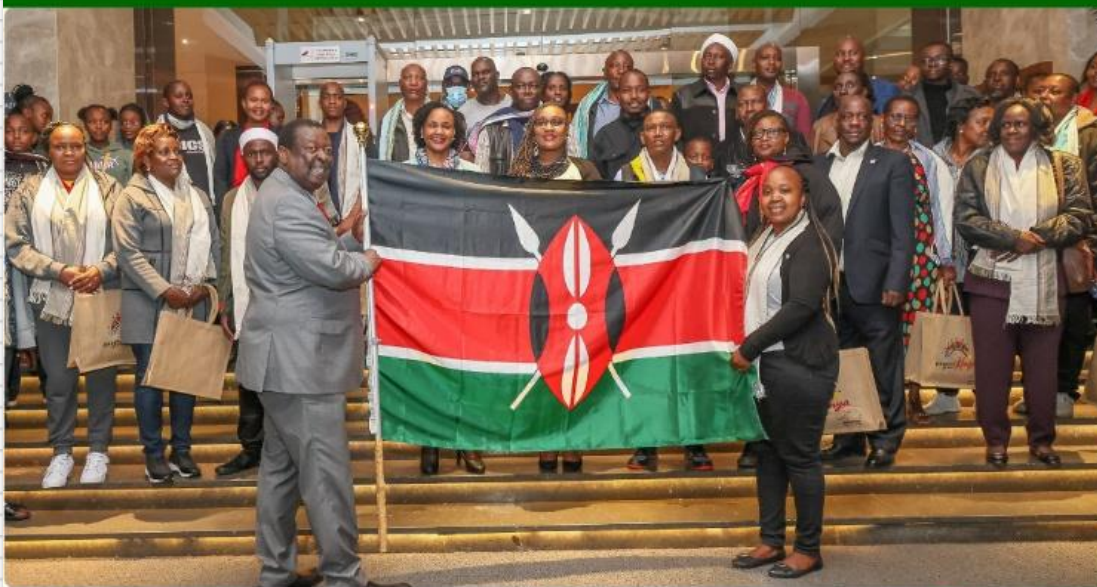




OFFICE OF THE PRIME CABINET SECRETARY &
MINISTRY OF FOREIGN AND DIASPORA AFFAIRS
STATE DEPARTMENT FOR DIASPORA AFFAIRS

COMPREHENSIVE KENYA DIASPORA GROWTH STRATEGY 2024-2027



肯尼亚是东非和中非
主要的区域商业中心
和咖啡是传统的经济作物
Kenya's economy is the
central Africa, with Nairobi
global commercial hub.
sector: tea and coffee a

TABLE OF CONTENTS

TABLE OF CONTENTS.....	i
FOREWORD	ii
PREFACE AND ACKNOWLEDGEMENTS	iii
ABBREVIATIONS AND ACRONYMS.....	iv
1.0 INTRODUCTION	1
1.1 Background	1
1.2 Conceptual Framework.....	1
1.3 Rationale for the Strategy	2
1.4 Strategic Objectives	2
2.0 SITUATION ANALYSIS	2
2.1 Overview	2
2.2 Global and Regional Trends	3
2.3 National Trends and Diaspora Profile.....	3
2.4 Achievements and Enablers	4
2.5 Challenges and Structural Gaps.....	4
2.6 Strategic Opportunities	5
2.7 Lessons from Previous Engagements.....	5
3.0 STRATEGIES	5
3.1 Growth in Diaspora Population Abroad	5
3.2 Diaspora Welfare and Protection.....	6
3.3 Diaspora Investments and Remittances	7
3.4 Diaspora Enterprises and Professionals Abroad	8
3.5 Growth in Diaspora Engagements and Involvement in Nation Building	8
3.6 Enhanced Uptake of Government Services.....	9
4.0 IMPLEMENTATION FRAMEWORK	9
4.1 Coordination Framework.....	9
4.2 Resource Mobilization.....	10
4.3 Communication.....	10
4.4 Monitoring and Evaluation.....	10
4.5 Risk analysis and Mitigation	10

FOREWORD



The Comprehensive Kenya Diaspora Growth Strategy 2024-2027 reaffirms the Government's commitment to protect the rights and promote the welfare of the diaspora while facilitating their participation in national development.

In recognizing this immense potential, the Government of Kenya is committed to strengthening engagement with the diaspora to ensure that they are supported and fully integrated into the country's development agenda. This necessitates a structured framework to engage, protect, and empower the diaspora while fostering their seamless integration into Kenya's socio-economic transformation agenda. The Department has therefore developed the Growth Strategy in line with the Bottom-Up Economic Transformation Agenda (BETA) and State Department for Diaspora Strategic plan 2023-2027.

