on their diaspora issues (54%).

Knowledge about Ugandan diaspora is not sufficient to foster collaboration (92%).

Ugandans in Zambia are not registered with their Foreign Mission in Tanzania (100%). Therefore, they cannot be traced easily and mobilized for national development and response emergence.

The Ugandan mission in Tanzania serves a large geographical area which compromises its effectiveness (84%).

The cost to reach the Uganda mission in Tanzania from Zambia is a limiting factor (92%). Therefore, many Ugandans are burdened by distance and transport costs to reach the Ugandan mission in Tanzania.

There are immigration limitations between Tanzania and Zambia that prevent Ugandans in Zambia to contact the Ugandan Mission in Tanzanian (67%).

Diaspora Services Department (DSD) in the Ministry of Foreign Affairs has limitations when handling diaspora issues They have technical, logistical and human capacity to comprehensively handle diaspora challenges (63%).

There is little information is known about Ugandans in Zambia (100%).

There is no attached mission agency that mobilizes Ugandans in Zambia (62%).

The awareness of the role of the Foreign Mission in Tanzania effects the mobilization of Ugandans in Zambia to participate in national development as summarized by a percentage mean of **68.9 agreed, 18.8 disagreed** and **12.2 neutral**.

The survey results showed a percentage mean scores **68.9 agreed**. This means awareness of the role of foreign Mission in Tanzania affects mobilization of Ugandans in Zambia to participate in National Development. However it was discovered that it has done little to engage Ugandans to participate in national development.

5.2.3 Conclusion on *how Social, Economic and Professional inclinations among Ugandans in Zambia hinder their effective involvement in National Development.*

Ugandans in Zambia have means through which they send money to Uganda to support in national development (85%). They send money to their relatives and for other development projects, from which government taps money in form of VAT and other taxes from purchase of goods and services.

Ugandans in Zambia are fully informed about the developments taking place in the country (67%).

There are strong social ties between Ugandans in Zambia (54%).

However, Uganda lacks clear statistics of the Ugandans in Zambia (85%).

Ugandans in Zambia feel neglected economically and socially (85%).

Uganda diaspora in Zambia have a negative attitude towards the development that is taking place in the country (80%).

There is no good economic network among Ugandans in Zambia (69%).

There exists no well-known professional bond between Ugandans in Zambia (48%).

The social, economic and professional inclinations among Ugandans in Zambia hinder their effective involvement in national development as shown by percentage mean score **45.7 agreed, 32.2 disagreed and 21.7 were neutral**. Country Profile (2013) report revealed that most of the youths have left the country in search for jobs in foreign countries and they have a negative perception towards government for open discrimination and unequal share of the national resources due to their political positions in government. This has affected their contribution to national development in terms of investment. Though there is commendable economic performance, the country continues to face some challenges which have undermined achieving much faster economic growth and socio-economic transformation due to lack of effective mobilization of Ugandans in the diaspora.

5.2.4 Conclusions on how leadership structure among Ugandans in Zambia hinder their effective involvement in National Development.

Ugandans in Zambia have an active association that brands Ugandans in Zambia (79%).

Ugandans in Zambia are a sources of investment capital to Uganda (54%).

Ugandans in Zambia have a leadership structure through which they are effectively mobilized (54%).

Ugandans in Zambia are eager to associate with one another (73%).

However, the leadership structure of Ugandans in Zambia limit diaspora mobilization to participate in National Development in the following ways;

The diaspora leadership in Zambia is not as strong as in other parts of the world (61%).

Leadership is a challenge in the mobilization of Ugandans in Zambia (52%).

The Diaspora Services Department (DSD) at the Ministry of Foreign Affairs does not effectively execute its full mandate of mobilizing Ugandans in Zambia (92%).

Government does not actively support the economic integration of Ugandan nationals in Zambia (69%).

Uganda government does not fully engage Ugandans in Zambia to participate in national development (92%).

Leaders of Ugandans in Zambia do not encourage them to productively contribute to national development (58%).

