



SCIENTIFIC AND INDUSTRIAL RESEARCH AND DEVELOPMENT CENTRE

# **An Analysis of the Cause and Effect of the Brain Drain in Zimbabwe**

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# **STUDY TO ANALYSE THE CUASE AND EFFECT OF THE BRAIN DRAIN IN ZIMBABWE**

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## FOREWORD

This report has been prepared by the Scientific and Industrial Research and Development Centre (SIRDC) under contract with the National Economic and Consultative Forum (N.E.C.F) with funding from the United Nations Development Programme (UNDP). The study examined the trend, rate and level of brain drain, together with the associated push factors in Zimbabwe and the pull factors in the Diaspora countries. Specific policy measures to effectively address the brain drain incidence in Zimbabwe are proposed. Such information is expected to give the Government and other stakeholders, the necessary background information to effectively respond to our brain drain challenge.

The study confirms the widely held view that the level and trend of the brain drain in Zimbabwe has reached unacceptable and unsustainable heights. Although the estimates reported in the study are on the lower side than expected, they have significantly improved our knowledge of the trends and the reasons behind the brain drain in Zimbabwe. Each year Zimbabwe loses thousands of talented professionals crucial to its development needs. Most of these are young professionals who abandon their professions in Zimbabwe, often for menial underemployment jobs that advance the socio-economic interests of their host countries. The professionals that are mostly involved include doctors, nurses, engineers, teachers, financial experts, and other skilled people. Most of those leaving are going to Britain, United States of America, Australia, South Africa and Botswana. The reasons for the choices of their countries of destination are mostly economic, historic and linguistic with some citing political factors. The large numbers constituting Zimbabwe's loss of skilled and highly educated manpower is a phenomenon that policymakers cannot ignore.

Zimbabwe is losing the value of its investment in education because such large numbers of highly trained Zimbabweans are leaving the country. Furthermore, efforts to provide Zimbabwe with specific skills, through improved educational opportunities, may be rendered futile unless measures are taken to offset the pull factors attracting highly educated Zimbabweans to emigrate.

As was experienced in previous similar studies, this study suffered from the lack of reliable statistics in Zimbabwe and target countries on the number and profiles of Zimbabwean emigrants. Thus, it was difficult to accurately determine the educational levels of Zimbabweans that have emigrated. Nevertheless, the research methodology that was employed greatly improved the reliability of the findings of the study and has thus enriched our understanding of the trends of the brain drain problem.

SIRDC would like to thank the N.E.C.F., Ministry of Foreign Affairs and other Government ministries and departments. Special thanks go to the Zimbabwean missions in Canada, United Kingdom, United States of America, South Africa and Botswana, the Confederation of Zimbabwe Industries Labour Desk, Private organisations, NGOs, International Organisation on Immigration (IOM), Dr. Dzingai Mutumbuka and Dr. Peter Dzvimo and their World Bank colleagues, Zimbabwean individuals and communities in the Diaspora and the whole research team, who expedited in various ways, the execution of this study. SIRDC would like to particularly thank UNDP for funding this study.

Finally, in undertaking this study and preparing the study report, every effort was made to ensure that all the expectations of the study were adequately fulfilled. If there are any omissions or inconsistencies in the report, SIRDC, not the sponsors of the study, takes full responsibility for such shortcomings.

Prof. C. J. Chetsanga  
PROJECT DIRECTOR – SIRDC.

## **THE EXECUTIVE SUMMARY**

Since the early 1990s, a small number of Zimbabwe's valuable human resources has been leaving the country in search of "greener pastures" in the region and the world over. During the last four years, this brain drain trend has escalated in magnitude to levels that have serious implications for the country's capacity to deliver on the sustainable development front.

From our investigation, the reasons why people are leaving Zimbabwe appear to be diverse, ranging from professional to economical. There are also pull and push factors. Some of the reasons for the departures stem from poor execution of capacity building and domestic policies, which result in imbalances between labour supply and demand. These imbalances are now being acutely accentuated by the impact of the brain drain.

To effectively reduce the magnitude of the brain drain requires an in-depth understanding of the problem. It also calls for Zimbabwe together with the Diaspora countries to reach a mutual agreement on how to reduce "the pull and push factors" triggering the desire by our people to leave for Europe, North America and the region. This is a long term solution. To adequately deal with the negative impact of the brain drain on Zimbabwe, it was felt effective that the strategies for managing the brain drain problem be based on established facts, data and information. For this reason SIRDC was commissioned to undertake this study with the objective of establishing what the causes of the brain drain are and identify the measures required to reduce or stop, or even reverse the brain drain problem in Zimbabwe. The study methodology included the use of interviews, questionnaires and reliable secondary sources.

Below is a summary of some of the major findings, conclusions and recommendations of the study. Although we are aware that there are probably larger numbers of Zimbabweans in the Diaspora, the figures given in this report are based on the findings of this study.

## **Findings of the Study:**

1. The study was able to establish that there are 479 348 Zimbabweans in the Diaspora although the study team is aware that there is a large number of Diasporans that it could not contact. The Diaspora destinations of a majority of Zimbabweans are the United Kingdom, Botswana and South Africa.
2. The highest proportion of respondents to the questionnaire were from Mashonaland (26.7%) while Manicaland contributed the least proportion of the respondents (15.1%).
3. The study shows that most of the respondents held bachelors degrees, followed by those who were polytech graduates. About a 20% held masters degrees, while 5% held Ph.D degree.
4. The Health and teaching professions are the most affected, while accountants constitute a significant proportion (16.9%) of the total number of Zimbabweans in the Diaspora.
5. More than half of the respondents emigrated due to work related factors. About a quarter had emigrated due to the need to attend school in their new country of abode. A tenth gave marriage/relationship factors as the reason for emigrating, while 8% mentioned political factors.
6. The most common work-related reasons for emigrating given by 34.5% of the respondents, were the low salaries in Zimbabwe, followed by the exchange rate mentioned by 32.5%, while 29% gave better career advancement opportunities as a reason for emigrating.
7. The majority of the respondents (62.5%) intended to return to Zimbabwe. About a quarter of the respondents were not sure whether they would return to Zimbabwe or not.
8. All those in the clergy expressed a desire to come back to Zimbabwe after 5 years. Half of the farmers would like to come back within 2 years. Half of the nurses would like to return after 5 years, while 37.5% of engineers would like to return within 2 years.
9. Nearly half of the respondents in the middle age group clusters of 30-39 and 40-49 were not sure about when they were going to return home. About 40% and 33% of the young (20-29 years) and old (50 + years) respondents

respectively, expressed a desire to return to Zimbabwe within the next two years. Less than a third of respondents in all age groups indicated a desire to return to Zimbabwe within 3 to 5 years.

10. Finally, the study also shows an increasing trend in the number of people leaving Zimbabwe. The trend exhibited by the curve suggests that the process has not yet leveled off.

## **Conclusions:**

From the results of this study, the following conclusions can be drawn:

1. The brain drain in Zimbabwe is based on the global phenomenon associated with man's quest for better opportunities in life. Its ongoing increase has evoked widespread calls for policy responses. If the Zimbabwe government does not do something to make staying at home more attractive and rewarding, the brain drain will continue unabated. The driving force seems to be as powerful as the force pulling professionals and others away from Zimbabwe. These two forces appear to be operating with mutual reinforcement.
2. At the social level, Zimbabweans in the Diaspora indicated that they suffer discrimination and often find themselves relegated to third class citizenship. Most Zimbabweans in the Diaspora informed the study team that they were not happy to leave Zimbabwe, but were forced to do so by economic factors.
3. Proportionately, some professions have small numbers of people who have emigrated, but these emigrants are highly skilled and therefore critical to Zimbabwe's development agenda. The experience of Zimbabwean companies has been that most of the people they are losing to job offers elsewhere, were the highest paid in the company. Their departure was therefore a major loss not only to Zimbabwean companies, but also as tax payers to the Zimbabwe government.
4. Some emigrants are leaving to work in countries where research and development (R&D) is actively done with the latest generation of equipment and support is guaranteed.

There are about 20,000 scientists and engineers in Zimbabwe. Zimbabwe still needs more scientists. There are now more Zimbabwean-born scientists and engineers working in the Diaspora than there are in Zimbabwe. One reason for there being fewer scientists left in Zimbabwe is that government and private-sector spending on R&D is only about 0.2 percent of the gross national product. This is one of the lowest percentages of funding for R&D support in the world. Instead, a minimum of one percent of Zimbabwean gross national product should be spent on scientific and technological development.

5. An examination of the professions of those who are leaving the country shows that a sizable share is made up of teachers and nurses. Indeed, according to the survey, the health care sector is the most affected. Many are leaving because health care and education spending cuts have denied them reasonable salary levels in Zimbabwe.
6. Erecting legal barriers to the emigration of educated professionals will only encourage illegal emigration and discourage bright Zimbabweans from seeking to better themselves through overseas education in the first place. Enacting necessary economic reforms that make staying at home attractive and rewarding for educated Zimbabweans can arrest the brain drain problem. There is no alternative to this option if the brain drain is to be arrested.
7. Even if brain drain is a valid concern, the main thrust of public policies in Zimbabwe should be driven by objectives of domestic equity, efficiency, and economic growth rather than becoming hostage to the threatening waves of emigration.

### **Recommendations:**

From the observations made in this study, we wish to make the following recommendations.

1. On the basis of the data assembled during the study, it is possible to have a reliable database of Zimbabwean professionals in the Diaspora by profession, field of study, competencies and experience. These data will enable the Zimbabwean Government, Universities and institutes of higher learning, hospitals and the private sector to attempt to lure back this array of expertise

2. There is an urgent need to win back the confidence of the large community of Zimbabweans of good will who are in the Diaspora. They felt abandoned when no clear provision was made for them to vote during the March 2002 Presidential election.
3. The demand for qualified and skilled manpower for national development has become a critical global issue. It is compelling to both the rich and the poor countries across the continental divide to develop policies and strategies to satisfy their human resource demands.
4. Since other countries are competing with Zimbabwe for similar qualified human resources, a potentially rewarding solution might be to formulate a skills export and import policy that promotes and provides the framework for the training of human resources in Zimbabwe for the labour markets of both target countries and Zimbabwe.
5. Both governments and private sectors should show a commitment to solving the brain drain problem in Zimbabwe and jointly play a pivotal role in formulating national policies to utilise the skills and other resources of Zimbabweans in the Diaspora for the development in Zimbabwe.
6. The increase in the activities of the parallel foreign currency exchange market, needs to be eliminated. It is important to establish a sustainably effective exchange rate mechanism that will remove the distortions that are endemic in the country's current economic system.
7. In order to build on the findings of the present study, the Government of Zimbabwe should launch a comprehensive National Human Resources Survey (NHRS) to ascertain the current human resource base and employment situation in all the sectors of the economy to enable them to make informed projections of future human resources requirements for the country.

# **1. BACKGROUND AND JUSTIFICATION**

## **1.1. INTRODUCTION**

In the African experience, brain drain is a historic phenomenon that started with the forced removal of Africa's strongest and brightest to America, centuries ago. The forced brain drain from Africa to America is a four-century-old problem that began with the Trans-Atlantic slave trade. The United States is a nation that was developed with considerable input from slave labor. To date, we have over 100 million Africans in the Diaspora, some with expertise that could have been tapped to develop the continent. To these millions are now being added thousands of 21<sup>st</sup> Century arrivals, representing a new wave of the brain drain, destined for both the North American and European Diaspora.

Through this process, Zimbabwe has lost thousands of talented professionals crucial to its development needs. Most of these individuals are young professionals who are often forced to abandon their professions in the Diaspora, for menial, difficult and dangerous jobs that promote the well-being of the people of the developed world. Most of those leaving Zimbabwe are going to Britain, the United States of America, Australia, South Africa and Botswana. The reasons for the choices of their destinations are mostly historic. The professionals that are involved include doctors, nurses, engineers, teachers, and other skilled technical people.

## **1.2 JUSTIFICATION**

Since the early 1990s, a growing number of Zimbabwe's valuable professionals have been leaving the country in search of "greener pastures" in the region and the world over. The trend and magnitude of the brain drain has serious implications for the country's capacity to engage in sustainable development. These days, it is a well-established fact that knowledge is now the fundamental instrument for the creation of wealth and the primary factor in international competitiveness. This has given rise to a greater awareness of the seriousness of the ongoing skills exodus. No country can ignore this systematic loss of skills, which it has accumulated within its borders. These losses have a clear negative impact on a country's development system.

There are also pull and push factors. The United States of America, for instance, is using special visas (HB-1 visa) and higher salaries to attract African professionals with technical expertise. As a result it is estimated that the United States economy gains about US\$100,000 a year from each HB-1 visa immigrant.

Some of the reasons for the departures stem from poor domestic capacity building policies, which result in a skewed balance between labour supply and demand. For instance, most schools on the continent produce more graduates in the arts and humanities than in science and engineering. It does not come as a surprise therefore, that there is a short supply of scientists and engineers in Africa. Also important is the need to have African scientists employed at home as scientists. Furthermore, internal factors in some African countries have forced some professors, medical doctors and scientists to go overseas to engage in occupations different from their fields of training. It is therefore, not surprising that the typical taxi driver in large American cities is an African or Asian with one or a number of university degrees.

To effectively reduce the magnitude of the brain drain requires an in-depth understanding of the problem. We need to know “the push and pull factors” triggering the desire by our people to leave for Europe and America. Examples of measures to minimize the brain drain could include appealing to the Diaspora countries to abolish using their special enticements to lure talented professionals from their native countries and for developing countries to simultaneously create environments that do not push valuable human resources into the Diaspora. History has shown that whenever a country develops a problem, people’s behaviour tends to become abnormal. Some people begin to place their own welfare above their patriotism and leave to look for greener pastures elsewhere.

When in the Diaspora, many of them do things to help their home countries while others do not. Many countries such as India, Jamaica, Nigeria, China and Israel are benefiting from their citizens who work and live abroad. Could Zimbabwe benefit in the same way from its absentee citizens? This question and many others were probed and analyzed in the study.

The purpose of this study was to identify reasons for the brain drain and to find concrete ways of engaging the Diaspora

Zimbabweans in dialogue, including their participation in this survey. The solutions may be complex but it is desirable that the tremendous potential of Zimbabweans in the Diaspora be tapped to contribute to development efforts of the country. To adequately achieve these objectives and hence limit the negative impact of the brain drain on Zimbabwe, it is essential that recommendations and strategies for managing the brain drain problem be based on founded facts, data and information.

### 1.3 CONTEXT

Brain drain, in the local context, refers to the departure of Zimbabweans to go to other countries for a variety of reasons. Brain drain can occur in several forms:

- i) **Primary external brain drain** occurs when human resources leave their country (Zimbabwe) to go and work overseas in developed countries such as Europe, North America and Australia.
- ii) **Secondary external brain drain** occurs when human resources leave their country (Zimbabwe) to go and work elsewhere in their region e.g. South Africa, Botswana, Namibia etc.
- iii) **Internal brain drain** occurs when human resources are not employed in the fields of their expertise in their own country or when human resources move from the public sector to the private sector or within a sector e.g. when university lecturers become commuter bus drivers or nurses become informal traders, etc

Brain drain in Zimbabwe affects the capacity of all sectors of the economy to deliver their mandates. It also runs across all categories of human resources from top, middle and low level experts, technical, entrepreneurial and managerial experts, general workers and the unemployed. Some sectors such as health, education, information & communications technology (ICT), seem to be much more susceptible to the brain drain phenomenon than others.

Due to the time and financial constraints, the study focused on primary and secondary external brain drain only. The study sought to fathom the magnitude and impact of the brain drain on our social fabric and national economy.

## **2. PURPOSE OF THE STUDY**

Broadly, the purpose of the study was:

- To establish the trend, rate and level of the brain drain in Zimbabwe
- To investigate the nature and dynamics of both the push and pull factors at play in Zimbabwe and recipient countries
- To propose a monitoring and evaluating system on the brain drain incidence in Zimbabwe, and
- To propose specific policy measures to effectively address the problem.

## **3. THE SCOPE OF THE STUDY**

Brain drain trends were investigated from 1990 to- date using both primary and secondary data. The study was also designed to cover all socio-economic sectors. The analysis was broken down by gender, professions, skills, age, etc. The study examined the status of the brain drain in all the 10 administrative provinces of Zimbabwe. Study visits were made to the United Kingdom, United States of America, Canada, South Africa and Botswana to interview the Diaspora Zimbabwean men and women.

## **4. THE ASSIGNMENT**

The study team was required to carry out the following tasks in executing to the brain drain study in Zimbabwe:

- (a) Produce a work-plan comprising Activities, Output, Time-frame, and Costs.
- (b) Design appropriate research tools including the questionnaire for primary data collection, secondary data collection and impact indicators.
- (c) Review existing documentation on brain drain including human resource policy documents, regional grouping protocols (SADC, EU), brain drain literature etc.
- (d) Establish the level, trend and rate of brain drain in Zimbabwe since 1990 by the following categories:
  - i. Public and private sectors

- ii. Age
  - iii. Gender
  - iv. Province
  - v. Profession/Field of specialisation
- (e) Assess the overall socio-economic impact of brain drain using the disaggregation highlighted in (d) above.
  - (f) Investigate the causes and dynamics associated with the problem under investigation. Use all categories of disaggregation.
  - (g) Analyze the research data from both primary and secondary sources undertaking as much disaggregation as possible.
  - (h) Propose specific policy measures to effectively address the brain drain problem in Zimbabwe. Recommendations should cover at least the following areas:
    - i. Retention of skills/human resources still in the country in spite of the pressure to leave.
    - ii. Attracting back on a permanent basis the Zimbabwean human resources who have left the country for the regional destinations as well as developed countries.
    - iii. Attract on short-term basis Zimbabwean human resources that have left the country for the region or developed countries.
    - iv. Establishment of knowledge-based networks to help the country to benefit from the human resources that have left the country.
    - v. Recommend the formulation of skills export and import policy, and incentives that can “turn problem into opportunity.”
  - (i) Produce a comprehensive “Zimbabwe Brain Drain Study Report” that can be used as a tool to address the problem.
  - (j) Propose a system for continuous monitoring and evaluating the incidence of brain drain in the country.

## **5. RESEARCH METHODOLOGY**

The research methodology outlined here was consolidated and made profession and sector specific. The general framework of the investigation, followed the thrust crafted in this outline.

Broadly, the whole task followed a schedule sequenced in 6 main stages, namely:

- (a) Project Design
- (b) Desk Study to Develop Project Parameters and a Questionnaire for Inclusion in Executing the Study.
- (c) Field Investigation and Consultations to Collect Data
- (d) Data Analysis
- (e) Write up and Presentation of Draft Reports to Stakeholders
- (f) Final Report and Presentation to the Client

### **5.1 PROJECT DESIGN:**

SIRDC acted as the consultant responsible for the execution and management of this project, as well as compiling the findings of the study. Because this is a nation-wide project, the research and evaluation exercise selected samples which are representative of all the provinces, economic sectors and professions in the country. The sectors that were examined are Agriculture, Mining, Tourism, Energy, Finance, Commerce, Education, Health, Construction, Transport, Information/Communication, Manufacturing and Legal. The professionals to be examined included Doctors and Nurses, Teachers, Engineers and Scientists, Pharmacists, Farmers, Bankers, Miners and Accountants.

Specialists in the respective fields were consulted in order for us to adequately appreciate the effect of brain drain in the sectors. This approach entailed developing a full understanding of the economic activities of each sector and the associated professions. The sector and profession approach facilitated a focused examination of each profession, thus facilitating targeting of specific sectors and professions in policy formulation. Competent research consultants directed the collecting of the data and field data collection.

It was found essential to collect overseas data and conduct interviews with Zimbabweans who have succumbed to the brain

drain. This approach enabled both nation-wide and international coverage and thus ensuring comprehensive representation of the picture regarding the full scope of Zimbabwe's brain drain. This format was designed to ensure that the study got to the bottom of the cause and effect of brain drain in Zimbabwe. It also helped identify the bottlenecks to be encountered in the implementation of the solutions to the brain drain challenge.

## **5.2. DESK STUDY AND KICK-OFF WORKSHOP:**

The objective of the desk study was to enable the research team to adapt the suggested design to the various sectors and professions that are central to the study. It was at this stage that the team analysed the present socio-economic conditions in the country that may contribute to the brain drain, as well as determining the forces responsible for these conditions. The desk study process included brainstorming meetings on the present national and international economic environment and its driving forces to enable better contextualisation. This process resulted in the establishment of the conceptual platform on which the implementation of the research project was based. An instrument to administer, as a questionnaire, was developed during this phase.

In addition, the desk study involved reviewing existing measures, research papers, relevant published reports, publications, policy documents, and other available secondary sources of information that have relevance to the brain drain. It was during this process that gaps in the available data were identified, and from these gaps primary data to be generated were ascertained. The Strength, Weakness, Opportunities and Threats (S.W.O.T.) approach was used to identify effective policy measures to be recommended to policy-makers in order to address the situation.

## **5.3. FIELD INVESTIGATION AND CONSULTATIONS:**

The field investigation and consultations are the heart of the study and constituted the data gathering process for subsequent analysis.

## **a) Consultation Process**

The objective of the consultations was to collect information on the following issues in various categories of sectors selected for the study.

- i) Reasons for emigrating,
- ii) Types of jobs that emigrants were leaving behind,
- iii) Sources used to finance travel from Zimbabwe,
- iv) Status of their stay overseas (legal or illegal)
- v) Level of education of those succumbing to the brain drain,
- vi) Their notion of patriotism, and view of the brain drain
- vii) Length of time since leaving Zimbabwe,
- viii) Expectations of those willing to come back,
- ix) Level of personal development since leaving Zimbabwe, and
- x) Views regarding conditions of work and stay abroad.

The data collection exercise involved group discussions, brainstorming sessions, sending out questionnaires, key informant interviews, and procurement of data from various existing secondary sources. All of these combine the advantages of defining and specifying areas of concern with those of wide-ranging spontaneous discussions.