This Growth Strategy aims to expand employment opportunities, facilitate diaspora investments in Kenya, enhance remittances and increase the involvement of the diaspora in nation building through ingenuities such as knowledge, skills and technology transfer, CSR and philanthropic initiatives at both national and county levels, as well as strategic support that facilitate the diaspora to prosper abroad. The Strategy provides key interventions, including comprehensive registration and mapping of the diaspora, financial inclusion through targeted investment products, seamless access to government services, and enhanced welfare initiatives such as social protection and healthcare coverage.

The realization of this Strategy requires a multi-sectoral and collaborative approach, involving government ministries, Development Partners, financial institutions, private sector players, and diaspora associations. By fostering strong institutional linkages and leveraging international partnerships, we can ensure that Kenyans abroad fully participate in national development while also benefiting from well-structured support systems.

As we embark on this journey, I encourage all stakeholders to actively participate in implementing the Strategy. This will not only ensure a coherent approach to diaspora service delivery by Government, but also create an enabling environment for diaspora contribution in national development.

Hon. Dr. Musalia Mudavadi, E.G.H.
Prime Cabinet Secretary and
Cabinet Secretary for Foreign and Diaspora Affairs

PREFACE AND ACKNOWLEDGEMENTS

The Comprehensive Kenya Diaspora Growth Strategy 2024-2027, is a transformative blueprint designed to strengthen diaspora engagement, foster socio-economic development, and enhance service delivery to Kenyans abroad.

This strategy focuses on seven key objectives, including comprehensive diaspora registration, investment facilitation, enhanced access to citizen services, expanded employment opportunities, and improved social protection mechanisms. It underscores the government's commitment to ensuring that Kenyans abroad enjoy seamless access to essential services while actively contributing to Kenya's development agenda. A key feature of this strategy is the establishment of a dynamic diaspora database, enabling targeted interventions in areas such as financial inclusion, international job placement, and the protection of diaspora rights. Additionally, the government is working towards strengthening Bilateral Labour Agreements (BLAs), improving remittance efficiency, and fostering strategic partnerships with private sector stakeholders to create a more enabling environment for diaspora investments.

I extend my heartfelt appreciation to H.E. President William Ruto for prioritizing diaspora affairs as a key pillar of national development, and to Hon. Dr. Musalia Mudavadi, E.G.H., Prime Cabinet Secretary and Cabinet Secretary for Foreign and Diaspora Affairs, for his visionary leadership and unwavering support in advancing the Kenyan diaspora agenda. Special thanks to our Principal Secretary, Ms. Roseline Kathure Njogu, CBS, for her pivotal role in spearheading the formulation of this Strategy. Additionally, I recognize the Planning Department and all technical officers whose commitment and expertise have been instrumental in shaping this document. Their insights and recommendations have enriched this strategy, ensuring it aligns with the aspirations and needs of Kenyans living abroad.

Roseline Kathure Njogu, CBS
PRINCIPAL SECRETARY



ABBREVIATIONS AND ACRONYMS

AIR	: African Institute for Remittances
BETA	: Bottom-up Economic Transformation Agenda
BLAs	: Bilateral Labor Agreements
CBK	: Central Bank of Kenya
IEBC	: Independent Electoral and Boundaries Commission
SDDA	: State Department for Diaspora Affairs
DPA	: Diaspora Placement Agency

1.0 INTRODUCTION

The Comprehensive Diaspora Growth Strategy aims to grow the diaspora in various spheres such as diaspora population, investment and remittances, protection and welfare, diaspora enterprises abroad, diaspora engagements, uptake of government services, and diaspora visibility in Kenya. This is in line with the government Bottom-Up economic Transformation Agenda (BETA) to grow diaspora remittances and population.

The Strategy is one of the outcomes of the Retreat of the High Ranks of Government that was held in Naivasha in March, 2024.