The Leadership structure among Ugandans in Zambia hinder their effective involvement in National Development as reflected by percentage mean score **45.3** agreed, **40.9** disagreed and **13.3 neutral**. This is in line with Aikins and White (2011, p. 2) who stated that many countries have shown a growing interest in maintaining relationships with their citizens in diaspora. They perceive them simply as national assets and most interestingly, this is true for the developing countries. As mentioned earlier, there was a directive by the President in 2007 that a Diaspora Services Department (DSD) be established at the Ministry of Foreign Affairs to handle diaspora issues and facilitate their contribution to the social, economic, technological and political development in Uganda. However, the DSD has not fulfilled its mandate Uganda has one embassy mandated to serve five countries. With such a large jurisdiction, leaders in Uganda have not done enough to mobilize the diaspora for national development. Though Central and Eastern European countries are now developing their diaspora policies to address the issues of emigration little has been done to Ugandan Diaspora in countries like Zambia (Heleniak 2013).

5.3 Recommendations

In answering the practical question of how can Ugandans in Zambia be effectively mobilized to participate in National Development, based on the research findings, the research makes the following recommendations;

5.3.1 Recommendations on how to existing mobilization mechanism can be improved to enable Ugandans in Zambia participate in national development.

The existing mobilization mechanism can be improved to enable Ugandans in Zambia participate in national development in the following ways;

Ugandans in Zambia should be mobilized through a registered and recognized association. The existing associations that unite Ugandans in Zambia should be legally registered. The Ugandans in Zambia who are registered in a diaspora association should be sensitized and made aware of the legal status of these associations.

Uganda should develop a diaspora mobilization strategy, that is Uganda should have a clear known diaspora mobilization policy to guide and mobilize Ugandans in the diaspora to participate in national economic development.

The diaspora associations in Zambia should hold regular mobilization meetings to enable Ugandans in Zambia to know how to participate in national development.

There should be an investment plan to support potential Ugandans in Zambia to invest in Uganda.

There should be annual home coming visits organized to show how Ugandans in the diaspora can spot investment opportunities in the country.

Government should promote and appreciate a system that acknowledges the diaspora in Zambia that remit funds to Uganda. Thank them for sending funds to Uganda that support their families and contribute to national economic development.

Ugandans in Zambia should nurture the association that mobilizes them for national development.

5.3.2 Recommendations on how to improve the Foreign Mission in Tanzania to mobilize Ugandans in Zambia to participate in National Development.

The Ugandan foreign mission in Tanzania should conduct more sensitization awareness missions to Ugandans in Zambia on its existence and mandate. More collaboration efforts between Ugandans in Zambia and the Foreign Mission in Tanzania on their diaspora issues.

The foreign mission should develop an e platform and portal to register and engage the Ugandan diaspora to foster collaboration.

Ugandans in Zambia should be registered with the Ugandan Foreign Mission in Tanzania to enable the mission to be traced easily and mobilized for national development and response emergence.

The Ugandan mission in Tanzania geographical area of jurisdiction should be reviewed to enable them become more effectiveness.

Ugandan consulate services should be extended to Zambia and other similar countries with Ugandan strategic interests. Extension of Uganda air travel services should be scheduled with such considerations in mind. These will reduce the costs involved in reaching the Uganda mission in Tanzania from Zambia. The Ugandans will be less burdened by distance and transport costs to reach their foreign missions in those wide geographical areas. These should be treated as strategic business interests.

Diplomatic dialogues should be facilitated to remove immigration limitations between countries with strategic friendly ties with Uganda to ease movement and costs of doing business that prevent Ugandans in diaspora to contact the Ugandan Mission in Tanzanian.

The technical, logistical and human capital limitations of the Diaspora Services Department (DSD) in the Ministry of Foreign Affairs should be eliminated to foster the handling of diaspora challenges.

Government should conduct census to know about Ugandans in the diaspora.

The government should attach mission agencies in countries where there are many citizens that require mobilization as Ugandans.

5.3.3 Recommendations on how *Social, Economic and Professional inclinations of Ugandans in Zambia can be improved to participate in National Development.*

The Ugandan government should update regularly the data base concerning Ugandans in the diaspora.

An all inclusive mechanism should be developed that brings all Ugandans in Zambia to feel included economically and socially.

More sensitizations and awareness workshops for Ugandan diaspora in Zambia should be promoted to eliminate the negative attitude towards the development taking place in the country.

The economic network among Ugandans in Zambia should be supported and developed.

The professional bond between Ugandans in Zambia should be promoted to foster collaboration.