Included in the consultations were government departments (from ministry level down to local authorities), Central Statistics Office (CSO), NGOs, United Nations agencies, sector and sub-sector associations such as Confederation of Zimbabwe Industries (CZI), Zimbabwe National Chamber of Commerce (ZNCC), Banks, Embassies, Travel agencies, Employment Consultants Abroad, Airport Statistics, Residents Associations Abroad, Police and Immigration Departments, Embassies Abroad and Foreign Embassies in the Country.

## **b) Structured and unstructured individual interviews for data collection**

These interviews were carried out with individuals from the above-mentioned list. This method was useful in collecting data for the indicators, capturing the perception, attitudes, and aspirations of the people and authenticating data collected using secondary sources.

The unstructured interviews were recorded on tape or noted down as the interview progressed.

**c) Group discussions guided by a checklist:**

These group discussions were held to record the range of experiences and responses of the participants to arrive at a consensus. The main disadvantage of the group method was the constraints due to participants' manipulation by powerful individuals or peer group pressure. Group sessions made it difficult to get the views of those who prefer giving information individually or anonymously. Some success was gained when such persons were invited for personal interviews.

**d) Questionnaires:**

The questionnaires asked the questions relating to the activities of the respondent before and after leaving Zimbabwe and why they left the country, among others. This was our main instrument used for data collection.

Four different types of questionnaires were designed. These included:

- Individual questionnaires for Zimbabweans who lived outside the country continuously for a period exceeding six months.
- Company/Organisation questionnaire for institutions in the private sector and NonGovernmental organisations, (NGOs).
- Questionnaire for Universities/Colleges, and
- Ministry/Parastatal questionnaire for all public sector organisations.

A total of 1000 individual questionnaires were sent out to sample sizes based on the characteristics of each sector and profession. Sites of questionnaire distribution inside Zimbabwe included the border posts, hospitals, universities and colleges, District Administrators' offices, Governors' offices, airports, and Professional Associations. These bodies were chosen because they are either themselves affected by the brain drain, or come

across brain drain cases in their operations. For the internal distribution we targeted Zimbabweans who lived outside the country for periods exceeding six months consecutively. The 'return envelope system' and field technicians were used to ensure that the questionnaires are filled and returned on time.

Targeted visits as well as assistance from our embassies abroad, were used to administer the questionnaire to Zimbabweans in the selected countries. We estimated the response time to be slow for overseas questionnaire respondents so we sent out the questionnaires to the missions very early in the game followed by a visit to the same countries to ensure adequate coverage.

A total of 630 company/organisation questionnaires were distributed to companies on the Confederation of Zimbabwe Industries (CZI) mailing list. 'Business Reply Envelopes' were also provided.

The university/colleges questionnaire was distributed to 13 universities and polytechnic colleges. Two sets of questionnaires were issued to cover both the academic enrolment and human resources aspects.

All 18 ministries were issued with a set questionnaire and instructions in order to assist in this process.

#### **e) Visits abroad:**

##### **i. Purpose**

The purpose of the study visits was to interview Diaspora Zimbabweans so as to gather information that would enable us to get first hand understanding of how and why the brain drain is taking place. These data were critical in assisting the study team in meeting the objectives of this assignment.

##### **ii. Coverage**

The study visit was designed to cover both regional and international destinations of the majority of Zimbabweans in the Diaspora. From our desk study it had been established that most of those leaving the country are going to Britain, United States, Canada, South Africa, Australia and Botswana, hence it was

decided to target the same countries, except Australia during the visits. The time and cost factors did not allow us to visit Australia.

### **iii. Expected Outputs of The Study Visits**

The study visits were designed to provide outputs relating to the following areas:

- Statistics of Zimbabweans living abroad by year of entry, sex, occupation and reason(s) for relocating.
- Statistics of foreigners living in Zimbabwe by year of entry, sex, occupation and reason for staying in Zimbabwe.
- Possible sources of information where interviews can be conducted, i.e. employment agents, professional associations, etc.
- Visa types and Visa requirements for Zimbabweans when visiting other countries.
- Employment permit application processes and mechanisms in place to ensure that people do not overstay the permit period.
- Existing policies and programs to mitigate the brain drain problem,
- Investigating and exploring ways of exploiting systems used by Zimbabweans to communicate with people back home, i.e. sending money, phoning, undertaking projects (building, etc).
- Ideas on:
  - Retaining skills/human resources still in the country but are probably also under pressure to leave.
  - Attracting back on a permanent basis the Zimbabwean human resources who have left the country for the regional destinations as well as overseas countries.
  - Attracting back on a short term basis, Zimbabweans who have left the country for the region or developed countries.
  - Establishing of information technology based networks to help the country to benefit from the human resources that have left the country.
  - “Turning the problem into an opportunity” by recommending the formulation of corrective policies, and incentives to make Diaspora Zimbabweans keen to play a role in the development of their motherland.

#### **iv. Preparations**

In view of the anticipated complexities in identifying Zimbabweans living abroad, organising meetings with such people and foreign government organisations, and the limited time factor, SIRDC successfully requested the Ministry of Foreign Affairs to use the services of Zimbabwe Foreign Missions (embassies and high commissions) in the target countries.

On receipt of the Ministry of Foreign Affairs' concurrence, all Missions were provided with copies of the questionnaire, together with instructions for distribution to Zimbabweans in their respective countries of location. This activity was then followed by the study visits. The Missions were then asked to assist by facilitating with;

- Identifying Zimbabweans in their country of location (host country)
- Organising meetings with Statistics Departments, Immigration Departments, Census Departments, Zimbabwe Residence Associations, and Individual Zimbabweans,
- Establishing any other possible sources of information in their respective host country that could help enrich our study, and
- Arranging travel and lodging logistics during the stay of the SIRDC research officer in their respective countries.

All Missions acknowledged our request and pledged their preparedness to assist. They could not assist with those activities that would have required them to spend money given the tight budgets allocated to them.

#### **v. Execution**

The following were some of the measures taken in collecting data during the external visits:

- In most of the cases the Missions allocated an officer, an office and phone facilities to facilitate our meetings. Most of the expected meetings were successfully organised.
- With the exception of Botswana, Canada and South Africa, some of the Missions were unable to distribute many

questionnaires due to available office staff constraints. This problem was compounded by the suspicious attitudes of some Diaspora Zimbabweans who view our diplomatic missions as government watchdogs. Notwithstanding these constraints, all Missions did their best under the circumstances.

- Meetings with foreign country officials were generally not difficult to organise and in most cases the officers would assist in supplying more information or facilitate dialogue with other departments. This in my view emanated from the good relationship and respect that exist between most foreign governments and Zimbabwe Missions in their countries.

#### **vi. Statistics of Zimbabweans Living Abroad and Foreigners Living in Zimbabwe**

This information was mainly gathered from the National Statistics Offices or Census Departments. UK and Canada provided us with some figures. Botswana and South Africa wanted the request to come through the Ministry of Foreign Affairs before providing the information. The Zimbabwe Missions were used to request for this information on our behalf with good success.

Mechanisms to capture the kind of information we were looking for, exist in most of the target countries visited, but getting compilations of data sets was difficult. Most countries do not have consolidated databases. Some rely on the census statistics, which are carried out after long interviewing time periods. Such out-dated data are not accurate enough for a study such as ours that was seeking to establish the here-and-now status of the brain drain. Zimbabwe ports of entry on the other hand, seem not to be capturing the information of Zimbabweans leaving or entering the country. Information sent to the Central Statistics Offices is very scanty such that it was not reliable and hence not useful for our purposes.

## **vii. Sources of Information**

It was revealed that most of the recruiting agencies that visit Zimbabwe to recruit professional Zimbabweans are not registered with their home countries. This made it difficult to locate such agencies for interviews. It appears, however, that some countries knew about those agencies but wanted to keep that information confidential. This is evident from the fact that most of these agencies work within the framework of government approved and existing projects to recruit wanted professionals. A visit to the Web Sites of most of these target governments shows governments giving instructions and statements relating to these issues, thus indicating that the governments were aware of the existence of these agencies.

## **viii. Systems Used by Zimbabweans in the Diaspora**

A number of service providing companies and agencies (foreign currency dealers, lawyers, insurance, building contractors and employment) were visited and interviewed. These service providing agencies operate freely, and at times, post their advertisements on the Internet and at Zimbabwe mission offices. Most of them were free to participate in the study, but chose to be selective with information, which they felt was central to the survival of their businesses.

## **ix. Administering the Questionnaire and Collecting Relevant Literature**

- Meetings with individuals, particularly in UK, proved very difficult and we had to re-engineer our strategy in midcourse. We decided to use church gatherings attended by large numbers of Zimbabweans. Through this approach, the reception accorded to us improved. A number of questionnaires were distributed at such fora. Some people even volunteered to pass on the questionnaires to their friends and relatives. Companies illegally employing Zimbabweans were also identified using the same approach and were visited, but the Zimbabweans there were very hostile.

- Although some people, especially professionals were understanding and welcoming, others were bitter at having been denied the opportunity to exercise their voting rights during the March 2002 Presidential elections. These extreme groups objected to being involved in the study.
- The regional countries visited were Botswana and South Africa. Some resistance was experienced during the regional trip. The resistance was made worse by an article that claimed that the Government of Zimbabwe was working on a scheme to tax Zimbabweans in the Diaspora.
- Despite all this bickering, many people, particularly those associating with the Zimbabwe Missions did not object to our study mission and showed a desire to contribute to the study and the development process in Zimbabwe.
- Notwithstanding the above observations the visits were worthwhile and gave us some important insights and essential information necessary to produce a good report that meets the expectations of our client.
- In all this process, our diplomatic missions must be commended for the splendid support they provided under very difficult and pressing circumstances. Their support ensured that our visits were enjoyable and fruitful. A special thanks goes to UNDP and NECF for making these trips possible.

#### **5.4. DATA ANALYSIS**

The results from the field investigations and consultations were analysed using various analytical tools.

- a) Qualitative methods of analysis such as the S.W.O.T (strength, weaknesses, opportunities and threats) analysis, which are compatible with the participatory methods of data collection stated above, was employed to measure and evaluate the brain drain incidence in Zimbabwe. The S.W.O.T. analysis provides a framework, which allows for group analysis and/or evaluation of issues, encourages input from many people, facilitates

discussion of potential solutions and constraints, and gathers qualitative information. The four categories in the framework were used to summarise and derive recommendations from the findings. This analysis is easy to explain, easy to use, and easily understood by people from a broad spectrum of backgrounds. It also facilitates open, in-depth, focused and frank discussions, an attribute we consider fundamental in this respect because it inspires the sense of ownership among all the stakeholders.

- b) The primary quantitative data gathered were subjected to the Statistical Package for the Social Sciences (SPSS) quantitative method of analysis in order to fathom the economic impact of the brain drain on the country. This package was originally designed for use by social scientists to analyze data from surveys. SPSS can perform a variety of data analysis and presentation functions, including statistical analyses and graphical presentation of data. Among its features are modules for statistical data analysis, including descriptive statistics, such as plots, frequencies, charts, and lists. It also uses sophisticated inferential and multivariate statistical procedures, such as analysis of variance (ANOVA), factor analysis, cluster analysis, and categorical data analysis. SPSS is particularly well-suited for application to survey research, though by no means is it limited to just this topic of investigation.

Broadly, this methodology helped the research team to establish:

- i. The current level, rate and trend of the brain drain situation of various professions
- ii. How Zimbabwe arrived at the current brain drain situation;
- iii. How we might want to extricate ourselves from the current situation; and
- iv. How we want to go from where we are now, given the experience to-date.

This report represents a synthesis of all the professional and sectoral studies. In writing this final report, the authors took the views collected from the stakeholders and participants into account. Within the limits of the reliability of the data gathered, we believe that this is a definitive report on the situation of brain drain in Zimbabwe by profession and sector. It has identified the challenges and future direction necessary to rectify the brain drain situation.

## 6. CHALLENGES OF THE STUDY

- 6.1 Getting the right figures and the facts right:** Measuring the emigration of highly qualified people has always been a major difficulty in studies of the subject and things have not changed much. Figures that are accurate, reliable, comparable and detailed are hard to get, and those available illustrate only part of the picture. There is, therefore, a need to set up a sizeable and consistent statistical base in order to study the subject better and in a more co-ordinated manner. Nevertheless the figures that are available, even if they are less than wholly comprehensive do illustrate some important trends which are enough to provide policymakers with a basis for devising strategies to address this problem.
- 6.2 Timing of the Study:** The visits to target countries confirmed that the timing of the study was of crucial importance. The study took place when the external environment and attitude toward Zimbabwe was not at its best. On the internal front, the environment is such that government is receptive to suggestions and is prepared to implement useful recommendations. The external environment however, makes it extremely difficult to gather data. Many Zimbabweans in the Diaspora prefer to lie low, so that they do not jeopardise their status; be it that of refugee, sponsored or illegal immigrant. At the moment there are not many active Zimbabwe associations in many parts of the countries visited. Even if there were, it would have been extremely difficult to effectively mobilize them because the Zimbabwe Missions who were our major facilitators have resource limitations. Coupled with that was the fact that September, the month we undertook our visits, is part of summer vacation period and some of those who may have been willing to attend our meetings were not available.
- 6.3 Logistics:** Geographically, most of the Diaspora countries visited are vast countries. The Zimbabwean population is thus scattered all over, making it practically impossible to cover all Diaspora Zimbabweans within the time frame available for the study visits. We did however contact a reasonable number of them for this study. We were not able to offer any inducements to attract potential respondents to come for interviews or to come to complete questionnaires. Thus our figure of there being 479,348 Zimbabweans in the

Diaspora represents an underestimate of the total number. We found it next to impossible to determine the number of Diaspora Zimbabweans who enter foreign countries illegally, especially South Africa.

- 6.4 “Paradigm Shift”:** What were viewed as inconsistencies in government policies made it difficult for people to freely participate in the study. Many people interviewed were bitter at having been denied the opportunity to exercise their voting rights during the Presidential elections (March 2002) and at the same time being requested to participate in the development process at home. Whereas the study emphasised anonymity, an article in one of the weekly newspapers reported that the government of Zimbabwe was making plans to tax Zimbabweans in the Diaspora. This issue raised great suspicion on the veracity of the study team’s disclaimer of non-duplicity with government’s broader interest in locating the whereabouts of Diaspora Zimbabweans for tax purposes.

## **7. LITERATURE REVIEW**

### **7.1. Universality of the Problem**

The brain drain resulting from the steady stream of human resource mobility from developing countries to developed countries is becoming an issue of major international concern. It is not new in itself, but in the past it received passing attention or controversial treatment, and barely made an appearance on the political agenda. A number of factors have contributed to an increasing awareness of the problem and increasing attention to possible counter-measures.

THE United Kingdom and France, the two European countries receiving the greatest number of students and professionals from developing countries, have just concluded official studies on highly qualified immigrants and the dynamics of their immigration into Europe. Meanwhile the countries of the European Union have been trying to reach agreement on a new, common policy on immigration.

Further afield, a number of developed countries have recently been showing a marked interest in the immigration of highly

qualified individuals. At the same time, in the developing countries themselves, the topic has been the subject of numerous meetings, especially in Africa. These countries have attempted to assess the extent of the phenomenon, the range and seriousness of its effects, and how to limit its damage.

This universal acknowledgement of the existence of an international problem is something new, though the problem itself is not new. It looks very much as though attitudes have now changed and for two principal reasons. The size and nature of the phenomenon has changed, and so have its implications.

## **7.2 Magnitude of the Problem**

The World Bank reports that 23,000 university graduates and 50,000 executives leave Africa annually. Estimates show that 40,000 African Ph.D degree holders live outside Africa. Nevertheless, most expatriate Africans endeavour to keep contact with their families and relatives back home. A large number of them would like to return home. They thus do not “close the door behind them and throwing the key away.” However, the immigration policies of the host countries are not yet flexible enough to allow that.

In South Africa, a study conducted by The University of Cape Town’ Policy Research Unit, published by the South African Migration Project, estimated that more than 7 400 South African graduates and professionals, most not even stopping to complete their airport departure forms, hit the runways for the pound seat in the first half of 2002, as the country’s brain drain continued unabated. At the same time, both skilled and unskilled jobless housewives or husbands, are pouring into South Africa, from the war and hunger zones of Africa, in search of their own success story in South Africa.

The latest emigration figures released by Statistics South Africa, collected at the country's three international airports in the first half of 2002, show no reversal of skills departures that began fast-tracking in mid-2001. While the brakes appear to have been put on departing doctors and nurses, the slump in the engineering industry is already sending scores of professionals overseas, while

almost 2 000 graduates and budding au pairs, head overseas for work opportunities denied them at home.

The same study shows that the brain drain of skilled professionals is much more significant, with 41,496 well-trained and much needed professionals emigrating between 1989 and 1997; this is almost four times more than the official figure of 11 255.

Most people, whose skills are vital for attracting foreign investment into post-apartheid South Africa, with a human skills capacity constraint, and an inefficient service sector, acquire further post-graduate training overseas, and never return home. In July this year, 535 self-declared emigrants jetted out, 181 of them classified as not economically active (105 classified as students and 45 as au pairs), with a substantial number of professionals, managers, clerical and sales people making up the balance. The popular destinations include Britain, Australia, United States, New Zealand and Namibia.

The brain drain of talented Canadians to the United States is both real and costly as reported in a C.D. Howe Institute Commentary published on October 14, 1998. The causes of this brain drain are not well established beyond anecdotal evidence, but they are likely to be complex, the study says. They involve the “push” factor of Canadian university graduates not finding suitable work in their country; the “pull” of higher after-tax earnings in the United States, and greater ease of movement between the two countries as a result of free trade and changes to US immigration regulations.

The Study noted that trends in Canadian emigration patterns in the 1990s were providing an increasing cause for concern. In addition, the authors point out, that Canadian professionals and managers living in the United States tend to be more recent emigrants and to earn more than US immigrants in similar occupations living in Canada.

The cost to Canada of this emigration can be severe, the authors report. They estimate the net value of the movement of Canadian professionals and managers to the United States (after subtracting for US immigrants to Canada) over the 1982-96 period, as measured by the total value of education embodied in these emigrants, to be \$6.6 billion (in 1993/94 dollars). This includes a

net \$3.7 billion worth of publicly funded post secondary education, which effectively represents a subsidy by Canadian taxpayers to the United States during the period.

Furthermore, the authors comment that one cannot assume that the emigration of skilled and professional people to the United States can be replaced one-for-one without cost by immigrants to Canada from other countries. While a “balance-of-trade” approach to immigrants shows that Canada is actually a net recipient of skilled immigrants worldwide (that is, when countries other than the United States are included), this does not take into account the potential high costs for the Canadian economy of having to replace emigrants. These costs arise, because the skilled Canadian emigrant to the United States, typically almost immediately begins to earn more in his or her new country, while the typical skilled immigrant to Canada takes years to attain his or her full earnings potential.

Indeed, the authors draw parallels between the Canadian experience of recent years and the well-documented 1896-1911 period, during which there was a similar apparently paradoxical situation of both high emigration from and high immigration to Canada, accompanied by little growth in domestic per capita income.

If a broad balance-of-payments approach to immigration flows is taken, one that includes the value of education, administrative and settlement costs, and the notional churning costs that would arise if emigrants were simply being replaced by immigrants, then Canadians cannot take a benign view of outflows to the United States or elsewhere.

The authors note that there is no consensus on an explanation for the trend in skills emigration to the United States. But key factors consistent with the findings of this study, include the mismatch between Canada’s publicly subsidized education system and labor market opportunities in Canada (a “push” factor) and the higher pre- and after tax returns that skilled and professional emigrants earn on average in the United States (a “pull” factor). Furthermore, recent changes to US immigration rules, and the easier movement of skilled personnel made possible by provisions of the Canada – US and North America Free Trade Agreements

have accelerated the flow of Canadian managers and professionals to the United States in the 1990s.

### **7.3 Trends in Migration**

With the exception of a few countries, labour migration trends have escalated in post independence Africa partly because of violation of human rights, bad governance, civil wars, and poorly targeted educational systems. Furthermore, African Governments have, for many decades, encouraged their nationals to seek education and training in institutions in countries of the North in an effort to create specialised skills for utilisation in their development programs. As a result, they have ended up losing their qualified manpower to these countries, where after training, many of the qualified African nationals pursue additional specialisation or professional experience and end up taking employment there in the attractive labour market. After working for some time, they find it difficult to return to their countries of origin thus, creating a shortage in human resources so essential for their countries' socio-economic development. Many of them acquire new homes in their host countries and postpone return to their countries of origin indefinitely.

It appears that the emigration of highly qualified people towards knowledge based economies has been on the increase for several decades and has accelerated over the last few years in particular. This can be seen in the statistics of countries like India and South Africa ("source countries") and the United States and France ("target countries"). It is also apparent from the increase in anecdotal references in the world's press. There is further evidence in the text of laws passed or measures taken almost simultaneously by a number of rich countries to make temporary or permanent immigration easier for the kind of people who benefit their economies.

The explanation for this is clear. Sustained economic activity increasingly requires highly qualified human resources. Those segments of the labour market that contain the skills needed are increasingly important in developed countries. The highly qualified proportion of the working population is continuing to grow. Today it represents more than one third of that population, compared with one quarter just two decades ago. In this context, the increase in

qualified immigrants may be taken to simply reflect a global increase in the number of qualified personnel available in the working population.

For example, American figures show that the number of engineers of foreign origin working in the United States has grown considerably during the last twenty years. But their proportion among engineers has not changed at all. People of foreign origin represent 12 percent of the whole “highly qualified” segment of the American labour market. This percentage is very similar in many other western countries.

So in simple numbers, the contribution of the developing world to the developed world is relatively marginal. It is nevertheless strategically important, since it causes shortages on the labour market in the developing countries. For the “source countries” the volume of skills involved is sizeable. What constitutes a small proportion of personnel in the developed countries is a large one for the developing countries. For instance, at least one third of researchers and engineers originating from developing countries nowadays work in developed countries. Moreover their average productivity is five times greater than that of their counterparts who remained “at home”. This is because of the availability of strategic infrastructural resources in developed countries.

Thus the majority of scientific and technical results attributable to citizens of developing countries are more readily achieved and accounted for in the developed countries. Even a minimal drainage of skills from certain developing countries may be critical for them.

#### **7.4 Past Solutions**

In the past African Governments have sought various remedies to expertise needs by relying on technical co-operation experts who are hired by aid agencies to fill in the gaps at considerable opportunity costs. African Governments have been known to send out delegations on missions to recruit from the large stock of qualified nationals in Europe and America, sometimes with considerable success. Such gaps reappear in a vicious circle when the technical experts leave after serving their contracts.

## **7.5. IOM/OAU PARTNERSHIP**

The desire of African countries to retrieve their qualified nationals from developed countries is very strong and they now table their concern at every available forum. It is in this context that the partnership developed between International Organisation for Migration (IOM) and some of these countries has become significant. Zimbabwe, has just become a member of IOM, and will soon benefit from some of the organisation's programs.

To consolidate this partnership, the OAU and IOM have entered into a Co-operation Agreement. This was authorized by the 67<sup>th</sup> Session of the Council of Ministers in February 1998 and signed at the OAU Headquarters in Addis Ababa on 17<sup>th</sup> November 1998 by the Secretary General, H.E. Salim Ahmed Salim and the IOM Director General, Mr. Brunson McKinley. The Co-operation Agreement provides a framework for technical co-operation and assistance to African Governments on a broad range of migration issues. Amongst other areas, the two institutions agreed to undertake joint activities in capacity building and return migration of qualified Africans to reduce the effects of the brain drain on the continent.

It is within that context, that the OAU has requested IOM to draw up an African human resource strategy, geared to the efficient utilization, retention and development of critical skills with a view to promoting development in Africa. The OAU has requested IOM to forge partnership with all social institutions and actors, such as trade unions, employers associations and the private sector with the aim of facilitating the return of African nationals to their countries of origin. To this end, the OAU Member States meeting in Addis Ababa (February 2000), in Algiers (April 2000), in Dakar (Dakar Declaration in October, 2000) and in Libreville (April, 2001), unanimously called upon IOM to link its migration and capacity building programs to assisting skilled Africans in the Diaspora who are interested in contributing to the development of their countries of origin.

## **Return and Reintegration of Qualified African Nationals (RQAN) Program**

In addition some African Governments have entered into bilateral or multilateral arrangements with various agencies for assistance in building their national capacities through return programs such as RQAN program.

Building on its Technical Co-operation experiences in Asia and Latin America, IOM has been implementing programs that facilitate the transfer of qualified human resources to Africa since 1983.

### **Achievements of RQAN**

The RQAN Program has run through three four-year phases. The first pilot phase began in 1983 and was sponsored by the US Government and the European Union. During this phase the program helped to return 503 qualified nationals to Kenya, Somalia and Zimbabwe. Phase II, financed by the European Commission within the context of the Lome- ACP Conventions, facilitated the return of 619 qualified nationals to six participating countries: Ghana, Kenya, Uganda, Somalia, Zambia and Zimbabwe. Phase III returned 887 to Angola, Cape Verde, Guinea Bissau, Sierra Leone and Mozambique in addition to the six countries of phase II.

The essential principle of the RQAN Program was to strengthen the capacity of the target countries through the return and reintegration of qualified and skilled personnel with qualifications and work experience that were not available in the local labour market. Following a much more demand-driven approach, the program fulfilled specific human needs in specific economic sectors identified by the respective governments.

A significant result for IOM is the high retention rate of the returnees. The external evaluation report commissioned by the donor estimates that more than 90% of the persons who returned to their countries of origin, continue to live and work there two years or more after their return. In terms of quantitative results of the Program, more than 2000 returnees were assisted between 1983 and 1999. This return program has enabled a better utilization of scarce financial resources that were devoted to employing nationals vis-à-vis “importing” temporary and costly

foreign consultants. The future prospects of the program have to be analysed within the context of the concurrent migration problems both in the South and the North.

The program is now complete, and the examination carried out in 2000 by over 20 African States led to the formulation of novel and pragmatic approaches to the mobility of skills and which were translated into the foundations of the MIDA (Migration for Development in Africa) Program.

### **Migration for Development in Africa (MIDA)**

Migration for Development in Africa (MIDA) is a program for mobilizing the skills and financial resources of Africans in the Diaspora for development in Africa. In this regard, IOM is working in partnership with regional bodies such as the ECOWAS Southern African Development Community (SADC), the East African Cooperation (EAC), and the League of Arab States (LAS). Initiatives such as MIDSA and the Dakar Declaration provide a strong framework for MIDA program development. Indeed, the Dakar Declaration followed the Conference on the Participation of Migrants in the Development of their Country of Origin. At that meeting the Vice Ministerial Meeting recommended that IOM provide technical and institutional support for the implementation of the Declaration's recommendations

The MIDA program published a document on "IOM Migration Policy Framework for Sub-Saharan Africa" and presented it to the last IOM Council Meeting in November 2000. It fits well into IOM's mandate to enhance development through return of the emigrants and is in line with Articles 79 and 80 of the EU-ACP Cotonou Agreement signed on 23 June 2000.

### **How does MIDA Work?**

- a. In participating countries, IOM in collaboration with government authorities, the private sector and civil society in participating African countries,
  - Identifies priority skills needs at the sectorial level, as well as incentives to productive investment and job creation;
  - Compiles assignments, job vacancies and investment opportunities open to migrants;

- Helps to build synergies between government, private sector and civil society institutions as well as donor agencies engage in capacity building programs in Africa, so as to draw on the Diaspora in an optimal manner.

These actions are facilitated by the establishment of evolutionary relational databases and training in how to use them.

- b. In the host countries, IOM in partnership with governments, universities and vocational training schools, private sector employers, and relevant Diaspora African Associations is responsible for:
  - Identifying available skills, financial and other resources of Africans in the Diaspora for virtual/tele-work, temporary missions requiring sequenced/repeated visits and permanent assignments in African countries;
  - Mounting targeted publicity campaigns within emigrant communities, emphasizing the fields of competence facing acute shortfalls in their countries of origin. Access to these programs for emigrant women was especially encouraged;
  - Working together with governments on changes in the conditions for staying and movement of emigrants associated with the implementation of MIDA, in keeping with commitments assured, in particular, by the European Union, the Organization of African Unity/African Union and by the ACP countries under the Cotonou Agreement.
- c. Within and in partnership with governments, universities and vocational training schools, private sector employers, and Diaspora African Associations in the host countries, the IOM,
  - Compiles and maintains a specialized data bank of identified needs for qualified human resources in African countries and skills availability on the Diaspora. This data is shared by countries of origin and host countries;
  - Recruits and trains personnel to manage the transfer of skills and other resources of Africans in the Diaspora for development programs in Africa;
  - Enhances the partnership-based utilization of Africans in the Diaspora for coordination and/or implementation of joint ventures between host countries and countries of origin;

- Provides assistance, where required, with travel arrangements (on-arrival reception and adjustment).

## 8. FINDINGS FROM THE STUDY

### 8.1.a NUMBER OF ZIMBABWEANS ABROAD BY COUNTRY

In this study, an equal number of questionnaires were sent to each of the identified countries. We assume that the number of responses received per country in a way reflects the proportional representation of Zimbabweans in the country. From an examination of the United Kingdom data of Zimbabweans who went to the UK between 1993 and 2001, we were able to project the total number of Zimbabweans in the Diaspora in that country. (Table 1).

If all Zimbabweans who visited UK during the period 1990 - 2002 did not come back then 196 000 Zimbabweans would be in UK. If 5% came back, 186 200 Zimbabweans would be still there. If 10% came back then 176400 Zimbabweans would be still in the UK.

We are aware of newspaper accounts that have speculated that there may be about 900,000 Diaspora Zimbabweans in the UK, but are unable to confirm this claim

The data for each country studied are shown in Table 1 when the scenario used is based on the assumption that, all of them did not return, or that either 5% or 10% came back.

**Table 1:** Estimated number of Zimbabweans in Diaspora by country

		<b>A. Assumed: % Returning</b>		
		<b>0%</b>	<b>5%</b>	<b>10%</b>
	<i>Proportional Representation</i>			
<b>Estimated Total</b>		<b>532609</b>	<b>505978</b>	<b>479348</b>
<b>Represented by</b>				
U.K	0.368	196000	186200	176400
Botswana	0.345	183750	174563	165375
South Africa	0.046	24500	23275	22050
USA	0.069	36750	34913	33075
Canada	0.034	18109	17203	16298
Other	0.138	73500	69825	66150

### **8.1.b Recent Census Figures of Zimbabweans and Projected Effect of HIV/AIDS**

We felt it appropriate to interject here with a projection on the impact that HIV/AIDS might have on Zimbabwe's demographical status.

According to the preliminary results for the 2002 Population Census, from the Central Statistical Office, the population of Zimbabwe stands at 11.6 million people against a projected figure of 14.7 million. This would imply that the estimated number of Zimbabweans in the Diaspora is 3.1 million. However, The projected population of 14.7 million was arrived at under the assumptions that:

- i. mortality had remained at the 1990 level or mortality would have continued to decline at the 1982 to 1992 rate,
- ii. fertility had declined, and
- iii. there had been a negligible international emigration, among other factors.

Recent demographic trends have however, shown that mortality has assumed an increasing trend due to the HIV/AIDS pandemic and that emigration is not negligible, although the assumption on declining fertility may still hold.

In the light of the above, we believe that the projected figure of 14.7 million overestimates the population of Zimbabwe. Our population projection, that takes into account the impact of HIV/AIDS on mortality, while still maintaining the above assumptions on negligible emigration and fertility, yields the following population estimates:

**Table 2: Projected Population (in thousands) Figures Taking Effect of HIV/AIDS into Account**

<b>Year</b>	<b>Without AIDS</b>	<b>With AIDS</b>	<b>Year</b>	<b>Without AIDS</b>	<b>With AIDS</b>
1998	12,536	11,575	2009	16,207	12,523
1999	12,864	11,704	2010	16,550	12,579
2000	13,202	11,831	2011	16,896	12,632
2001	13,540	11,948	2012	17,245	12,690
2002	13,876	12,055	2013	17,598	12,752
2003	14,212	12,142	2014	17,954	12,812
2004	14,546	12,209	2015	18,310	12,874
2005	14,878	12,278			
2006	15,208	12,344			
2007	15,535	12,404			
2008	15,869	12,465			

Table 2 shows that without taking the impact of HIV/AIDS into account, the projected population for 2002 should be 13.9 million. The table also shows that with the impact of HIV/AIDS, the projected population of Zimbabwe in 2002 is 12.1 million. This projected figure was arrived at, under the same assumptions as those used in the 1992 Census report, but using 1982 as base year for the HIV/AIDS free population projection, and adjusting for deaths due to HIV/AIDS. International emigration was also assumed negligible. The population difference between the projected figure and the actual population figures would constitute the estimated number of Zimbabweans in the Diaspora as being about 500 000. The statement that this figure is not absolute, and the high probability that it represents a low estimate, is dealt with elsewhere in this report.

### **8.1.c The Impact of HIV/AIDS and Brain Drain on Zimbabwe's Human Resources Pool**

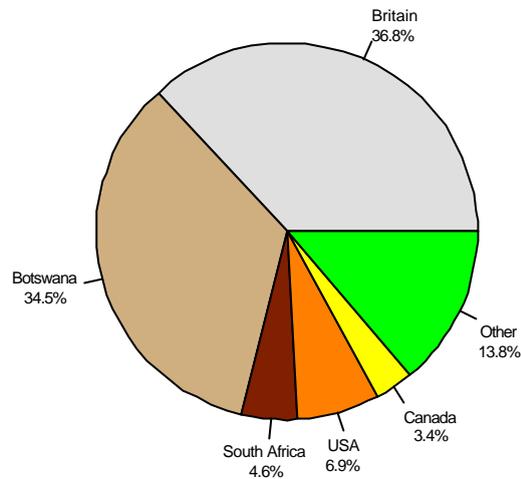
The available pool of human resources in Zimbabwe is suffering severe constraints from the double impact of HIV/AIDS pandemic and the brain drain. HIV/AIDS affects the most economically and sexually active age groups, thereby reducing both the quality and quantity of available manpower. Brain drain, when viewed in the context of HIV/AIDS, is selective. It is largely those workers who are healthy, and presumably have not yet contracted HIV/AIDS, that are most likely to emigrate. They leave behind a labour force composed of over 25% HIV/AIDS carriers manning the economy.

Zimbabwe has one of the highest total numbers of HIV infections in sub-Saharan Africa. It is estimated that more than 25 percent of our adult population is infected. Projections for year 2005 are that 1.2 million Zimbabweans will have died from the disease and that nearly one million children will lose one or both parents (NACP, 1998).

In many establishments, death due to AIDS is either the leading or one of the leading causes of employees' exit from the company. Death and illness have since overtaken normal retirement and resignation as the leading causes of exit from employment. The ease with which labour can be replaced will vary with the level of skills required and the general availability of labour. If suitably skilled labour is unavailable, it may take considerable time to replace people who have become too sick to work or who have died. Because experience is very valuable in nearly all industries, loss of experienced workers is a common cause of reduced productivity.

Studies on population dynamics in Zimbabwe reveal that, the probability of surviving from ages 20 to 60 for males in the AIDS free labour force is 0.7155 but is only 0.3233 when AIDS is factored in. For females, it is 0.7678 without AIDS compared to 0.3121 with AIDS. Thus, without the impact of AIDS, 71 out of every 100 male workers aged 20 years, would attain the age of 60 years, but because of the impact of AIDS, only 32 will reach the age of 60 years. Brain drain adds to the manpower depletion from the AIDS affected population, thus worsening the already depleted human labour-force.

Figure 1 below, is a pie chart showing estimates of the number of Zimbabweans who are in each of the different countries visited.



**Figure 1:** Estimated number of Zimbabweans abroad by country

It can be observed that the majority of Zimbabweans going into the Diaspora since 1990 are in the UK (36.8%), while only 3.4% are in Canada. Botswana leads the region with 34.5%. Although data from South Africa show a small proportion (4.6%), we believe this is a gross underestimate of Zimbabweans in South Africa, the preponderant majority of whom are illegal immigrants (border jumpers). As the illegal immigrants have no defined places of abode, and are constantly on the run from low enforcement agents, there was no way for us to interview them so as to include them in our catchment.

During our study visit, to South Africa, we found that the majority of Diaspora Zimbabweans there had changed their citizenship. We could thus not find an appropriate manner of handling the case of the Diaspora Zimbabweans in South Africa. Many Zimbabweans readily mix in with the South Africans because of the similarity of last names. Our view, not backed by data from this study, is that there are probably more Diaspora Zimbabweans in South Africa than in the UK.

## 8.2 FREQUENCY DISTRIBUTION BY VARIOUS FACTORS

### 8.2.1 National Status before Leaving

The study sought to determine if the Diaspora Zimbabweans held the Zimbabwean citizenship by birth or naturalisation.

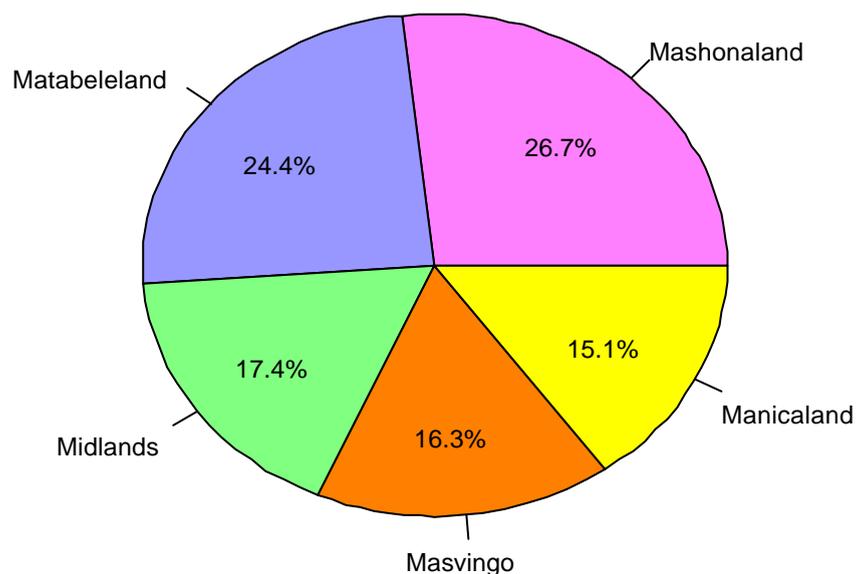
**Table 3:** National status before leaving

<b>National Status</b>	<b>Frequency</b>	<b>Percent</b>
Zimbabwean by birth	164	94.3
Zimbabwean by naturalization	10	5.7
<b>Total</b>	<b>174</b>	<b>100</b>

Table 3 shows that most of the people who emigrated were Zimbabweans by birth. Only 5.7% of the Diaspora Zimbabweans are those who had become naturalised citizens.

### 8.2.2 Greater Province of Origin

From a demographic perspective, it was desirable to determine which of the greater provinces of Zimbabwe that the Diaspora Zimbabweans hailed from.



## Figure 2: Greater province of origin

Figure 2 shows the distribution of the respondents by greater province of origin. The highest proportion of respondents were from Mashonaland (26.7%) while Manicaland contributed the least to the respondents (15.1%) pool.

### 8.2.3. Gender Distribution

Zimbabwean women are a frequently disadvantaged group in Zimbabwe society. It was thus useful to determine how large a percentage of them would have been forced to go into the Diaspora by the socio-economic factors at work in the Zimbabwe environment.

**Table 4:** Gender Distribution

<b>Gender</b>	<b>Frequency</b>	<b>Percent</b>
Male	106	61.6
Female	66	38.4
<b>Total</b>	<b>172</b>	<b>100</b>

Table 4 shows that about 62% of the Diaspora respondents were male, while only 38% were female.

### 8.2.4. Marital Status

It was deemed important to determine the marital status of the Zimbabweans in the Diaspora. This enables one to appreciate the social dynamics of the brain drain.

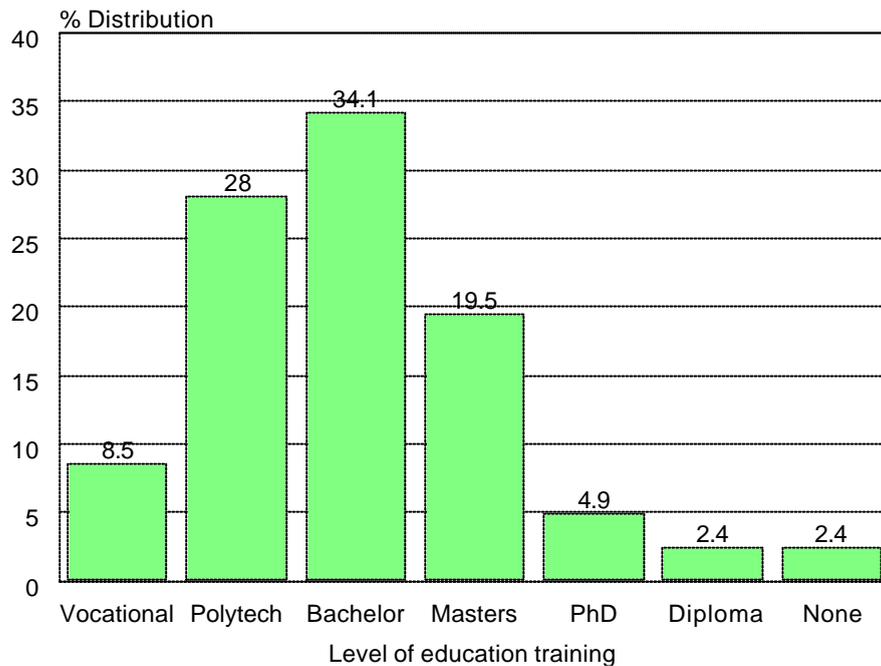
**Table 5:** Marital Status

<b>Marital Status</b>	<b>Frequency</b>	<b>Percent</b>
Married	132	76.7
Single	34	19.8
Divorced/Separated	4	2.3
Widowed	2	1.02
<b>Total</b>	<b>172</b>	<b>100</b>

It is noted in Table 5 that the majority of respondents (76.7%) were married, nearly a fifth being single. A very small proportion constituted the divorced/separated and widowed individuals.

### 8.2.5 Level of Educational Training

In a desire to determine how well educated the Diaspora Zimbabweans were, the respondents were asked the level of education that they had obtained.



**Figure 3:** Level of educational training

The data in Figure 3 show that most of the respondents held bachelors degrees, followed by those who were polytech graduates. About 20% held masters degrees, while 5% held Ph.D degree. These data could be biased towards degree holders, because they are the ones most likely to legitimately emigrate to a host country, as well as being more disposed to participate in interviews and questionnaire filling out.

### 8.2.6 Field of Studying

It was considered important to find out the areas of training that the respondents had been through.

**Table 6:** Field of Study

Field of Study	Frequency	Percent
Medical Doctor	6	4.6
Nurse	20	15.4
Teacher	34	26.2
Engineer/Scientist	30	23.1
Pharmacist	6	4.6
Farmer	6	4.6
Banker	2	1.5
Accountant	22	16.9
Clergy	2	1.5
Not Stated	2	1.5
<b>Total</b>	<b>130</b>	<b>100</b>

Table 6 shows that 20% of the respondents were teachers followed by engineer/scientists (23.1%). The health profession (doctors, nurses and pharmacists) combined constitutes 24.6% of the total number of Zimbabweans in the Diaspora. Accountants also constitute a significant proportion (16.9%) of the total number of Zimbabweans in the Diaspora.

### 8.2.7 Number of Scholarships Received

To determine the scholastic aptitudes and achievements of the respondents, Diaspora Zimbabweans were asked if they had been recipients of scholarships at all during their student years. This is an indicator of intellectual competence, and would enable the study to determine the intellectual calibre of people that were being lost in the brain drain.

**Table 7:** Number of Scholarships received

Number of Scholarships	Frequency	Percent
0	30	42.9
1	18	25.7
2	16	22.9
3	4	5.7
4	2	2.9
<b>Total</b>	<b>70</b>	<b>100</b>

In Table 7 shows that 66% of the respondents did receive scholarships. A quarter of those surveyed indicated that they had received one scholarship, while about the same proportion reported that they had received two scholarships. This indicates that the country is losing a lot of bright people who have great potential for national development.