To foster social, economic and professional inclinations among Ugandans in Zambia for effective involvement in national development by dealing with factors that are forcing the youths to leave the country in search for jobs in foreign countries. Issues of open discrimination and unequal share of the national resources due to political differences should be addressed by government.

5.3.4 Recommendations on how leadership structure among Ugandans in Zambia can be improved for effective involvement in National Development.

The existing Ugandan associations in Zambia that brand Ugandans in Zambia should be promoted and supported.

Mechanisms should be supported to harvest Ugandans in Zambia as a sources of investment capital for national development.

The leadership structure through which Ugandans in Zambia have been mobilized should be supported so as to create confidence among the citizens in the diaspora.

The diaspora leadership in Zambia should be strengthened like the cases in North America and Europe for purposes of mobilization for national development.

Leadership challenge for mobilization of Ugandans in Zambia should be addressed to create an accountability system and structure.

The Diaspora Services Department (DSD) at the Ministry of Foreign Affairs should be facilitated to effectively execute its full mandate of mobilizing Ugandans in Zambia.

Government should actively support the economic integration of Ugandan nationals in Zambia.

Uganda government should fully engage Ugandans in Zambia to participate in national development.

The leaders of Ugandans in Zambia Should encourage the nationals in the diaspora to productively contribute to national development.

Many countries that have shown growing interest in maintaining a strong relationships with their citizens in diaspora realize economic benefits which Uganda should as well tap from by perceiving them as national assets. The Diaspora Services Department (DSD) that was established at the

Ministry of Foreign Affairs to handle diaspora issues and facilitate their contribution to the social, economic, technological and political development in Uganda needs to be empowered to fulfill its mandate Uganda. With such a large jurisdiction, leaders in Uganda should work hard to mobilize the diaspora for national development. Uganda should follow suite of Central and Eastern European countries that are now developing their diaspora policies to address the issues of emigration for Ugandan Diaspora in countries like Zambia.

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Dear Respondent,

I am JOSHUA ASHABA REG: **UG-UCU-21** a student of Uganda Christian University (UCU) pursuing a MASTER OF ARTS IN ORGANIZATIONAL LEADERSHIP AND MANAGEMENT of Uganda Christian University. You have been purposely selected to participate in this study that will lead to an award of the above master degree. The topic of study is “**MOBILIZATION OF UGANDAN DIASPORA FOR NATIONAL DEVELOPMENT, A CASE STUDY OF UGANDANS IN ZAMBIA**”. The purpose of the study is to assess why Ugandans in Zambia have not been effectively mobilized to contribute to national development. The information provided shall be used to inform the National Planning Authority, the Ministry of Foreign Affairs, the Parliament of Uganda and Ministry of Finance, Planning and Economic Development and any other Government Ministries and Agencies that may find this information relevant.

Your participation in this research is voluntary and the information that you provide, shall be treated with utmost confidentiality and used only for the purposes of this study. The identity of the participants involved in this study shall be kept secret and anonymous from any other person and entity outside of this study.

Thank you for your consent!

For more information about this study, please contact me on the numbers provided below:

JOSHUA ASHABA: REG: UG-UCU-21 [Researcher]

[Tel:+260 976335914](tel:+260976335914); [+256 782 577909](tel:+256782577909)

**Survey Questionnaire on the MOBILIZATION OF UGANDANS IN THE DIASPORA FOR
NATIONAL DEVELOPMENT, A CASE STUDY OF UGANDANS IN ZAMBIA.**

SECTION A: SOCIO-DEMOGRAPHIC CHARACTERISTICS

Questionnaire number: _____

I. Gender of respondent

Male

Female

II. Age range:

15-25

26-35,

36-45,

46-55,

56-65,

66-above

(Please tick the age range you fall in).

III. Religion:

Catholic

Protestant

Born again

Muslim

others

IV. Education level:

Primary

Secondary

Vocational

University

V. Education qualification

Non

Certificate

Diploma

Degree

Masters

PHD

Others

VI. Marital status:

Married

Single

Divorced

Widowed

VII. Number of years spent in the diaspora (Zambia)

Less than 1 year

1-3 Years

3-7 Years

8-10 Years

More than 10 Years

VIII. Nature of work engaged in the diaspora

Casual

Professional

Non-professional

Business

IX. Mention the type of work you do in the diaspora_____

X. Number of times you transfer funds to Uganda. Weekly____, fortnight____, monthly____,
quarterly

Semi-annually

Annually

Not at all

SECTION B: MOBILIZATION MECHANISM

The following statements are designed to assess the existing mobilization mechanism used to mobilize Ugandans in diaspora (Zambia) and their involvement in National Development. In the subsequent sections use the scale provided to tick your opinion. 5=Strongly Agree (SA), 4=Agree (A), 3= Not sure (NS), 2=Disagree (D), 1=Strongly Disagree (SD).

To what extent do you agree with the following on how Ugandans in the diaspora are mobilized to contribute to National Development? Choose SA - Strongly Agree (5), A - Agree (4), NS - Not sure (3), D - Disagree (2), SD - Strongly Disagree (1) to show your position.		SD		D		NS		A		SA	
1	The Diaspora in Zambia remit fund to Uganda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Uganda has a diaspora mobilization strategy.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Ugandans in Zambia have an association through which they are mobilized.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Ugandans in Zambia are mobilized through a registered and recognized association.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Diaspora associations in Zambia hold mobilization meetings that enable Ugandans in Zambia to participate in national development.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Ugandans in Zambia have associations (both registered or not) that Unite them in that foreign country.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7	Ugandans in Zambia are not registered in a diaspora association.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	There is an investment plan for potential Ugandans in Zambia to invest their money in Uganda.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	There are annual home coming visits organized for Ugandans in diaspora to spot investment opportunities in the country.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	There are problems in mobilizing Ugandans in the diaspora.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SECTION C: KNOWLEDGE ON MANDATE AND JURISDICTIONS OF FOREIGN

MISSION IN TANZANIA

The following statements are designed to evaluate the Knowledge on mandate and jurisdictions of foreign mission in Tanzania. In the subsequent sections use the scale provided to tick or circle a number that describes your opinion. 5=Strongly Agree (SA), 4=Agree (A), 3= not sure (NS), 2=Disagree (D), 1=Strongly Disagree (SD) (Tick in the appropriate box provided)

To what extent do you agree with the following Knowledge on mandate and jurisdictions of foreign mission in Tanzania? Choose SA - Strongly Agree (5), A - Agree (4), NS - Not sure (3), D - Disagree (2), SD - Strongly Disagree (1) to show your position.										
		SD		D		NS		A		SA
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	Ugandans in Zambia are aware of the Foreign Mission in Tanzania.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2	Ugandans in Zambia collaborate with the Foreign Mission in Tanzania on their diaspora issues.									
3	Diaspora Services Department (DSD) in the Ministry of Foreign Affairs handles Diaspora issues comprehensively.									
4	Knowledge about Uganda diaspora is not sufficient to foster collaboration									
5	Little information is known about Ugandans in Zambia.									
6	Most Ugandans in Zambia are not registered with their Mission in Tanzania.									
7	The mission in Tanzania serves a large geographical area which compromises its effectiveness									
8	There is an attaché agency that mobilizes Ugandans in Zambia									
9	The cost to reach the Tanzania mission from Zambia is a limiting factor									
10	There are immigration limitations between Tanzania and Zambia which prevent Ugandans to contact the Tanzanian mission									

SECTION D: SOCIAL, ECONOMIC AND PROFESSIONAL INCLINATIONS AND NATIONAL DEVELOPMENT

The following statements are designed to find out how the social, economic and professional inclinations among Ugandans in Zambia hinder their effective involvement in National Development. In the subsequent sections use the scale provided to tick a number that describes your opinion. 5=Strongly Agree (SA), 4=Agree (A), 3= not sure (NS), 2=Disagree (D), 1=Strongly Disagree (SD) (Tick in the appropriate box provided)