### 8.2.8 Ranking in class

As a further measurement of their scholastic ability, our survey sought to establish how Diaspora Zimbabweans had performed in school during their student years.

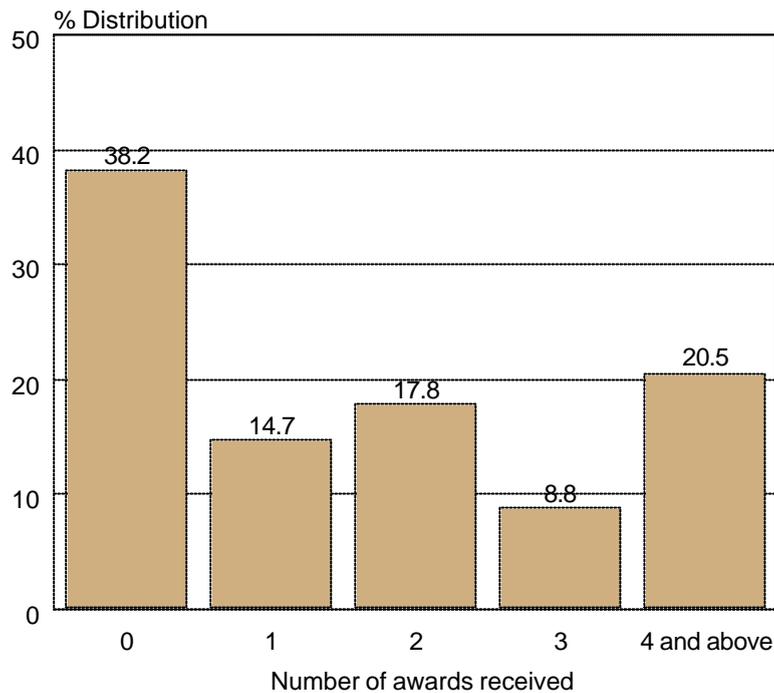
**Table 8:** Ranking in last class

Ranking	Frequency	Percent
Top 10	50	30.1
Good	82	49.4
Average	34	20.5
<b>Total</b>	<b>166</b>	<b>100</b>

Table 8 shows that half of the respondents ranked themselves as having been good in class. A third of them ranked themselves among the top ten best performers, while a fifth ranked themselves as having been in the average category of their school classes. This shows that those in the Diaspora include some of Zimbabwe's best brains that are being drained off in the Diaspora hemorrhaging.

### 8.2.9 Number of Awards Received

To determine the professional competence of the surveyed groups, we sought to determine if any of them had received any award for any projects that they had carried out at school or in the work place.



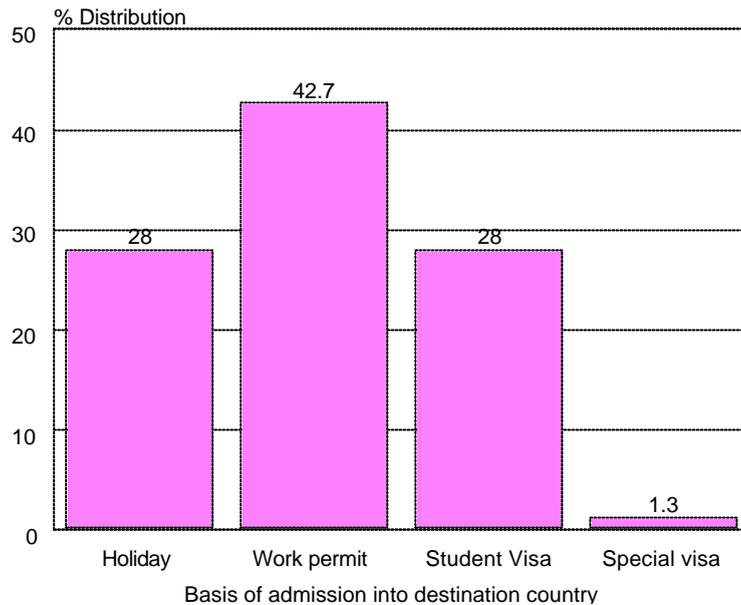
**Figure 4: Number of awards received**

The data in Figure 4 show that about two-fifths of the respondents did not received any award. 14.7% of the respondents received only one award, while 20.5% received at least 4 awards. These data show that many Zimbabweans in the Diaspora are skillful individuals who can greatly contribute to project execution in our national development agenda.

### **8.2.10 Basis of Admission into Country of Destination**

The Study sought to find out how the Diaspora Zimbabweans had been admitted into the country in which they were now living.

Figure 5 shows that most respondents had entered the country of destination on the basis of a work permit. An equal number had entered on the basis of a holiday or student visa. Those who indicated special visa were only 1.3% of the total respondents.



**Figure 5: Basis of admission into country of destination**

As our methodology was specific for those for whom we had contact information for administering questionnaires or interviews, we wish to reiterate that we were not able to include those who entered the host country illegally. This is a shortcoming in this study as we were unable to get the full number of Diaspora Zimbabweans in each country targeted for the study.

### 8.2.11 How Respondent Obtained Visa

The survey team felt it essential to establish how most of the respondents obtained their visas. This information would help one to capture a dimension of the processes through which people go in order to go into the Diaspora.

**Table 9: How respondents obtained visas**

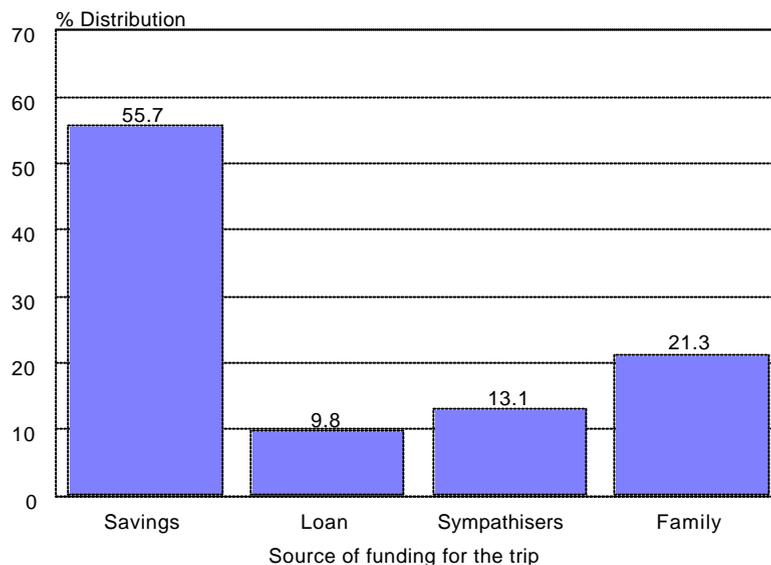
How respondent obtained visa	Frequency	Percent
Employer	44	30.1
Personally	78	53.4
Consultant/lawyer/agent	16	11.0
Not stated	2	1.4
Point of entry	6	4.1
<b>Total</b>	<b>146</b>	<b>100</b>

Table 9 shows that half of the respondents obtained their visas personally. A third had obtained their visas with the assistance of

the employer. A tenth of them had used a lawyer, consultant or agent.

### 8.2.12 Source of funding for trip into the Diaspora

The survey sought to find out how the Diaspora group funded their trips. This information is important because the cost of the air ticket to the UK has now become very high. This has been a constraint for many people who might have considered the Diaspora option.



**Figure 6:** Source of funding for trip abroad

Figure 6 shows that most of the respondents used their personal savings to fund the trip. About a fifth of the respondents had been helped by their families.

### 8.2.13 Main Reason for going into Diaspora

The interviewees were asked about the main reason why they had decided to leave Zimbabwe. The study team felt that the information obtained here would help Zimbabwe to determine what measures to take in order to reduce the brain drain problem.

**Table 10:** Main reason for going into Diaspora

<b>Main reason for moving</b>	<b>Frequency</b>	<b>Percent</b>
Work related factors	84	54.5
Educational factors	38	24.7
Marriage/relationship	16	10.4
Political factors	12	7.8
Wander lust	4	2.6
<b>Total</b>	<b>154</b>	<b>100</b>

Table 10 shows that more than half of the respondents emigrated in order to get employment in the Diaspora. About a quarter had emigrated due to the need to attend school in their new country of abode. A tenth gave marriage/relationship factors as the reason for emigrating, while 8% mentioned political and governance factors.

#### **8.2.14 Work related factors for emigrating**

Table 11 below gives the proportion of respondents who mentioned a work related reason for moving.

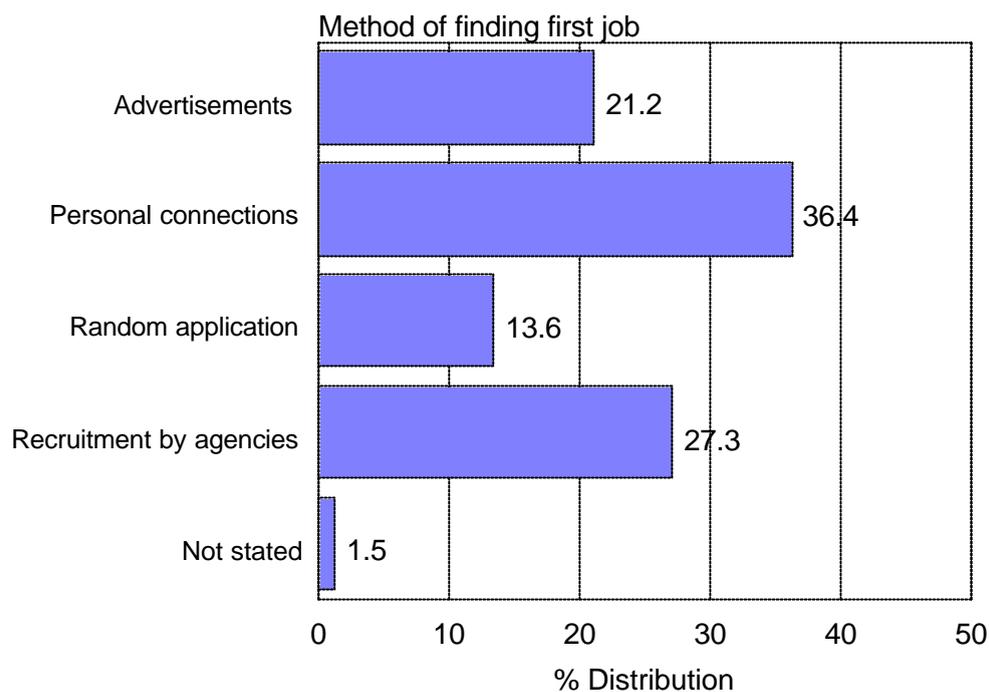
The most common work related reason for emigrating given by 34.5% of the respondents, was the low salaries in Zimbabwe, followed by the exchange rate mentioned by 32.5%, while 29% gave better career advancement opportunities abroad as a reason for emigrating.

**Table 11:** Work related factors for leaving Zimbabwe

Did you move to get a relevant job?	Frequency	Percent
Yes	18	11.4
No	140	88.6
<b>Total</b>	<b>158</b>	<b>100</b>
Did you move to get any job?	Frequency	Percent
Yes	16	10.1
No	142	89.9
<b>Total</b>	<b>158</b>	<b>100</b>
Did you move for higher salaries?	Frequency	Percent
Yes	60	38
No	98	62
<b>Total</b>	<b>158</b>	<b>100</b>
Did you move to gain and/or develop skills?	Frequency	Percent
Yes	38	24.1
No	120	75.9
<b>Total</b>	<b>158</b>	<b>100</b>
Did you move for better career advancement opportunities?	Frequency	Percent
Yes	46	29.1
No	112	70.9
<b>Total</b>	<b>158</b>	<b>100</b>
Did you move for better perks?	Frequency	Percent
Yes	32	20.3
No	126	79.7
<b>Total</b>	<b>158</b>	<b>100</b>
Did you move because of the exchange rate?	Frequency	Percent
Yes	50	32.5
No	104	67.5
<b>Total</b>	<b>154</b>	<b>100</b>

### 8.2.15 Method of finding first job

The respondents were asked how they had found their first job in the Diaspora. Job placement in a new country is often very difficult. Failure to find a job often results in one becoming disillusioned and resorting to unconventional means of making a living. It is usually getting one's first job in the Diaspora that is all important.



**Figure 7:** Method of finding first job in Diaspora

Figure 7 shows that personal connections were used as the method of finding first job by 36.4% of the respondents. 27% of the respondents found their first jobs through recruitment agencies, while 20% of the respondents found their first job through advertisements

### 8.2.16 Resignation from job in Zimbabwe

The respondents were asked if they had resigned from their job in Zimbabwe before going into the Diaspora. This was a way of determining how well ordered their exit from Zimbabwe had been.

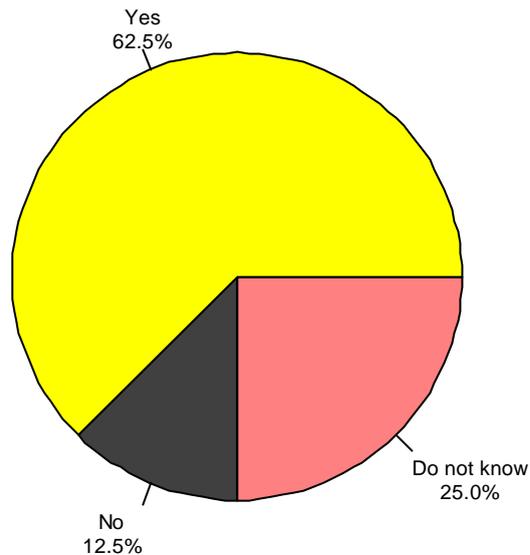
**Table 12:** Did you resign from your job in Zimbabwe?

Did you resign from job in Zimbabwe?	Frequency	Percent
Yes	86	62.3
No	52	37.7
<b>Total</b>	<b>138</b>	<b>100</b>

Table 12 shows that the majority of respondents (62.4%) had resigned from their jobs in Zimbabwe in preparation for emigrating.

### 8.2.17 Intention to return to Zimbabwe

The respondents were asked to indicate if they were intending to return to Zimbabwe in the near future. The information so obtained helps the country to understand how strongly the brain drain people feel against or for their country.



**Figure 8:** Do you intend to return to Zimbabwe?

Figure 8 shows that the majority of respondents (62.5%) intended to return to Zimbabwe. About a quarter of the respondents were not sure whether they would return to Zimbabwe or not. This information indicates that the majority of the Diaspora Zimbabweans are going abroad on a short-term basis in order to achieve certain economic objectives.

### 8.2.18 Age Distribution

The study sought to establish the distribution of age clusters among the respondents. This would serve to show the age category among Zimbabweans most affected by the brain drain.

**Table 13:** Age distribution among Diaspora Zimbabweans

<b>Age group</b>	<b>Frequency</b>	<b>Percent</b>
20-29	38	25.0
30-39	62	40.8
40-49	36	23.7
50 and above	16	10.5
<b>Total</b>	<b>152</b>	<b>100</b>

Table 13 shows that most of the respondents were in the middle ages 30-39 years of age. Younger respondents (20-29 years of age) constituted about a quarter of those who had left Zimbabwe.

#### **8.2.18 When respondents intended to return to Zimbabwe**

The study sought to determine how much attached to Zimbabwe the respondents were still by asking them when they intended to return home.

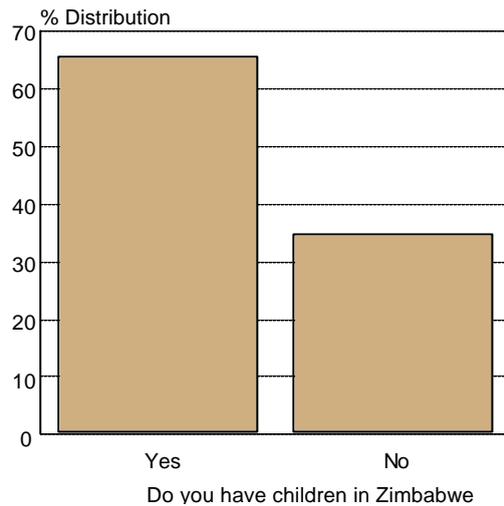
**Table 14:** After how long do you intend to return to Zimbabwe?

<b>Years away from Zimbabwe</b>	<b>Frequency</b>	<b>Percent</b>
Within 2 years	18	20.5
3 to 5 years	16	18.2
After 5 years	20	22.7
Do not know	34	38.6
<b>Total</b>	<b>88</b>	<b>100.0</b>

Table 14 shows that nearly 40% of the respondents were not sure about when they would return to Zimbabwe. About 60% indicated that they would return to Zimbabwe within two to five years.

#### **8.2.19 Whether respondent had children in Zimbabwe?**

It was felt important to determine whether the respondent had emigrated alone or with the whole family.

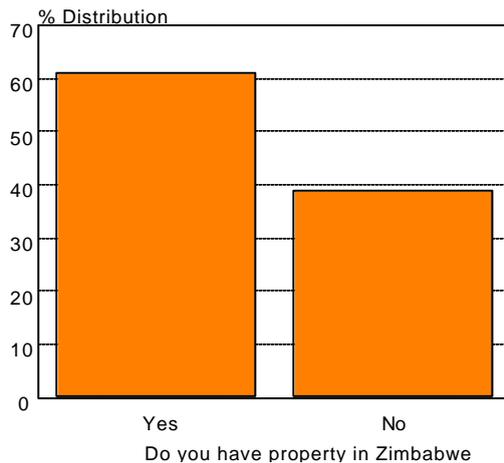


**Figure 9:** Whether Diasporans have children in Zimbabwe

Figure 9 shows that 66% of respondents had left children in Zimbabwe. The implication here is that the parent had left his/her family in Zimbabwe to go abroad and look for financial resources to support the family. It is quite significant that 34% of the respondents had taken their families with them into the Diaspora. This 34% includes those without families.

**8.2.20 Whether respondent had property in Zimbabwe?**

It was felt interesting to determine how well established in Zimbabwe the respondents had been. Owning property in a country is an indicator of this parameter.



**Figure 10:** Whether Diasporans had property in Zimbabwe

Figure 10 shows that 60% respondents indicated that they had property in Zimbabwe while 40% did not have property in

Zimbabwe. This information suggests that some, otherwise, well established Zimbabweans are succumbing to the brain-drain.

### 8.3 FURTHER ANALYSIS BY CROSS TABULATIONS

#### 8.3.1 Greater Province of Origin and Main Reason for Leaving

A province-by-province analysis was carried out to determine if there are provinces with a higher departure rate into the Diaspora than others. The information from such comparison is useful in determining which greater province is losing its people to the brain drain. As the study has established that the majority of Diaspora Zimbabweans have left the country for economic reasons, the information on the province of origin for Diaspora Zimbabweans, would indicate which greater provinces are most affected by the country's economic down-turn.

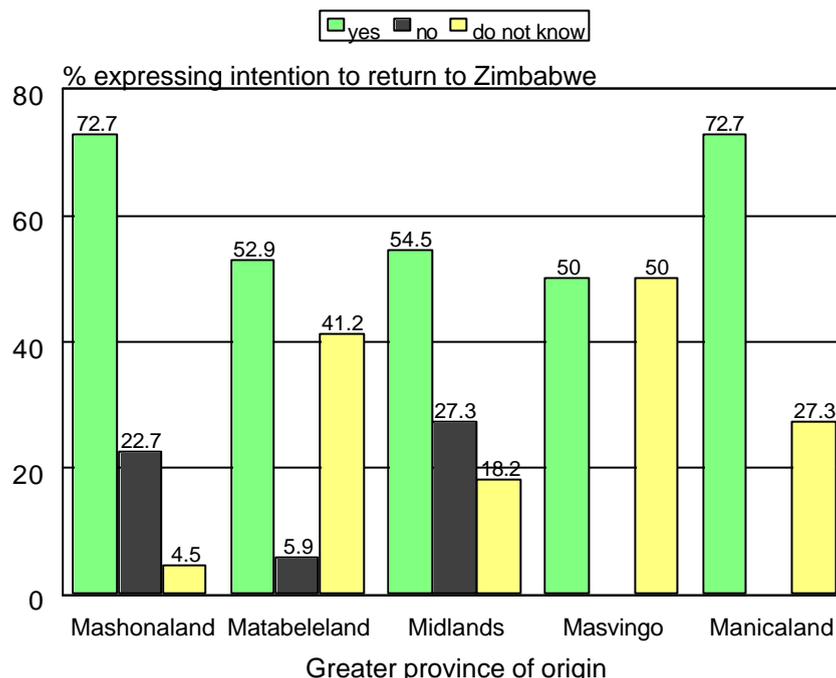
**Table 15:** Main reasons for leaving Zimbabwe by greater province of origin

Greater province Of origin	Main reason for moving abroad (%)					Total
	Work related factors	Educational factors	Marriage/ relationship	Political factors	Wander lust	
Mashonaland	39.1	39.1	17.4	4.3		100.0
Matabeleland	73.7	5.3	10.5	5.3	5.3	100.0
Midlands	69.2	15.4		7.7	7.7	100.0
Masvingo	60	10	10	20		100
Manicaland	27.3	54.5	9.1	9.1		100.0
<b>Total</b>	<b>53.9</b>	<b>25.0</b>	<b>10.5</b>	<b>7.9</b>	<b>2.6</b>	<b>100.0</b>

**Table 15** shows that 74% of the respondents from Matabeleland, 69% from Midlands, 60% from Masvingo, and 39% from Mashonaland gave work related factors as a reason for leaving the country compared to about 30% from Manicaland. All provinces had respondents who indicated political and governance factors as a reason for leaving, with Masvingo's 20% being the highest and Mashonaland's 4.3% being the smallest. In terms of educational factors for leaving the country Manicaland's 54% was the highest while Matabeleland's 5.3% was the lowest. Except for Mashonaland's 17.4%, most provinces had 10% of their people leaving the country for marriage/relationship factors. About 5% of people from Matabeleland and 8% from Midlands left Zimbabwe driven by a wander lust.