To what extent do you agree with the following on how the social, economic and professional inclinations among Ugandans in Zambia hinder their effective involvement in National Development? Choose SA - Strongly Agree (5), A - Agree (4), NS - Not sure (3), D - Disagree (2), SD - Strongly Disagree (1) to show your position.		SD		D		NS		A		SA	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	Ugandans in Zambia feel neglected economically and socially.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Ugandans in Zambia have means through which they send money to Uganda to support national development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Ugandans in Zambia feel they are part of the National Development Agenda.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Uganda Government has been organizing the Diaspora Investment Summit in Zambia.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Uganda has clear statistics of Ugandans in Zambia.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Uganda diaspora in Zambia have a negative attitude towards whatever development is taking place in the country.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Ugandans in Zambia are fully informed about the development in the country	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8	There exist strong social ties between Ugandans in Zambia	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
9	There exist strong professional ties between Ugandans in Zambia	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
10	There exists a good economic network among Ugandans in Zambia	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

SECTION E: ROLE OF LEADERSHIP TO DIASPORA AND NATIONAL DEVELOPMENT

The following statements are designed to assess how leadership structure among Ugandans in Zambia hinder their effective involvement in National Development. In the subsequent sections use the scale provided to tick a number that describes your opinion. 5=Strongly Agree (SA), 4=Agree (A), 3= not sure (NS), 2=Disagree (D), 1=Strongly Disagree (SD) (Tick in the appropriate box provided)

To what extent do you agree with the following on how leadership structure among Ugandans in Zambia hinder their effective involvement in National Development? Choose SA - Strongly Agree (5), A - Agree (4), NS - Not sure (3), D - Disagree (2), SD - Strongly Disagree (1) to show your position.											
		SD		D		NS		A		SA	
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	Diaspora Services Department (DSD) at the Ministry of Foreign Affairs executes its full mandate of mobilizing Ugandans in Zambia.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2	Government actively supports the economic	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	integration of Ugandan nationals in Zambia.									
3	Uganda government fully engages Ugandans in Zambia for national development.									
4	Ugandans in Zambia have an active association that brands Ugandans in Zambia.									
5	Leaders of Ugandans in Zambia encourage them to productively contribute to National Development									
6	Ugandans in Zambia are considered as sources of investment capital to Uganda.									
7	Ugandans in Zambia have a leadership structure through which they are effectively mobilized									
8	The leadership in Zambia is not as strong as in other parts of the world									
9	Ugandans in Zambia are eager to associate with one another									
10	Leadership is a challenge in the mobilization of Ugandans in Zambia									

Morgan's table of sample size 1970

<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>
10	10	220	140	1200	291
15	14	230	144	1300	297
20	19	240	148	1400	302
25	24	250	152	1500	306
30	28	260	155	1600	310
35	32	270	159	1700	313
40	36	280	162	1800	317
45	40	290	165	1900	320
50	44	300	169	2000	322
55	48	320	175	2200	327
60	52	340	181	2400	331
65	56	360	186	2600	335
70	59	380	191	2800	338
75	63	400	196	3000	341
80	66	420	201	3500	346
85	70	440	205	4000	351
90	73	460	210	4500	354
95	76	480	214	5000	357
100	80	500	217	6000	361
110	86	550	226	7000	364
120	92	600	234	8000	367
130	97	650	242	9000	368
140	103	700	248	10000	370
150	108	750	254	15000	375
160	113	800	260	20000	377
170	118	850	265	30000	379
180	123	900	269	40000	380
190	127	950	274	50000	381
200	132	1000	278	75000	382
210	136	1100	285	100000	384

Note.—*N* is population size. *S* is sample size.

Source: Krejcie & Morgan, 1970



UGANDA CHRISTIAN UNIVERSITY

A Centre of Excellence in the Heart of Africa

September 8, 2023

To Whom It May Concern;

Dear Sir/Madam,

RE: STUDENT RESEARCH AND PROJECT WORK

NAME: **ASHABA Joshua**

REGISTRATION NUMBER: **RS20M02/203**

The above named is a student of Master of Arts in Organizational Leadership and Management at Uganda Christian University.

Besides attendance of theory lectures the student is required to demonstrate abilities in applying the acquired knowledge by conducting research and writing a project paper on a Leadership problem/situation in Uganda.

The research topic: **“Mobilization of Ugandans in the Diaspora for National Development: Case Ugandans in Zambia”**

By this letter we are requesting you to assist the student herewith and avail the information requested or participate in surveys.

Thank you so much for your cooperation.

Yours Sincerely,

Yours sincerely,

Joseph Jakisa Owor, PhD
SENIOR TEACHING FELLOW, FACULTY OF BUSINESS
0776-770811/0752-770811