### 8.3.2 Greater Province of Origin and the Intention to Return to Zimbabwe

In order to determine how many Diaspora persons were there to stay, the respondents were asked if they intended to return home at all, by province of origin. The information given by the respondents here was expected show the percentage of Zimbabweans who had “burnt the bridges behind them” as they left Zimbabwe for the Diaspora



**Figure 11:** Greater province of origin and intention to return to Zimbabwe

It can be observed in Figure 11 that nearly 80% of all respondents from Mashonaland and Manicaland indicated an intention to come back home. About half of the respondents from Masvingo planned to return home and the remainder were not sure. Some 20% of respondents from Midlands did not intend to return home. About 40% of those from Matabeleland were not sure whether they would return home, while 53% indicated they would do so, with about 6% indicating that they would not return.

### 8.3.3 Greater Province of Origin and Intention to Return by Gender

The study sought to determine the gender distribution among those intending to return home, based on a province-by-province tabulation. The data from such a survey would show us whether males and females had a similar likelihood to return from the Diaspora.

**Table 16:** Greater province of origin and intention to return by gender

	yes	no	do not know
Mash. Female	80.0	20.0	
Mash. Male	70.6	23.5	5.9
Mat. Female	62.5	12.5	25.0
Mat. Male	44.4		55.6
Midl. Female		100.0	
Midl. Male	66.7	11.1	22.2
Masv. Female	50.0		50.0
Masv. Male	50.0		50.0
Man. Female	75.0		25.0
Man. Male	71.4		28.6

Table 16 shows an analysis by gender, greater province of origin and intention to return to Zimbabwe. The table shows that all females from the Midlands were not intending to return home. About 80% of the females from Mashonaland were intending to return home. Most of the males from Matabeleland were not sure whether they would return home or not.

### 8.3.4 Greater Province of Origin and Destination

The study sought to determine whether there was a correlation between one's province of origin and the likelihood of going to a particular destination in the Diaspora.

**Table 17:** Greater province of origin and destination

	Destination (%)						Total
	Britain	USA	Canada	South Africa	Botswana	Australia	
Mashonaland	43.5	8.7	4.3	4.3	34.8	4.3	100
Matabeleland	50	11.1		5.6	27.8	5.6	100
Midlands	38.5				61.5		100.0
Masvingo	36.4	9.1	18.2		36.4		100.0
Manicaland	36.4	9.1		18.2	36.4		100.0
<b>Total</b>	<b>42.1</b>	<b>7.9</b>	<b>3.9</b>	<b>5.3</b>	<b>38.2</b>	<b>2.6</b>	<b>100.0</b>

Table 17 shows that 60% of respondents from the Midlands went to Botswana, and that Britain and Botswana dominate as the host countries to respondents from all provinces. A very small proportion of respondents from Mashonaland and Matabeleland went to Australia. A sizeable proportion of respondents from Masvingo went to Canada. There was a greater probability of people from a given province to locate in the same host country. This is probably due to the high probability that such people are either friends or related to each other.

### 8.3.5 Intention to Return Home by Field of Study

It was felt useful to determine whether the characteristic of a desire to return home was more prevalent among people in a particular profession. Such information would enable policymakers to know which areas of study to ear-mark for expansion in order to accommodate the manpower losses being caused by the indicative levels of the expected permanent brain drain in the designated fields.

**Table 18:** Field of study and intention to return home

Field of Study	Field of study and intention to return to Zimbabwe (%)			Total
	Yes	No	Do not know	
Medical doctor		33.3	66.7	100
Nurse	66.7	16.7	16.7	100
Teacher	53.8		46.2	100
Engineer/Scientist	57.1	21.4	21.4	100
Pharmacist	33.3	33.3	33.3	100
Farmer	66.7		33.3	100
Banker			100	100
Accountant	80	10	10	100
Clergy	100			100
Not Stated	100			100
<b>Total</b>	<b>58.2</b>	<b>12.7</b>	<b>29.1</b>	<b>100</b>

Table 18 shows that not even a single medical doctor indicated the intention to come back to Zimbabwe. Above 50% of nurses, farmers, accountants and teachers indicated the intention to come back to Zimbabwe. The information should be of strategic importance to our policymakers and educational planners. The data suggest that the country is going to face a serious shortage of medical doctors.

### 8.3.6 Field of Study and Period when one Intends to Return to Zimbabwe

The study made an effort to determine whether people in a given field of study tended to want to stay abroad for given periods of time. Such information is very important for Zimbabwe's national planners.

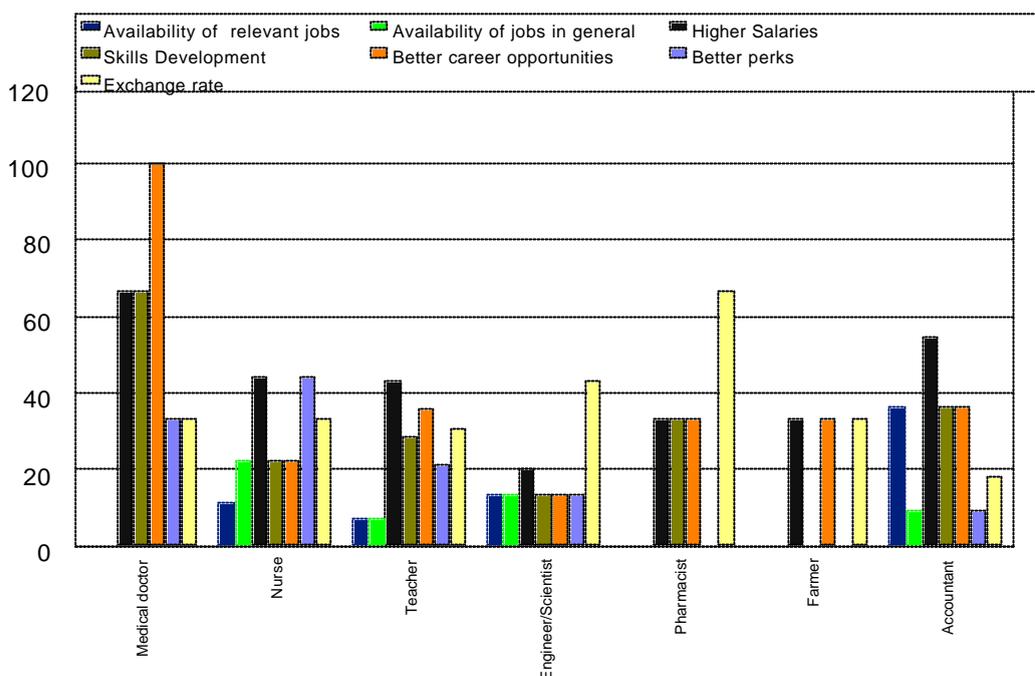
**Table 19:** Field of study by period when one intends to return to Zimbabwe

Filed of Study	When do you intend to return to Zimbabwe (%)			
	Within 2 years	3 to 5 years	After 5 years	Do not know
Nurse		25	50	25
Teacher	14.3	28.6	14.3	42.9
Engineer/Scientist	37.5	12.5	12.5	37.5
Pharmacist		100		
Farmer	50			50
Accountant	14.3	28.6	14.3	42.9
Clergy			100	

Table 19 shows that all those in the clergy expressed a desire to come back to Zimbabwe after 5 years. Half of the farmers would like to come back within 2 years. Half of the nurses would like to return after 5 years, while 37.5% of engineers would like to return within 2 years.

### 8.3.7 Field of Study and Work Related Factors for Leaving Zimbabwe

This portion of study sought to determine whether the tendency to go into the Diaspora was related to one's field of specialisation.



**Figure 12:** Work related factors for moving and field of study (%).

Figure 12 shows that all medical doctors mentioned “Better career opportunities” as the reason for emigrating. 70% of them also mentioned “Skills development” as a reason for emigrating. About 70% of pharmacists mentioned the exchange rate as the reason for moving abroad, while nearly 60% of all accountants mentioned higher salaries as the attraction into the Diaspora.

### 8.3.8 Marital Status

#### 8.3.8a Marital Status by Gender

In this section, the study attempted to determine whether the gender of a given person in the Diaspora was likely to be associated with them being married when they left Zimbabwe.

**Table 20:** Marital status by gender of diaspora persons

Gender	Marital Status (%)				Total
	Married	Single	Divorced/ Separated	Widowed	
Male	83.0	15.1	1.9		100
Female	66.7	27.3	3.0	3.0	100
Total	76.7	19.8	2.3	1.2	100

Table 20 shows that 83% of the males in the Diaspora were married compared to 67% of female respondents. Less than 4% of respondents of both sexes were divorced while 15% of male and 27% of female respondents were single.

### 8.3.8b Marital Status by Gender and Intention to Return to Zimbabwe

The study sought to determine the influence of marital status and gender on the likelihood that one will be disposed to prefer to return home from the Diaspora.

**Table 21:** Intention to return to Zimbabwe by gender and marital status

Marital Status	Whether intending to return to Zimbabwe (%)					
	Yes		No		do not know	
	Male	Female	Male	Female	Male	Female
Married	61.5	56.3	12.8	12.5	25.6	31.3
Single	85.7	66.7		22.2	14.3	11.1
Divorced/Separated					100	
<b>Total</b>	<b>63.8</b>	<b>60.0</b>	<b>10.6</b>	<b>16.0</b>	<b>25.5</b>	<b>24.0</b>

Table 21 shows that 62% of married males compared to 56% of their female counterparts expressed the intention to return to Zimbabwe. 86% of single males compared to 67% of their female counterparts expressed the intention to return to Zimbabwe.

### 8.3.8c Marital Status and Main Reason for Emigrating

It was deemed interesting to find out if marital status influenced people's reasons for emigrating.

**Table 22:** Main reason for moving abroad by marital status

Marital Status	Main reason for moving abroad (%)					
	Work related Factors	Educational factors	Marriage/ Relationship	Political Factors	Wanderlust	Total
Married	53.4	20.7	13.8	8.6	3.4	100.0
Single	50	43.8		6.3		100
Divorced/Separated	100					100
Widowed	100					100
<b>Total</b>	<b>54.5</b>	<b>24.7</b>	<b>10.4</b>	<b>7.8</b>	<b>2.6</b>	<b>100.0</b>

Table 22 shows that more than half of the respondents migrated due to work related reasons. It can also be observed that 53%,

50%, 100% and 100% of the married, single, divorced/separated and widowed respectively emigrated due to work related reasons. One fifth and two-fifths of the married and single respondents, respectively, emigrated to seek educational opportunities.

### 8.3.8d Main Reason for Emigrating by Marital Status and Gender

It was useful to find out whether there were reasons for emigrating that were peculiar to married status and genders.

**Table 23:** Main reason for moving abroad by marital status and gender

Marital Status	Main reason for moving (%)									
	Work related Factors		Educational factors		Marriage/ Relationship		Political Factors		Wanderlust	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Married	57.9	45	23.7	15.0	7.9	25.0	7.9	10.0	2.6	5
Single	57.1	44.4	42.9	44.4				11.1		
Divorced/Separated	100	100								
Widowed		100								
<b>Total</b>	<b>58.7</b>	<b>48.4</b>	<b>26.1</b>	<b>22.6</b>	<b>6.5</b>	<b>16.1</b>	<b>6.5</b>	<b>9.7</b>	<b>2.2</b>	<b>3.2</b>

Table 23 shows that 57.9% of male respondents emigrated due to work related factors compared to 45% of females. All the divorced/separated and widowed respondents tended to emigrate due to work related fact. About 25% of the females compared to 8% of the males migrated due to marriage/relationship factors.

### 8.3.9. Level of Education

#### 8.3.9a Level of Education by Destination

The study sought to determine the extent to which one's education level influences their Diaspora destination.

**Table 24:** Level of education by destination

Destination details	Level of education training (%)							Total
	Vocational	polytech	bachelor	Masters	PhD	Diploma	None	
Britain	6.5	38.7	25.8	22.6	3.2	3.2		100.0
USA		33.3	50.0	16.7				100
Canada			66.7		33.3			100
South Africa	25	25	25	25				100
Botswana	10	26.7	36.7	13.3	6.7		6.7	100
Australia			50			50		100
<b>Total</b>	<b>7.9</b>	<b>30.3</b>	<b>34.2</b>	<b>17.1</b>	<b>5.3</b>	<b>2.6</b>	<b>2.6</b>	<b>100</b>

Table 24 shows that of the respondents who were in Britain, nearly 40% were Polytech graduates, a quarter had a Bachelor's degree and about 20% had a Master's degree. It further shows that 50% of the respondents in the USA had a bachelor's degree, a third were Polytech graduates while under 20% had a Master's degree. Almost all levels of education are represented in Botswana as follows: 10% - vocational; 26.7% Polytech; 36.7% Bachelor's; 13.3% - master's; and 6.7% PhD. There was no clear correlation between one's educational qualifications and one's Diaspora destination.

### 8.3.9b Level of Education and Intention to Return to Zimbabwe

The study sought to determine whether one's level of education had an influence on whether one intended to return home or not. It is generally assumed that those with high educational qualifications find it easy to fit into the working environments in the Diaspora.

**Table 25:** Level of education and intention to return to Zimbabwe

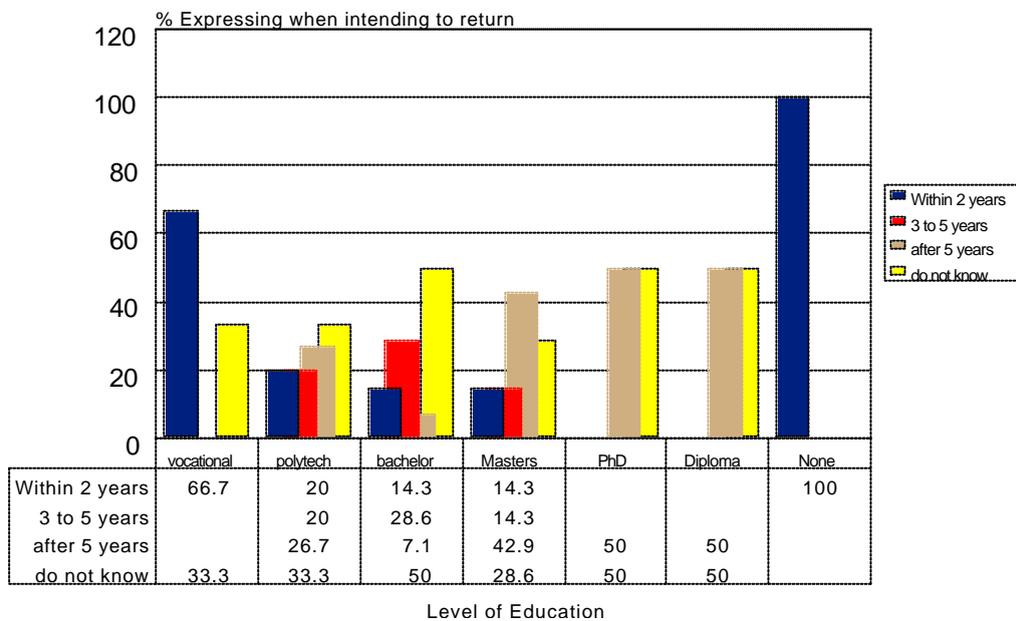
Level of education Training	Do you intend to return to Zimbabwe (%)			Total
	yes	no	do not know	
Vocational	75		25	100
Polytech	69.6	8.7	21.7	100.0
Bachelor	56	16	28	100
Masters	58.3	16.7	25.0	100.0
PhD	66.7		33.3	100.0
Diploma	100			100

None	50	50		100
Total	63.4	12.7	23.9	100.0

Table 25 shows that the group with vocational training and diplomas had the highest proportion of individuals expressing a desire to return to Zimbabwe. The intention to return to Zimbabwe was also expressed by polytech diploma, bachelor's and Ph.D degree graduates.

### 8.3.9c Level of Education and When Likely to Return to Zimbabwe

The study made an effort to find out whether the level of one's education is likely to influence when Diaspora persons are likely to return to Zimbabwe.

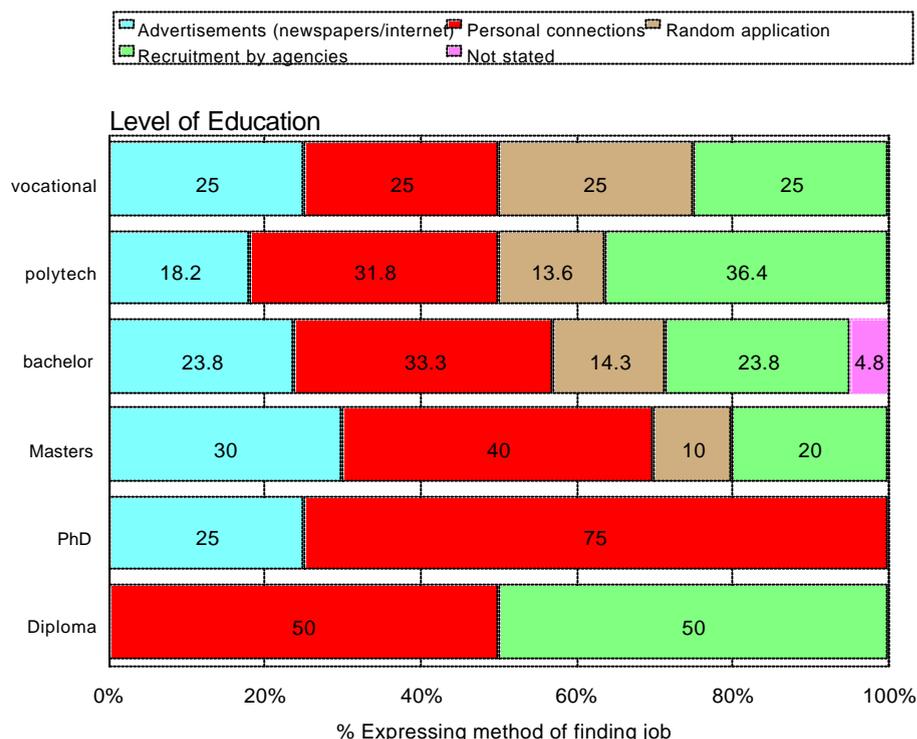


**Figure 13:** Level of education and when likely to return to Zimbabwe

Results in Figure 13 show that 66% of respondents with vocational training expressed a desire to return to Zimbabwe within two years. All respondents without any level of educational training expressed a desire to return to Zimbabwe within two years. Half of those with Ph.Ds planned to return to Zimbabwe after 5 years. Nearly 30% of those with Bachelor's degrees indicated a desire to return home after three to five years from the time of this study.

### 8.3.9d Level of Education and Method of Finding Job

It was interesting to determine whether one's level of education influenced the method to use in job hunting. It is conceivable that those who are more highly educated would be more versatile in finding ways in which to conduct a job search.



**Figure 14:** Educational level and method of finding job

Figure 14 shows that the most common method of finding employment, regardless of educational level, was personal connection. Half of respondents with diplomas found jobs through recruitment agencies. The other forms of finding employment were also widely used by Zimbabweans in the Diaspora.

### 8.3.10 Age Analysis

#### 8.3.10a Age and Intention to Return to Zimbabwe

This section of the study sought to determine whether one's age at Diaspora time, makes one more likely to intend to return home.

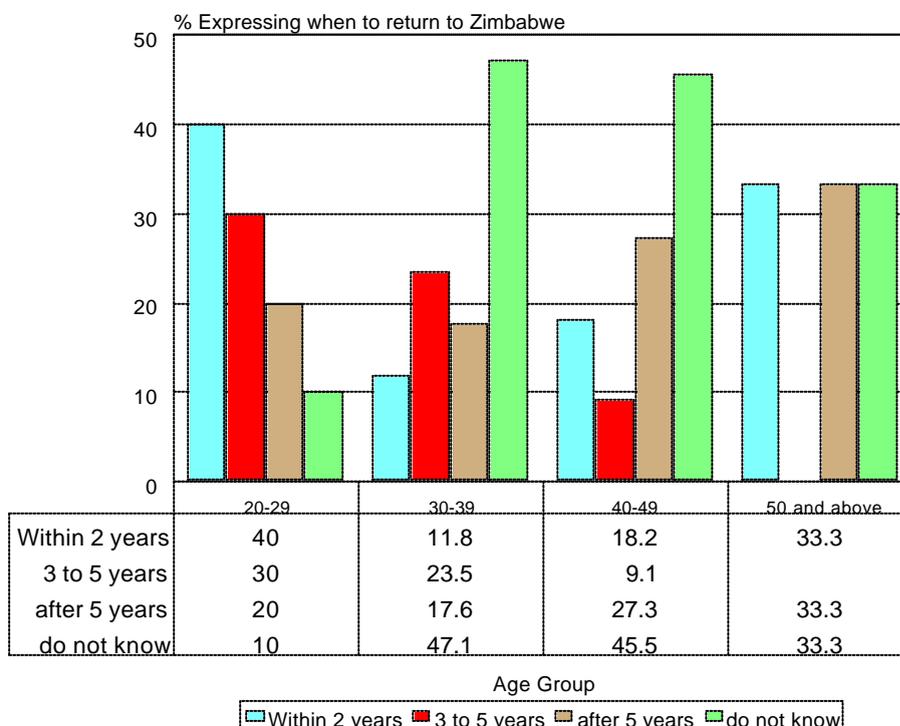
**Table 26: Age and intention to return to Zimbabwe**

Age group	Do you intend to return to Zimbabwe (%)		
	yes	no	do not know
20-29	61.1	11.1	27.8
30-39	56.7	13.3	30.0
40-49	84.6	7.7	7.7
50 and above	100.0		
<b>Total</b>	<b>65.6</b>	<b>10.9</b>	<b>23.4</b>

Table 26 shows that there is no clear pattern on the relationship between a specific age and the intention to return to Zimbabwe. However, it seems that older respondents (40 and above) were more likely to want to return to Zimbabwe than their younger counterparts.

### 8.3.10b Age and when to return to Zimbabwe

It was deemed useful to find out whether one's age influences how long one plans to stay in the Diaspora before returning home.



**Figure 15: Age and when intending to return to Zimbabwe**

Figure 15 shows that nearly half of the respondents in the middle ages groups of 30-39 and 40-49 were not sure about the time when they were going to return home. About 40% and 33% of the young (20-29 years) and old (50 + years) respondents expressed a desire to return to Zimbabwe within the next two years. Less than a third of respondents in all age groups indicated a desire to return to Zimbabwe within 3 and 5 years.

### 8.3.10c Age and Main Reason for Emigrating

The study sought to find out if there is a correlation between the main reason for emigrating and one's age. In other words, was there an identifiable regime of main reasons for emigrating, that were cited by given age groups.

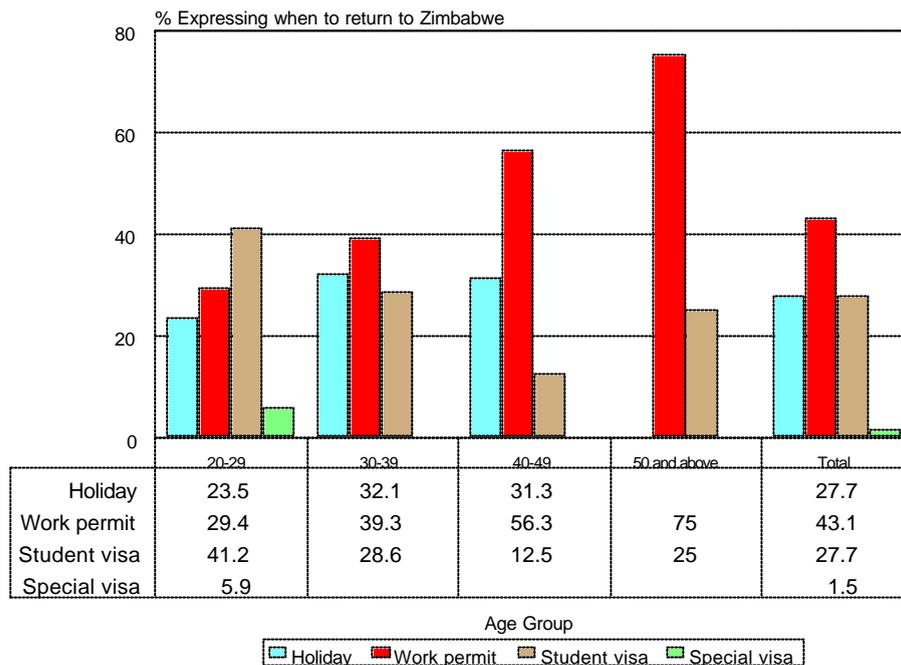
**Table 27:** Age and main reason for emigrating

Age and main reason for emigrating (%)					
Age group	Work related Factors	Educational factors	Marriage/ Relationship	Political factors	Wander Lust
20-29	33.3	44.4	16.7		5.6
30-39	63.3	13.3	16.7	3.3	3.3
40-49	60.0	33.3		6.7	
50 and above	80.0			20.0	
<b>Total</b>	<b>55.9</b>	<b>25.0</b>	<b>11.8</b>	<b>4.4</b>	<b>2.9</b>

Table 27 shows that the proportion of respondents that gave work related factors as a reason for emigrating increased with age. A higher proportion of young workers (20-29 years) gave educational factors as the main reason for moving abroad.

### 8.3.10d Age and Basis of Admission to Country of Destination

We sought to determine the main documents and endorsements used by different age groups to enter country of destination.

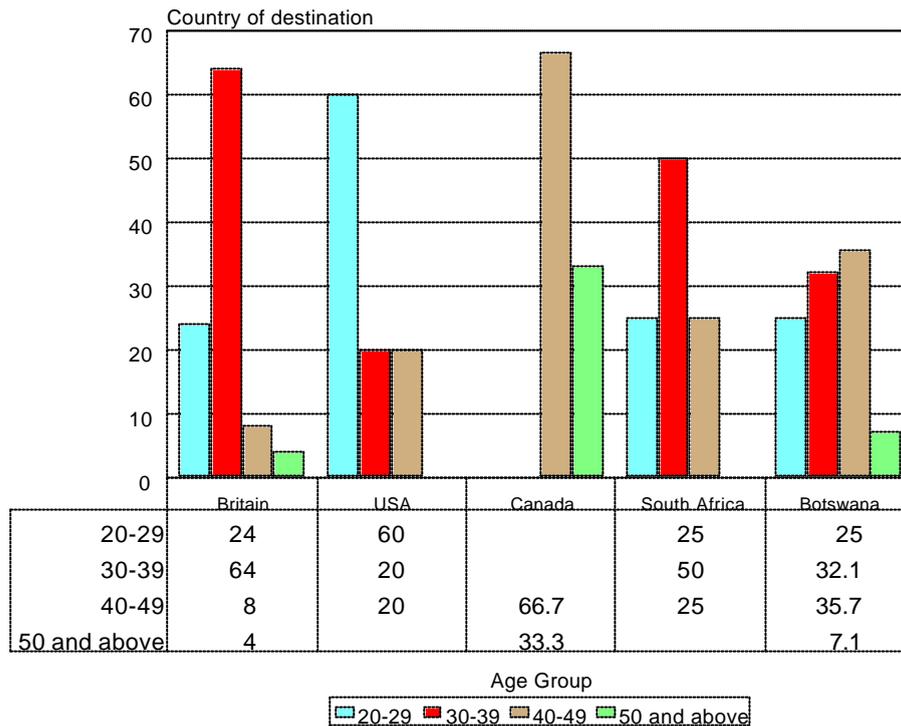


**Figure 16:** Age group and basis of admission into Diaspora destination country

Figure 16 shows that student visas dominate as the basis of admission into the Diaspora country among the young respondents (20-29 years). The proportion of respondents that gave “Work permit” as a basis for admission into the destination country increases with age. “Student visa” as a basis for admission into Diaspora decreases with age. A sizeable proportion of respondents entered the country of destination while on holiday.

### 8.3.10e Age and Country of Destination

It was of interest to find out if there was a correlation between certain ages and preference for emigration to specific countries.



**Figure 17: Age and country of destination**

Figure 17 shows that the favourite destination of emigrants aged 30-39 years is the UK. Most emigrants aged 20-29 years tended to go to the USA. Canada as a destination is most popular with emigrants aged 40-49 years.

**8.3.10f Basis of Entry, Year of Entry and Destination Country**

Table 28 gives further insight into the relationship between year of entry and basis of admission. The analysis for Britain shows a reversal of the basis for admission (student visa versus work permit) when period 1990-1994 is compared to period 1995 to 1999. For period 2000-2002 the same proportion of Diaspora Zimbabweans entered Britain on the basis of holiday visit permit as on a student visa. Most of the respondents who entered South Africa in period 1990 -1994 did so on the basis of holiday making. Nearly all who entered Botswana during period 1990 – 1994 did so on the basis of a work permit.

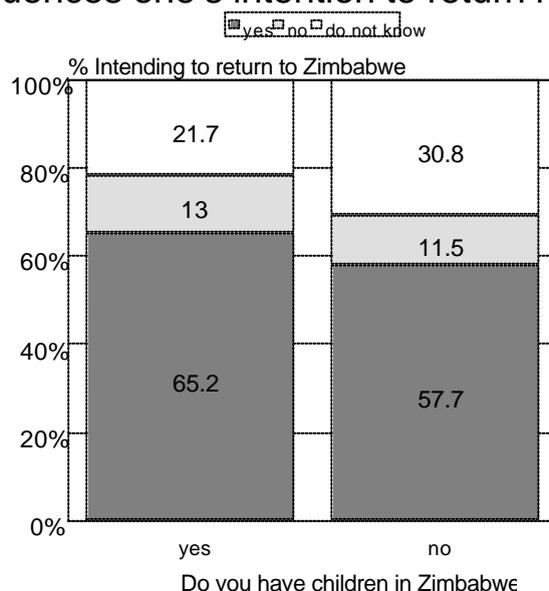
**Table 28: Basis of admission to country of destination**

Destination Country		Basis of admission to country of destination (%)		
		Holiday	Work permit	Student visa
Britain	1990-1994	66.7		33.3
	1995-1999	33.3		66.7
	2000-2002	38.9	22.2	38.9
USA	1990-1994			100.0
	2000-2002	25.0		75.0
Canada	1985-1989	100.0		
	1990-1994			100.0
South Africa	1990-1994	100.0		
	1995-1999	66.7	33.3	
Botswana	1985-1989		100.0	
	1990-1994		100.0	
	1995-1999	10.0	90.0	
	2000-2002	16.7	83.3	
Australia	1985-1989			100.0
	2000-2002		100.0	

### 8.3.11 Children and Property in Zimbabwe

#### 8.3.11a Intention to Return to Zimbabwe and Children in Zimbabwe.

This study sought to determine the extent to which having children in Zimbabwe influences one's intention to return home.

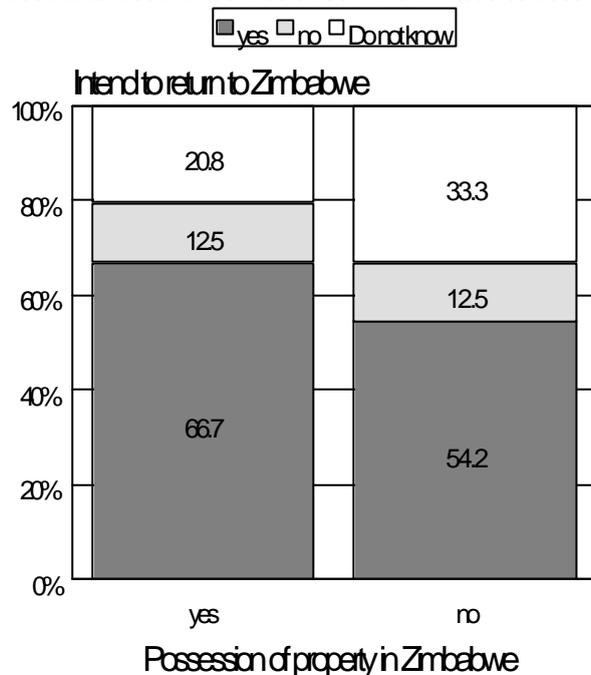


**Figure 18:** Intention of returning to Zimbabwe with one’s children left in Zimbabwe

Figure 18 shows that 65% of the respondents who indicated that they wanted to return to Zimbabwe had children in Zimbabwe compared to 58% who did not have children in Zimbabwe. This information shows that those people in Diaspora who have left children in Zimbabwe have a high probability to return home so that they can be with their children.

**8.3.11b Intention to Return to Zimbabwe and Ownership of Property in Zimbabwe.**

It was of interest to determine whether owning property in Zimbabwe influenced ones intention to return from the Diaspora.

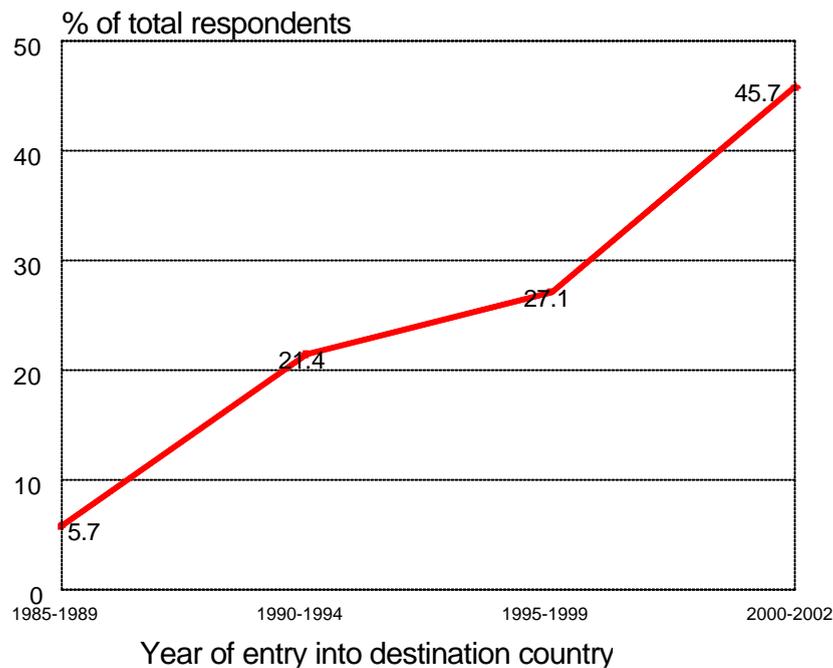


**Figure 19:** Intention to return to Zimbabwe and ownership of property in Zimbabwe

Figure 19 shows that 66.7% of the respondents who had property in Zimbabwe indicated their desire to return home compared to about half of those who did not have any property in Zimbabwe.

### 8.3.12 Trend of Zimbabweans Moving into the Diaspora over the years

The study sought to determine whether the number of Zimbabweans going into the Diaspora is changing from 1985 to 2002.



**Figure 20:** Distribution of respondents by year of entry into country of destination

Figure 20 shows an increasing trend in the number of people leaving Zimbabwe starting from the year 1985. The trend exhibited by the curve suggests that the process has not yet leveled off.

### 8.3.13 Degree of Underemployment

**Table 29:** Field of study and current occupation

Field of Study					
Occupation	Health	Education	Engineering	Agriculture	Finance
Health	63.6%	11.8%			
Education		47.1%	6.7%	33.3%	
Engineering			53.3%		
Agriculture				33.3%	
Finance					66.7%
Other	36.4%	41.1%	40%	33.3%	33.3%

Table 29 shows that in nearly all professions, a majority of the respondents were employed in areas related to their field of study. Most of the teacher-trained emigrants (52.9%) however, changed their profession, with 11.8% of them joining the health profession. The degree of underemployment is, therefore, higher in the education and agriculture sector related professions. Emigrants in the health (63.6%), engineering (53.3%) and finance (66.7%) sector professionals are mainly employed in relevant fields, although the degree of underemployment within a professional sector could not be ascertained.

### 8.4. The Socio-Economic Impact of the brain Drain in Zimbabwe

- a) The Brain drain is robbing Zimbabwe of some of its most valuable people. The thousands of dollars spent on educating these human resources, disappear when the skills are lost to the Diaspora. Currently, it is estimated that around USD60 billion worth of developing countries' investment in tertiary education has been drained into the developed countries. It is acknowledged that some developing countries, including Zimbabwe, have the capacity to produce more graduates in certain subjects than they need. So it may be unavoidable for the excess graduates not absorbed by the local market to go overseas.

Many factors lead to professionals ending up in Diaspora employment. For example, private medical schools in the Philippines advertise for student doctors and nurses, guaranteeing them a job in the USA once they graduate. This process now extends to teachers and other professions.

- b) A beneficial aspect of the brain drain, if properly managed, is that it enables emigrants to send a part of their earnings home in the form of ‘remittances’, thus providing the home country with a source of valuable foreign currency. It is estimated that an overseas worker, on average, can remit home over USD500.00 per month. Table 30 gives scenarios of putative 25%, 30% and 35% repatriations. The first scenario shows that if 25% of the salary is remitted into the Zimbabwe mainstream economy, a minimum of Z18,01 billion dollars will benefit the economy monthly. Studies have shown that the propensity to save is usually higher among emigrants than among local people. If 35% is sent home monthly, more than Z\$25 billion dollars will be availed to the Zimbabwe economy and, through various expenditure mechanisms, government will be able to realise a substantial amount of revenue for the public coffers.

**Table 30:** Estimated Remittances from Zimbabweans Abroad (Z\$)

Professions	%	Number	Average salary	25% Repatriation	30% Repatriation	35% Repatriation
Health	0.246	117920	187884	5538820320	6646584384	7754348448
Teaching	0.262	125589	78614	2468263412	2961916094	3455568776
Engineering	0.231	110729	138762	3841244375	4609493249	5377742124
Farming	0.046	22050	114989	633876862.5	760652235	887427607.5
Financial	0.184	88200	251139	5537614950	6645137940	7752660930
Total				18019819919	21623783902	25227747886

- c) These remittances can have a multiplier effect on the economy as a whole. For Mexico, the USD2 billion in ‘migrodollars’ that were arriving in the early 1990s are estimated to have increased overall annual production by USD6.5 billion. Like Zimbabwe today, Mexico’s was largely an agriculture driven economy, and most of this money was used to buy more

farming equipment, fertilisers, and other inputs that helped to increase agricultural output.

- d) Attracted by foreign currency parallel market exchange rates, many people avoid the formal banking system. Some emigrants use professional money couriers who take foreign currency from emigrants and hand over local currency to families in Zimbabwe.
  
- e) Juvenile delinquency has also increased among children of Diaspora Zimbabweans who are often left without parental guidance. This has been exacerbated by the absence of parents who work long hours in order to meet the demands of the expensive western world. Coupled with this are marriage breakups among those living separately from their spouses. It is also feared that a high increase in the spread of HIV/AIDS will occur when husband and wife re-unite after a long absence from each other.

## 9. CONCLUSIONS:

A country is by definition a demarcated geographical space where a group of people chooses to inhabit as place of domicile. They establish communities, which have definable needs, and a value system for which they establish systems of management. When any arrangements of these parameters cease to apply, one has a right, in fact, an obligation to make the necessary adjustments for one's own continuous survival.

The Republic of Zimbabwe, has been shown by this study, to be beset by a wave of emigration of some of its critically important manpower. To preserve its social fabric, it must seek strategies to overcome the destabilising threat posed by the brain drain. From the results of this study, and other considerations the following conclusions can be drawn:

1. The brain drain in Zimbabwe is not a new phenomenon but is part and parcel of a continuing process of human relocation and translocation. Its ongoing increase has evoked widespread calls for policy responses. If the Zimbabwe government does not do something to make staying at home more attractive, the brain drain will continue unabated. The driving force seems to be as powerful as the force pulling professionals and others away from Zimbabwe. These two forces appear to be operating with mutual reinforcement.
2. The study found out that economic factors are the major force compelling Zimbabweans to leave the country. Many of those leaving the country indicated that they were doing so in order to improve their standard of life, but are fully intending to return home in future. There is need for policy measures designed for attracting the Diasporan Zimbabweans back to Zimbabwe.
3. At the social level, many Zimbabweans in the Diaspora indicated that they suffer discrimination and have often found themselves relegated to third class citizenship. Most of the Diasporans informed the study team that they were not happy to leave Zimbabwe, but were forced to do so by economic factors.

4. A large number of Zimbabweans emigrating to countries in the SADC region, initially move there on temporary work permits. At the expiry of the permits they formally or informally settle in the “hosting” country.
5. Even though, some professions have small numbers of people emigrating but these are highly skilled emigrants who represent a significant segment of the Zimbabwe upper-income workforce. The experience of Zimbabwean companies has been that most of the people they are losing to job offers elsewhere, were the highest paid and the most valuable staff in the company. Their departure therefore represents a major loss not only to Zimbabwean companies, but also as tax payers to the Zimbabwe government.
6. Talented professionals, whether experienced or newly graduated, look for the greatest possible opportunities for personal development. The study found that doctors emigrate to improve their earning power and to seek opportunities for professional advancement.
7. Some emigrants are leaving the country to go and work in countries where research and development is actively promoted with the latest equipment and reasonable levels of funding. There are over 20,000 scientists and engineers in Zimbabwe and Zimbabwe needs more. It is estimated that there are now more Zimbabwean-born scientists and engineers working in the Diaspora than there are in Zimbabwe where research funding is about 0.2 percent of the gross national product. This level of R and D funding in Zimbabwe is one of the lowest in the world. To make significant progress, a minimum of one percent of Zimbabwean gross national product should be spent on scientific and technological development.
8. It is important that scientists be employed as scientists. The deteriorating economy in Zimbabwe has forced some professors, lecturers, medical doctors and scientists to operate minibuses, taxicabs or operate beer parlors. It is a form of internal brain drain to have many architects, accountants and pharmacists underemployed.

9. An examination of the professions of those who are leaving the country shows that a sizable proportion of them are doctors, teachers and nurses. In fact, the health care sector is the most affected. Many are leaving because health care and education spending cuts across the board have denied them a place to stay and work in Zimbabwe.
10. The brain drain is costing Zimbabwe dearly due to the departure of qualified professionals. Universities turn out graduates, only to see them take their skills abroad. The flight of doctors has been so overwhelming that the Ministry of Health and Child Welfare have had to recruit hundreds of Cuban doctors who are paid in foreign currency to fill the gap.
11. One could also view brain drain as simply the practical application of free market economic principles to professionalism. It is a pragmatic approach to social de-regulation enabling one to leverage one's earning capacity. The only regret is that the young people forced to go into the Diaspora will miss out on home grown guardianship and become subject to social disequilibrium.
12. Everybody loves her/his country of origin irrespective of his intellectual level. Diasporans who have children and property in Zimbabwe have indicated an intention to return home within two years of their departure.
13. Some Zimbabweans abroad seek to pursue their professional careers there, but do plan to retire in Zimbabwe. Zimbabwean policy should encourage such Zimbabweans to invest their savings and retirement income back home. As an incentive, the government should make special fiscal provisions to attract funds from these Zimbabweans.
14. Many professionals leave Zimbabwe for the brighter opportunities offered abroad, complaining that Zimbabwe is too corrupt, and needs more politicians of high moral standards. The dilemma is that Zimbabwe will not advance in development if the majority of qualified people continue to leave.

15. The reason why certain professionals are leaving Zimbabwe is that they think working at home is synonymous with supporting the current government and not the people. They insist that no one can force them to work in Zimbabwe but only their desire to serve their own people.
16. There is a world-market for professionals, and bright people will go wherever their career aspirations are best satisfied. People who meet such exacting standards are very few in number and can not be easily replaced by others.
17. Erecting legal barriers to the emigration of educated professionals will only encourage illegal emigration and discourage bright Zimbabweans from seeking to better themselves through education abroad. The brain drain can be effectively arrested by enacting necessary economic reforms that make staying at home rewarding for educated Zimbabweans. There is no alternative.
18. We are now in the information and knowledge era. Knowledge is the most valuable commodity of the Information Age. Knowledge is power. Education spending must have priority over military spending. Losing a nation's educated manpower represents losing knowledge and power.
19. Diaspora Zimbabweans expressed great disappointment that the government does not have a policy framework that tries to harness the participation of brain drain Zimbabweans in national development. They further bemoan being seen as disloyal Zimbabweans who were denied their voting rights during the March 2002 Presidential elections.
20. If brain drain is a valid concern, the main thrust of public policy in Zimbabwe should be driven by efforts to stem it off and targeting our policy thrust towards domestic equity, efficiency, and growth.

## **10. RECOMMENDATIONS**

From the observations made on the magnitude and currency of the brain drain in this study, we wish to make the following recommendations.

### **10.1 Human Resources Market Information System**

On the basis of the data assembled during the study, it is clear that a majority of Zimbabweans professionals in the Diaspora are there for economic reasons. It is recommended that the single most effective measure to arrest the brain drain is to institute policy frameworks for improving and stabilising the economic environment in the country.

### **10.2 Making better use of the Diaspora Zimbabweans through Networks.**

Large numbers of Zimbabwean intellectuals scattered throughout the world should be networked by the Internet, and tapped to promote development in Zimbabwe.

There are now more than forty similar networks throughout the world, working with thirty-five developing countries. The networks promote joint research projects, technology transfers, information exchange, joint business ventures, training sessions, etc. This option for tapping Diaspora technical skills and accessing knowledge networks available to them in their host countries, has shown that a physical return is not the only alternative to accessing the expertise of a country's relocated skills base.

### **10.3 Restoration of Voting Rights to Zimbabweans in the Diaspora**

To attract Diasporan Zimbabweans into knowledge networks whereby the country can access their skills, there is an urgent need to win back the confidence of the large community of Zimbabweans of good will in the Diaspora. They felt abandoned when no clear provision was made for

them to vote during the March 2002 Presidential election. They want to be counted among Zimbabwe loyalists who work for the good of their motherland.

#### **10.4 Formulate a skills export and import policy**

The demand for qualified and skilled manpower for national development remains a critical global issue. It is compelling for both the rich and the poor countries across the global landscape to develop new policies and strategies to mutually satisfy their human resources demands. Zimbabwe would need to develop strategies to retain at home or effectively network with its qualified human resources in the Diaspora. For the host countries, the issue would be to arrange with Zimbabwe the terms of importing qualified human resources from Zimbabwe in order to fill gaps created by an ageing labour force and increased demand for services.

One can argue that, there is a need for compensation to the Zimbabwean Government for the cost of developing the vital human resources now being exploited by the Diaspora destination countries. Within this context, the Zimbabwean Government needs to deliberately develop a skills export policy as has been done by other developing countries like Cuba, Egypt, Pakistan etc.

#### **10.5. Need to Develop Viable Human Resources Retention Programs**

In order to contain the brain drain problem, there is need to develop viable human resources retention programs, through, among other measures;

- (i) Provision of competitive salaries and conditions of service; in Zimbabwe;
- (ii) Provision of attractive top-up allowances through partnership with the private sector (the Canadian exchange program between the public and private sector is relevant in this respect)

- (iii) Utilization of specialized skills of international organisations involved in dealing with the movement of professionals from continent to continent (e.g. IOM)
- (iv) Provision of an attractive political environment, business environment and an overall levelled playing field.

## **10.6. Strengthen Social Partnership**

Both governments and private sectors should act as social partners and show a commitment to solving the brain drain problem in Zimbabwe. They should jointly play a pivotal role in formulating specific national policies to utilise the skills and financial resources of Zimbabweans in the Diaspora for the development in Zimbabwe. In the tripartite (government, labour and business) spirit, it is recommended to commission a Human Resources and Economic Development Bureau (HREDB) that spearheads the implementation of a project aimed at dealing with the brain drain challenge in Zimbabwe. In close consultation with the social partners, the committee will provide an assessment of the skills required for development programs in Zimbabwe on short term, a sequenced framework, tele-work and permanent assignments in both the public or private sector.

## **10.7 Develop Confidence Building Measures with Zimbabweans in 'Diaspora'**

In order to remove the sense of alienation existing among some Zimbabweans abroad towards their Government and thus foster a sense of patriotism, the following is recommended:-

- (i) Bestowing voting rights to Zimbabweans abroad;
- (ii) Providing consular services to among other things, protect the professional interests and welfare of Zimbabwean workers in the host countries abroad;
- (iii) Encouraging Zimbabwean financial institutions, building societies and pension houses to provide

services to Zimbabweans abroad. This will allow the Zimbabweans in Diaspora to invest and participate 'effectively' in developing the national economy.

### **10.8 Creating “Knowledge Society Blocks”**

It is proposed that Zimbabwe encourage the formation of knowledge society blocks in which Diaspora experts can collaborate with experts at home to promote knowledge-driven development of the country. These knowledge blocks would respond to the need for expertise in core areas of the productive sector as well as the changing-skills-needs in the marketplace. These knowledge blocks could include networks of institutions of research and development, centres of excellence in the various economic sectors of the country and collaborative programs involving the twinning of institutions, distance education instruction, sabbatical leave postings, etc.

### **10.9 Participate in the IOM MIDA Program**

As the Zimbabwe Government has now become a member of the International Organisation for Migration (IOM), it will fully benefit from its brain drain related programs. IOM plays a central administrative role in the matching process between the identified needs for investment in Zimbabwe and the identified opportunity for investment resource mobilisation by the Zimbabweans in the Diaspora. The IOM maintains a centralised database on skill needs and skills, and can mobilise financial and other instruments needed to transfer the resources in response to virtual/temporary/short-term, tele-work, sequenced/repeated and permanent assignments in Zimbabwe. The involvement of IOM will help dispel the suspicion and mistrust that might have existed between the Zimbabwe government and some Zimbabweans in the Diaspora.

### **10.10 Establish an Effective Foreign Currency Exchange Rate**

The increase in the activities of the parallel foreign currency exchange market, needs to be eliminated. The unstable

currency environment is in part fuelling the brain drain, as the study showed.

An effective exchange rate is used as a policy instrument in many developing countries. Some of these countries are moving away from pegging to a single currency to more flexible exchange rate arrangements, such as composite pegs. It is important for Zimbabwe to establish a sustainably effective exchange rate mechanism that will remove the distortions that are endemic in the country's current economic system.

### **10.11 National Human Resources Survey**

In order to build on the findings of the present study, it is necessary for the proposed NECF Human Resources Development Task Force to undertake a comprehensive National Human Resources Survey (NHRS), to ascertain the current status of the human resource base and employment situation in all professions and sectors of the economy. This will enable policy makers to make informed projections of future human resources requirements for the country. Such a survey will of necessity, need to cover the Zimbabweans working abroad in order to have a more comprehensive database on available experiences, qualifications and addresses of all Zimbabweans.

## 11. ACTION PLAN

It is proposed that a committee on Human Resources and Economic Development be established and be charged with the responsibility of undertaking an audit of the countries human resources including Diasporans by profession, gender and experience. The task will include matching the skills of Diasporans with the service and business opportunities in Zimbabwe. This process is expected to make the Zimbabweans in the Diaspora appreciate the fact that it is possible to serve their home country without jeopardizing their professional or work permit rights acquired in their host countries. This action plan takes advantage of the findings of this study, established best practices and experiences learnt in other countries that have successfully gone through similar challenges in their process of development.

**11.1** The action plan being proposed can only be effectively carried out under the assumptions that:

- a) There is a determined measure of political will to deal with issues of the brain drain.
- b) Both Government and private sector institutions take concrete steps to specify their assessed skill needs.
- c) Government and social partners commit funds for the implementation of the program of the Action Plan.
- d) Institution(s) charged with identifying Zimbabweans in the Diaspora, work diligently to identify and convince Zimbabweans in the Diaspora to participate in the proposed program.
- e) The political environment in the country is conducive for Zimbabweans in the Diaspora to respond favourably to the call to participate in the program.
- f) The country takes measures to assure Diaspora Zimbabweans that it looks at them as its respected

citizens, who want to play a meaningful role in the development of their motherland.

**11.2** The proposed activities of the action plan include the following:

- a) Establishing genuine contacts with Zimbabwean individuals and associations in the Diaspora.
- b) Launching information dissemination campaigns meant for higher education institutions, consulates, places of worship and public places in the Diaspora countries hosting significant Zimbabwean communities, through various media channels such as IOM, Web sites, posters, TV, radio and newspapers. It is proposed to combine this activity with the recently launched Zimbabwe CD-ROM project of the NECF.
- c) Strengthening the cooperation between public and private sectors, as well as those structures representing Zimbabweans in the Diaspora with the view to helping in collection of relevant information about them.
- d) Organising regional seminars, to which representatives of Zimbabweans in the Diaspora are invited so as to attract their participation and active support in setting up partnership links with Zimbabwean entrepreneurs and organisations at home.
- e) Creating an international database on the experiences, qualifications and addresses of Zimbabweans in the Diaspora. This database must be expandable and accessible to a geographically dispersed user base, when displayed on a Web Site. The database must be dynamic and scalable so as to handle growing data inputs, giving users access to both historical and current data. This is invaluable in capturing the dynamics of brain drain challenge in Zimbabwe.

## **12. MONITORING AND EVALUATION**

### **12.1 Monitoring**

Government in collaboration with the social partners should devise a monitoring framework based on the proposed comprehensive National Human Resources Survey and the Human Resources Market Information System. The framework will provide the analytical data for the assessment of not only the mode of the program implementation but also the realization of agreed outputs of the Program and their impact on the overall development strategy of the country.

### **12.2 Evaluation**

A periodic internal and external evaluation will need to be carried out in accordance with an agreed time-table. These evaluation missions will review project results and make recommendations to adjust policies, procedural and operational guidelines, if so required. On the basis of the outcome of the evaluation, the social partners may decide to make necessary adjustment to continue or discontinue the implementation of the program as a whole or in part.

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## Annex 1.

### SUMMARY TABLE OF OUTPUTS GENERATED FROM THE DATABASE

<b>1. Estimated Number of People Who Moved</b>	479348	<b>3.3. Destination of Zimbabwean Immigration</b>	%
<b>2. Characteristics of People Who Moved</b>	%	Britain	36.8
<b>2.1. Gender Distribution</b>		United States of America	6.9
<b>Male</b>	61.6	Canada	3.4
Female	38.4	South Africa	"4.6"
<b>2.2. Residence Status before Departure</b>		Botswana	34.5
<b>Zimbabwean citizen:</b>		Other	13.8
By birth	94.3	<b>3.4. Main Reasons for Leaving</b>	
By naturalisation	5.7	Work-related factors	54.5
<b>2.3. Level of Certification</b>		Schooling/Education factors	24.7
<b>Other (Includes unspecified Diploma)</b>	4.8	Marriage or relationship	10.4
Vocational	8.5	Political	7.8
Polytech	28	Wander lust	2.6
Bachelor's	34.1	<b>3.5. Work-related Factors for Leaving</b>	
Master's	19.5	Availability of relevant jobs	11.4
PhD	4.9	Availability of jobs in general	10.1
<b>2.4. Field of Study</b>		Higher salaries	38
<b>Health Professions</b>	24.6	Chance to gain and/or develop skills	24.1
Engineering and applied sciences	23.1	Better career advancement opportunities	29.1
Farmers	4.6	Better perks	20.3
Clergy	1.5	Favourable exchange rate	32.5
Education	26.2	Others	0
Commerce	18.4	<b>3.6. Basis of Admission to New Country</b>	
Other	1.5	Holiday	28
<b>2.5 'Quality' Indicators</b>		Work permit	42.7
<b>Scholarships</b>	57.1	Student Visa	28
Prizes/Awards	61.8	Other	1.3
<b>3. PATHWAYS</b>	%	<b>3.7. Methods of Finding First Job</b>	
<b>3.1. Occupation in Zimbabwe Before Leaving the Country</b>		Advertisements (newspaper/internet)	21.2
<b>Working</b>	72.3	Personal connections	36.4
Schooling	19.9	Random application	13.6
Looking for employment	10.8	Recruitment by agencies	27.3
<b>3.2. Greater Province of Residence in Zimbabwe</b>		Other methods	1.5
<b>Mashonaland</b>	26.7	<b>4. Plans for the Future</b>	
Matebeleland	24.4	<b>4.1. Returning to Zimbabwe</b>	
Midlands	17.4	Intend to return to Zimbabwe	62.5
Masvingo	16.3	Do not intend to return to Zimbabwe	12.5
Manicaland	15.1	Do not know	25

## Annex 2.

### An ANALYSIS OF THE MACROECONOMIC FUNDAMENTALS AND THE TREND OF ZIMBABWEANS MOVING INTO THE DIASPORA

Figure 20 above, shows that from the 1985 –1989 to period 2000-2002 the number of people leaving Zimbabwe was increasing with time. While only 5.7% of the people who left the country did so during period 1985-1989, 45.7% left the country between 2000 and 2002. The period of this significant exodus coincides with that of the increase in the distortion of the economic fundamentals. It would appear that the declining economic performance of Zimbabwe might have influenced this trend. A poorly performing economy cannot adequately support a satisfactory standard of living of the population. This forces people to go into those countries that offer opportunities to improve one's standard of living. Table 31, below shows the annual growth rates of a few selected economic indicators.

**Table 31:** Various economic indicators for Zimbabwe, 1990-2000

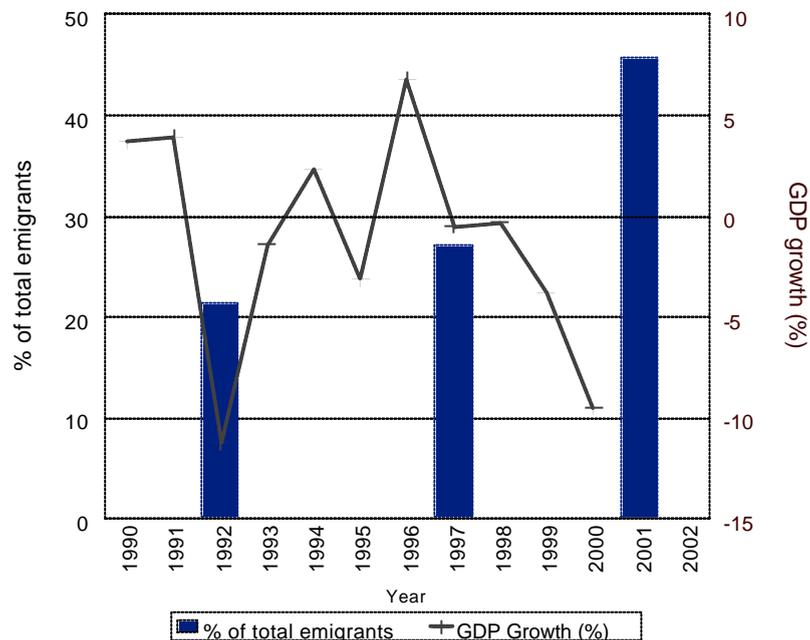
Indicator	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
Real GDP Growth (%)	3.7	3.9	-11.2	-1.4	2.3	-3.1	6.8	-0.5	-0.3	-3.8	-9.5
Employment growth (%)	2.2	4.3	-0.6	0.2	2.0	-1.9	2.8	3.9	1.9	-2.4	-6.0
Official Exchange rate*		5.1	5.5	6.4	8.4	9.3	10.8	18.6	37.4	38.1	55.1
Inflation (CPI)	29.8	36.8	52.3	66.7	81.6	100.0	121.4	144.3	190.1	301.3	469.6
Growth in real wages (%)		0.3	-16.3	0.0	0.3	12.6	23.8	-2.0	-19.6	-11.2	-
GDP per capita growth rates (%)	3.7	3.9	-11.2	-1.4	2.3	-3.1	6.8	-0.5	-0.3	-3.8	-
US\$ export growth (%)	-	1.8	-14.3	5.2	20.9	13.8	12.6	-2.9	-20.6	-	-
External Debt (% GDP)	-	43.6	60.9	66.7	65.4	60.4	58.1	57.3	80.0	-	-
Debt Service Ratio	-	23.5	30.0	30.0	25.0	19.8	17.6	18.0	28.0	-	-
Investment (% GDP)	17.4	19.1	20.2	22.8	23.5	19.4	23.3	19.9	17.1	14.8	-
Savings (% of GDP)	15.7	13.8	11.3	20.6	22.1	17.0	22.0	10.6	12.5	-	-

- Data not available

**Source:** The Central Statistical Office, Zimbabwe: Quarterly Digest of Statistics & National Accounts, Reserve Bank of Zimbabwe

## Economic (GDP) Growth

For the most part of the 1990s, real GDP growth was erratic. However, from 1997, a clear trend of economic decline is evident. The rate of growth of GDP decelerated from an annual average of 6.8% in 1996 to -11.9% in year 2002. The country's recession has become more pronounced with national output estimated to have declined by 19.3% from 2000 to 2002. Accompanied by a fall in GDP growth is a fall in per capita income, which caused a decline in overall living standards and a simultaneous exodus of human capital to other countries.

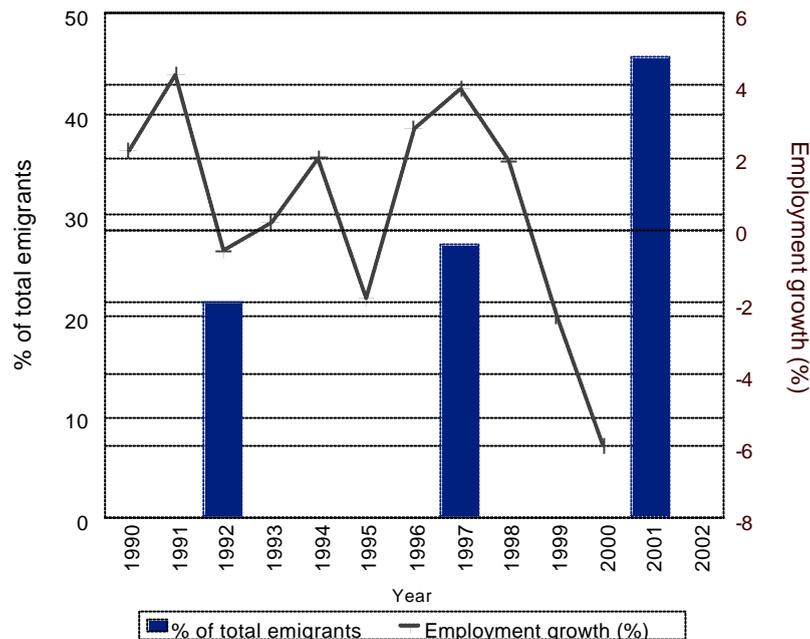


**Figure 21.** The relationship between emigration and GDP growth during 1990 - 2002.

The relationship between GDP and migration for the period from 1990 to 2002 is shown in Figure 21 above, which clearly shows that GDP growth has declined in parallel with the increase in the emigration of Zimbabweans.

## Employment

The rate of growth in employment decelerated from an annual average rate of 2.2% in 1990 to -6.0% in 2000. This is a reflection of the overall performance of the economic whose real GDP growth has also decelerated. The fall in the ability of the economy to absorb labour has seen Zimbabweans migrating abroad in search of employment.



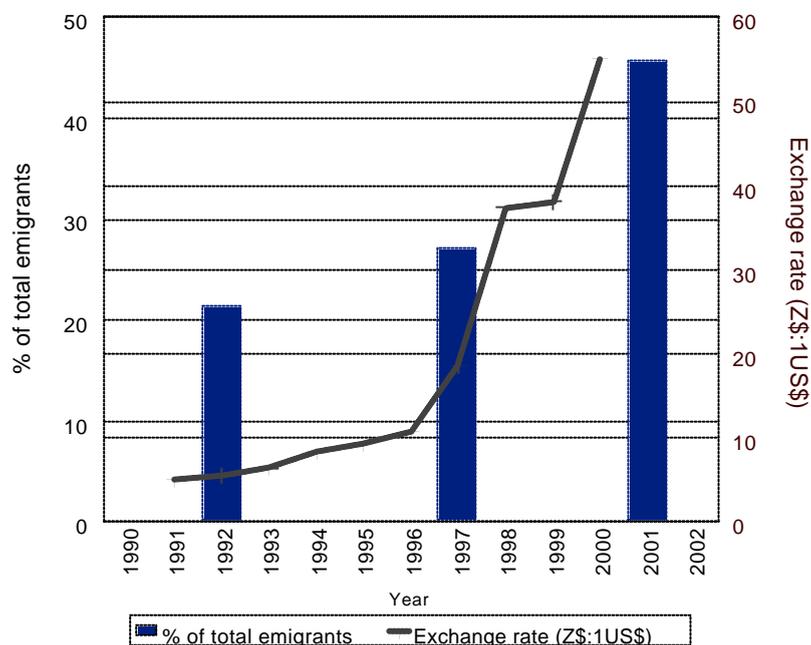
**Figure 22.** The relationship between migration and employment growth during 1990 - 2002.

Figure 22, shows that a fall in the level of employment was accompanied by an increase in emigration.

## The Exchange Rate

Zimbabwe used to devalue its exchange rate systematically during the early 1990s. The main objective for devaluing the exchange rate was to stimulate the production of tradable goods especially exports and thereby improve foreign currency reserves. In addition, the favourable price incentives arising from exchange rate depreciation were expected to result in higher exports. The devaluation of the Zimbabwe dollar against major trading currencies did not stimulate the competitiveness of all tradables as

anticipated, especially some of those minerals, whose prices did not improve due to excess supply. Instead, Zimbabwe has been dogged by shortages of foreign currency since the late 1990s. This saw the spontaneous development of the parallel market that offers exchange rates much higher than the official market rates. This weakened purchasing of our local currency compelled many Zimbabweans to go and work abroad since the Diaspora salaries expressed in local currency, were much higher than those of their counterparts at home in similar or even more superior jobs. This explains why about a third of the respondents indicated that they had left the country because of the exchange rate.



**Figure 23:** The relationship between migration and the currency exchange rate.

The relationship between emigration and the exchange rate is shown in Figure 23. Devaluation and emigration moved in parallel from 1990 to 2002. It should be mentioned that this analysis refers to the official exchange rate, which is lower than the movement in the parallel market rate.

The driving force behind the exchange rates has been the shortage of foreign currency in our financial markets.

The value of the Zimbabwe dollar to the US dollar was much lower on the parallel market compared to the official market. The parallel

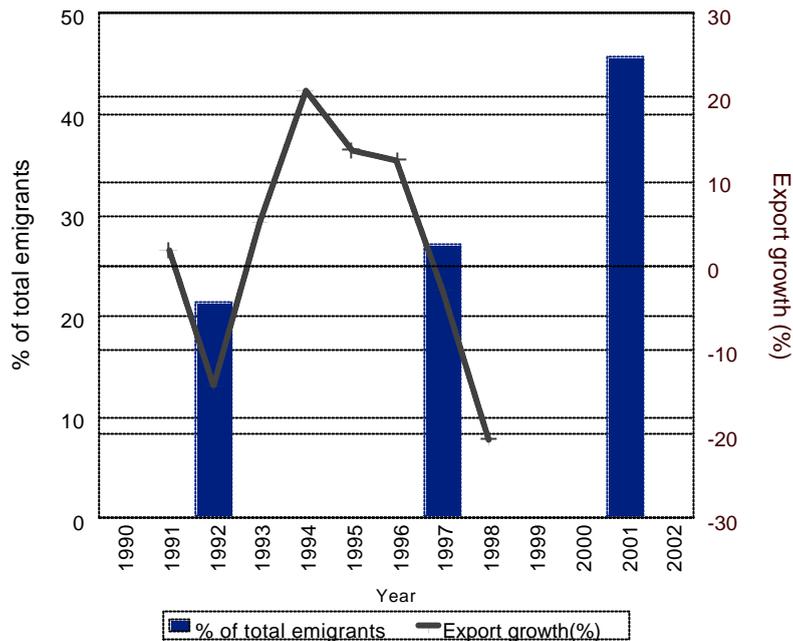
market thus acted as negative factor to make Zimbabweans to emigrate, as they saw their friends who had US dollars, being able to buy houses and other needs more easily.

### **Export Performance**

The Zimbabwe Economy had a poor export performance during the late 1990s. In US\$ terms, export growth has been negative since 1997. The poor performance of exports has been attributed to the lack of an export culture, current low productivity and the lack of macro-economic stability, with inflation currently running at over 200%. This undermines competitiveness. The export promotion measures put in place (e.g. the establishment of Export Processing Zones) since 1995 have failed to stimulate exports. The poor export performance of the economy has seen the foreign currency reserves dwindle to a level equivalent to 1 months of import cover in 1998 from 4.5 months' cover in 1995. At the end of November 1999, the import cover was a matter of days.

In the same vein, Zimbabwe's external debt had spiralled from 43.6% of GDP in 1991 to 80% of the same in 1998. This high indebtedness has significantly sacrificed Zimbabwe's development agenda. The debt service ratio, which had fallen from 30% in 1993 to 17.6% by 1996, subsequently rose sharply to 28% by 1998.

The poor performance of the export sector that resulted in the shortage of foreign currency has constrained economic growth and the ability of the economy to create jobs.



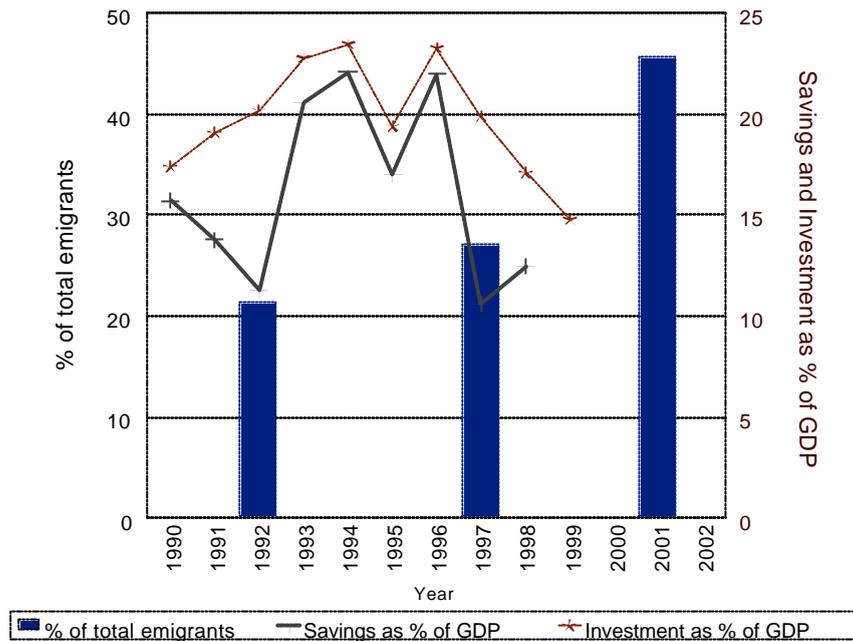
**Figure 24:** The relationship between emigration and export growth

Figure 24 shows a correlation between export performance decline and emigration. As the export growth went down, this seemed to have made more people to emigrate.

### Savings and Investment

The mobilisation of savings is desirable in any economy as it leads to higher investment levels and consequently, growth. Government had targeted a domestic savings level of 25% of GDP. The share of national savings in GDP initially declined from 13.8% in 1991 to 11.3% in 1992. Thereafter, it rose to 22.1% of GDP by 1994, before fluctuating on an annual basis. By 1998, national savings had declined to 12.5% of GDP.

Investment as a share of GDP increased consistently from 19.1% in 1991 to 23.5% by 1994. Thereafter, it fluctuated widely on an annual basis. By 1998, investment represented only 17.1% of GDP, against a target of 25%. The failure to mobilise savings has had negative implications on Zimbabwe's economic growth and ability to create employment.



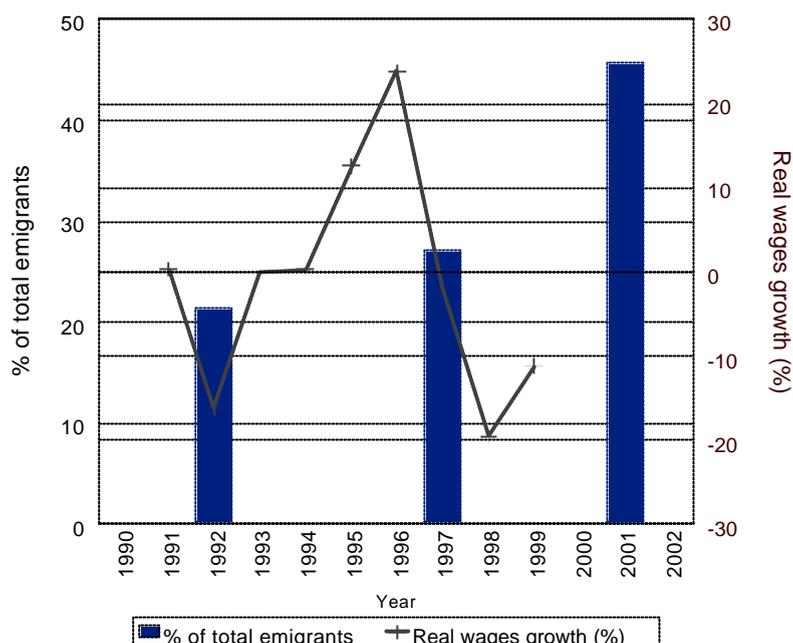
**Figure 25:** The influence of savings and investment on emigration.

Figure 25, shows that as savings and investment were declining, more and more people left the country. This decline in savings and investment could have been a result of the fact that the emigrants may have been the ones owning the savings and making the investments. They may have withdrawn their savings at the time they left the country. The study has shown that a number of respondents left the country in search of employment abroad.

## Real Wages

In virtually all sectors of the Zimbabwe economy, real wages have declined. The growth in real wages that peaked to 23.8% in 1996 fell to -11.2% in 1998. With the rise in inflation, the real wages are likely to decline by a much bigger percentage. In December 1999, the minimum wages in prescribed sectors were only 30% of the Poverty Datum Line of \$6327.<sup>1</sup> In general, incomes across sectors and occupations have been eroded by spiralling inflation. This has resulted in the deterioration of the standard of living of Zimbabweans. This could also explain the rising trend in the number of people who are leaving the country as shown in Figure 26 below.

<sup>1</sup> The Poverty Datum Line used is for a family of six, two parents and four children.



**Figure 26.** The relationship between emigration and real wage growth.

### Productivity (real value added per worker)

**Table 32:** Productivity growth rates by sector (1991 – 1999)

Year	Sector										All sectors
	Agriculture	Mining	Manufacturing	Electricity	Construction	Finance	Distribution	Transport	Education	Health	
1991	-3.7	3.0	5.9	-7.8	-5.8	0.1	1.8	-1.9	0.0	1.5	-0.7
1992	-22.2	-0.5	-1.8	6.2	-5.7	-1.1	-5.0	16.3	-0.1	4.8	-0.9
1993	17.8	1.1	3.4	-8.2	-2.9	3.4	3.8	0.8	0.0	10.2	2.9
1994	5.6	3.2	-3.5	0.8	6.6	-2.8	-2.4	3.1	0.0	21.4	3.2
1995	-8.8	-5.5	-0.3	-11.2	-9.7	7.3	10.2	27.2	-0.1	-5.7	0.3
1996	15.3	-5.3	16.2	-24.7	3.8	-1.3	5.9	21.2	0.2	-8.0	2.3
1997	0.9	0.6	-8.0	-4.5	15.7	-17.2	-2.4	-1.0	0.0	-25.5	-4.1
1998	8.1	4.8	-7.9	-20.3	4.7	-0.1	-5.0	1.4	0.0	-4.6	-1.9
1999	6.6	-2.5	-1.3	-1.8	13.5	-11.2	-0.1	18.9	1.4	1.7	2.5
<b>Average for the period</b>	<b>2.2</b>	<b>-0.1</b>	<b>0.3</b>	<b>-8.0</b>	<b>2.2</b>	<b>-2.5</b>	<b>0.8</b>	<b>9.5</b>	<b>0.2</b>	<b>-0.5</b>	<b>0.4</b>

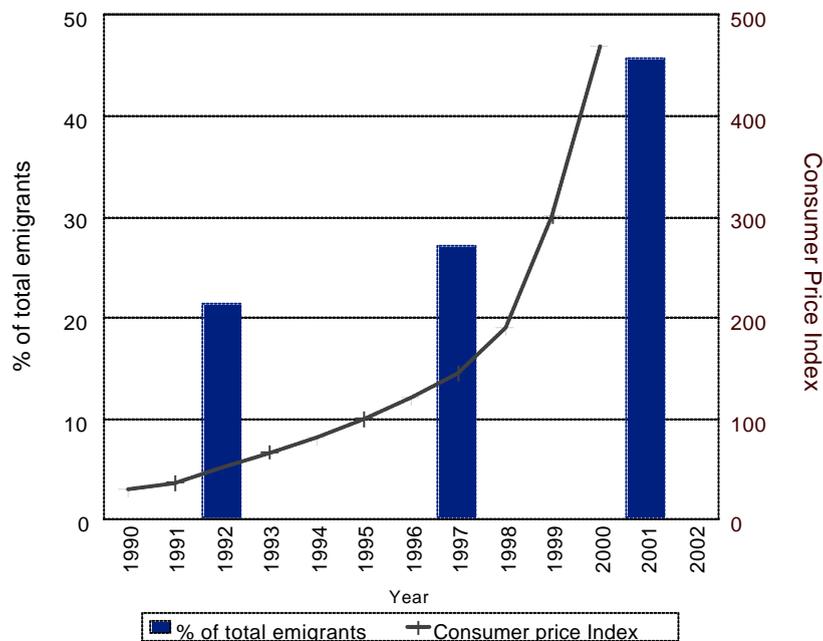
**Source:** Calculated from Quarterly Digest of Statistics (various issues). (1991 – 1999)

Table 32 gives average annual real output growth per employee for the period 1991 to 1999 for various sectors of the economy. The rates show that for sectors such as mining, electricity, finance and health, average productivity declined. The transport sector

registered the highest growth in productivity followed by agriculture and construction. The remainder of the sectors had positive productivity growth rates less than one. Growth in real productivity makes possible the growth in real salaries and wages. This trend thus shows that the real growth in wages in Zimbabwe has been slowing down hence some respondents gave the search for better salaries as their reason for leaving the country.

## Growing Vulnerability, Poverty, Inequity and Marginalisation

The increase in the incidence of poverty appears to have contributed to the increasing trend of emigration by Zimbabweans. Studies carried out by the Central Statistical Office (1998) and the Ministry of Public Service, Labour and Social Welfare (1995) suggest that the incidence of poverty in Zimbabwe has increased. The CSO study found that between 1990/91 and 1995/96, the incidence of poverty increased from 40.4% to 63.3%<sup>2</sup>. The study by the Ministry of Public Service Labour and Social Welfare found that 61% of households live in poverty and 45% in extreme poverty. The poverty was mainly attributed to unemployment or retrenchment. Besides, the high cost of living has worsened the plight of many Zimbabweans.



<sup>2</sup> Here, the incidence of poverty is measured in terms of the number of households (and not people) whose incomes cannot meet the basic requirements for living.

## Figure 27. The relationship between emigration and the Consumer Price Index

Figure 27, shows that as inflation increased (i.e. real wages falling), and hence a rise in the consumer price index, the number of Zimbabweans emigrating also increased. It was apparently the inability to make ends meet that compelled many of these emigrants to leave the country.

## Budget Deficit and Its Financing

**Table 33: Budget Deficit and its Financing (Z \$millions)**

Year ended 30 June	Revenue & Grants	Total Expenditure Including net Lending	Deficit (-) Surplus (+)	Financed by Net Borrowing			Net Foreign Borrowing	Total Financing	Budget Deficit as % of GDP
				Bank	Non-Bank	Total			
1990	5308.0	6445.7	-1137.7	58.9	877.3	936.2	201.5	1137.7	5.0
1991	6758.8	8355.5	-1596.7	140.3	1362.1	1502.4	94.3	1596.7	6.1
1992	9363.8	11073.1	-1709.3	208.1	1112.8	1320.9	388.4	1709.3	5.4
1993	10763.9	13408.4	-2644.5	416.7	862.0	1287.7	1365.8	2644.5	6.8
1994	13676.0	15810.8	-2134.8	1985.4	-209.1	1776.3	358.5	2134.8	4.2
1995	16514.3	21813.5	-5791.6	5153.3	360.5	4792.8	989.5	5791.6	12.2
1996	20876.6	26024.0	-5147.4	4111.6	139.1	3972.5	1174.9	5147.4	7.7
1997	27289.6	32366.4	-5076.8	5006.0	161.8	5167.8	-91.0	5076.8	8.2
1998 <sup>3</sup>	59095.4	69722.8	-10627.4	1355.3	-18.1	13535.5	-2908.2	10627.4	5.5
1999 <sup>4</sup>	60707.5	79638.4	-18930.9	24457.8	-639.9	23825.9	-4895.0	18930.9	7.7
2000	91341.6	162309.7	-70968.1	69917.1	-1683.9	68233.2	2734.9	70968.1	24.1

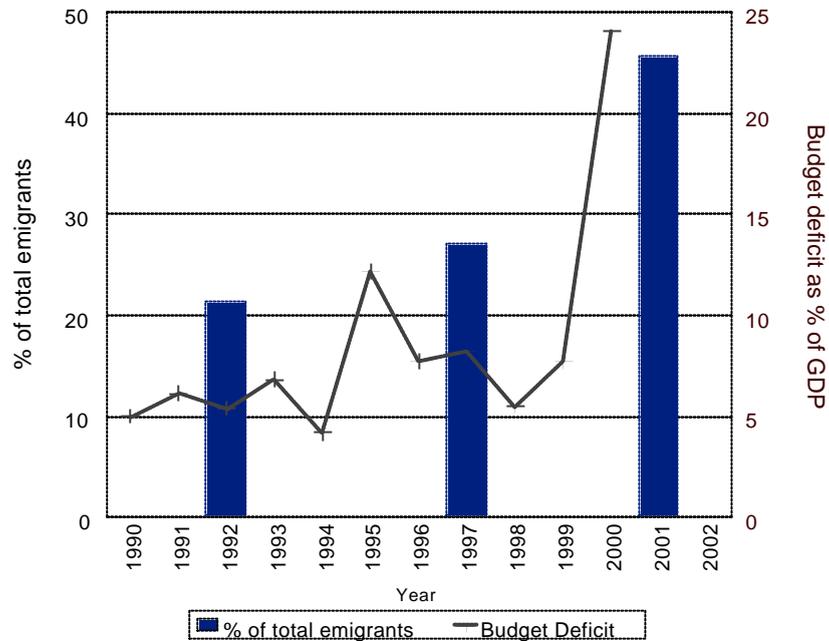
**Source:** Reserve Bank of Zimbabwe, *Monthly Review June 1990 - 2000*

At the inception of ESAP, the Government of Zimbabwe's target was to reduce budget deficit from 6.1% of GDP in 1990/91 to 5% by 1994/95. This objective was not achieved. On the contrary, the budget deficit increased from the 6.1% of GDP in 1990/91 to 12.2% of GDP in 1995. In fact, the objective to reduce the deficit was further exacerbated by the decline in tax revenues, while recurrent expenditures continued to rise. The tax ratio has declined from 39% of GDP in 1990 to 28% in 1995. This has resulted from the narrowing tax base, reduction in individual tax from a top marginal rate of 60% in 1990 to 40% by 1995, with company taxes falling from 50% to 37.5% during the respective periods, the drought and recession of 1992, closing of companies and retrenchments.

<sup>3</sup> For the 18 month period from July 1997 to December 1998

<sup>4</sup> For the fiscal year January 1999 to December 1999

Beyond 1995, the government in its subsequent budgets introduced tax concessions that further put pressure on the budget deficit. From 1996, the budget deficit was consistently above 5% of GDP, rising to 24.1% in 2000. It eased to 8.2% in 2001, but again rose to 17.8% in 2002. The budget deficit is expected to rise beyond 20% of GDP in 2003.



**Figure 28.** The relationship between emigration and Zimbabwe’s budget deficit.

Figure 28, shows a positive correlation between migration and Zimbabwe’s budget deficit. The high budget deficit saw a rapid rise in inflation and high cost of borrowing money for the productive sector. The latter resulted in retrenchments and a rise in unemployment and brain drain.

### **Annex 3.**

#### **AN OVERVIEW OF THE DATA COLLECTION AND ANALYSIS EXERCISE**

A postal survey was the key technique used for this study. The choice of the technique was a consequence of the scatteredness of the sampling units. The Zimbabweans in Diaspora are scattered all over the world and therefore the use of postal survey techniques becomes necessary. However, when one looks at the people in Diaspora, especially by legal status, the numbers that are illegally living in a certain country surpasses the number of the legal immigrants, especially in Botswana and South Africa.

In this study the questionnaires were sent through the respective embassies in the countries in Europe and America, and these embassies forwarded the questionnaires to the respondents who are in their data base. Figures from various embassies show that the number of legal immigrants constitutes a very small percentage of the Zimbabweans in that country. Similar studies have estimated that the legal component can be as low 20%, implying that over 80% are illegal more so for the United Kingdom and South Africa. Given this background, it should be noted that the sampling was based on the legal immigrants living in the Diaspora. This was so because most of the illegal immigrants will not want to expose their whereabouts for fear of deportation when found. Those conducting mail surveys for the first time are sometimes surprised to get lower than expected response rates. Mail response rates of 1% to 2% are very common for this type of study, and can mean a successful mailing for a Diaspora study.

Market research surveys are usually higher, with 10% to 15% response rates being common. Surveys covering high involvement products or socially burning issues, typically have response rates of 30% - 35% obtained with little extra effort. This study, with the political and cross-border travel connotations associated with it, would be likely to result in an even lower response rate, if no extra incentives and follow-ups are included. Inclusion of disclaimers did not provide an adequate stimulus for people to participate in the survey.

## Why are Responses Low?

There are a number of reasons why mail surveys have lower response rates than interviewer-based surveys. In the case of this study the following reasons probably contributed to the low response rate:

- Limited direct encouragement to complete the survey questionnaire since the bulk of the mailing was done mainly through the embassies.
- Most of the legal immigrants in Diaspora have busy schedules that make surveys a low-priority item for them.
- Absence of incentives to entice participation.

In addition, the situation was further compounded by the lack of an adequate or complete sampling frame. The complete listing of the target emigrants could not be found, except for the legal immigrants. The snowball technique was employed to expand the catchment beyond the primary survey questionnaire recipient. The embassies were encouraged to send two or three questionnaires to the listed respondents with the instruction to pass on the other questionnaires to some respondents that they know. This worked to an extent but not in all the Diaspora countries.

Using these different sources of information, attempts were made to contact as many Diasporans from a total of 1000 questionnaires that were evenly distributed among the targeted countries. Since this was not a specific sample size, we could not attach a weight to each of the respondents. The principle behind estimation in a probability sample is that each person in the sample “represents,” besides himself or herself, several other people not in the sample. The weighting phase is a step in which the number of individuals in the population represented in the record is calculated. This number is known as the weight and is used to derive meaningful estimates from the survey.

The weight attached to each record is the product of two factors, a basic sampling weight derived from the population and an adjustment to account for non-response. In sample surveys, since inference is made about the entire population covered by the survey on the basis of data obtained from only a part (sample) of the population, the results are likely to be different from the “true”

population values. The true population values in this context refer to the values that would have been obtained had the entire population been surveyed under the same conditions. The error arising from drawing inferences about the population on the basis of information from the sample is termed “sampling error.”

As in any sample survey, some of the estimates are subject to sampling error or are based on too small a sample to be statically reliable. Guides to the potential size of sampling errors are provided by the estimated coefficients of variation (CV). The quality of the estimate increases as the corresponding CV decreases. In the present study, all this could not be established due to the absence of a register of all Diasporans.

### **Further Efforts that were Used to Improve Response Rates**

There were a number of considerations that were employed in the study to improve the response rate. They included:

- Advance notices and telephone calls were made to alert respondents that a mail survey is coming. This is mainly used when a mail methodology is required to address the research objectives. Low response rates were anticipated.
- A few weeks after the questionnaires were sent, reminder notices and telephone calls were made to those who had not responded. Notices are one of the least expensive methods to boost response rates. They posed a number of problems because of the poor database that was in place.
- Affiliations with NGOs or community organizations also improved the sample size and credibility of the survey.

It is because of the above highlighted limitations that the study achieved the reported and arguably low numbers. We believe the numbers from the survey represent an underestimation of the reality on the ground. However, for analysis purposes some of the weighting used incorporates the estimated number of illegal immigrants in the respective countries.