1.1 Background

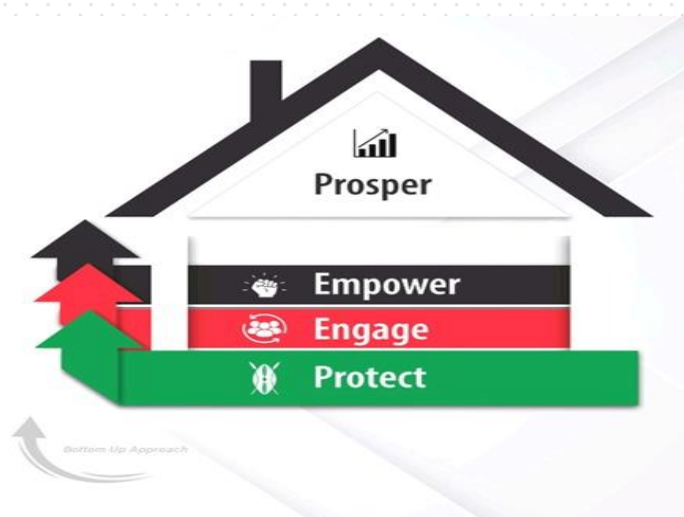
There are over four million Kenyans living in the Diaspora as a result of migration often triggered by political, social and economic factors. Generally, the diaspora is categorized into lived, ancestral, next generation, returning, affinity and refugees diaspora.

The main skills and sectors that have attracted Kenyans to diaspora include machine operators, security, drivers, aviation, oil and gas, engineers, animal husbandry, police, domestic helpers, nurses, construction, caregivers, healthcare workers, hospitality, educators, finance and gardeners.

Their preferred destinations are mainly the US, Canada, UK, Australia, Europe, and the Gulf Cooperation Council (GCC) countries, South Africa, Uganda, Tanzania, Rwanda, South Sudan, Somalia and Botswana. In addition, Kenya has a wide migration footprint across the globe resulting in increased Diaspora remittances which stood at USD 4.95 billion in 2024 (CBK, 2025).

1.2 Conceptual Framework

The Strategy is conceptualized around protecting, engaging and empowering Kenyans in the diaspora to realize their growth in all spheres, in line with the Kenya Diaspora Policy 2024 and the Kenya Foreign Policy 2024



1.3 Rationale for the Strategy

The diaspora is an integral part of the Kenyan socio-economic and political fabric, whose rights and fundamental freedoms are recognized and protected by the Constitution. It is estimated that since 2014, the number of diaspora has grown threefold to stand at approximately four million in 2022 (IOM, 2022). This diaspora population comprises first, second and third-generation migrants and has resulted in a community with new and divergent demands. The growth in numbers has been accompanied by a greater contribution to Kenya's socio-economic transformation as witnessed through a significant increase in remittances which rose from approximately USD 1.17 billion in 2012 to USD 4.94 billion in 2024 (CBK, 2025). Consequently, the Kenyan Government recognizes the centrality of the diaspora and has put in place mechanisms to mainstream and empower Kenyans abroad to thrive and participate in nation building.



government strategy. This gap has therefore necessitated the development of a Comprehensive Diaspora Growth Strategy to bolster the Kenyan diaspora numbers, enhance their welfare and rights and enhance diaspora participation as well as their visibility.

1.4 Strategic Objectives

The objectives of the Strategy are to:

1. Grow the Kenya diaspora population abroad;
2. Enhance protection of rights, welfare and interests of the diaspora;
3. Enhance diaspora investments, remittances and influence; and
4. Enhance diaspora engagements and involvement in nation building.

2.0 SITUATION ANALYSIS

2.1 Overview

Kenya's diaspora, currently estimated at over four million individuals, represents a dynamic and vital extension of the nation's socio-economic fabric. This diaspora population, which includes lived, ancestral, next-generation, returning, affinity, and refugee categories, is distributed across

nearly every continent. With destinations ranging from North America, Europe, the Gulf Cooperation Council (GCC) countries, and Southern Africa to regional neighbors such as Uganda and South Sudan, Kenyans abroad are significantly contributing to national development through remittances, investments, professional networks, and cultural diplomacy. In 2024, diaspora remittance inflows reached a record USD 4.95 billion, cementing their place as Kenya's top foreign exchange earner (CBK, 2025). Despite this impressive figure, a strategic gap has persisted in coherently organizing and scaling diaspora engagement, growth, and protection, necessitating this Comprehensive Kenya Diaspora Growth Strategy.

2.2 Global and Regional Trends

The landscape of international migration has been evolving steadily, with significant implications for diaspora policy and engagement. Globally, more people than ever are moving across borders due to economic opportunities, political instability, climate change, and the digital economy. Countries such as India, China, the Philippines, and Israel have successfully leveraged their diaspora to spur domestic growth, attract investment, and shape foreign policy. These countries have implemented robust diaspora strategies that include consular protection, labor export programs, remittance facilitation and investment incentives among others.

In Africa, the African Union has formally recognized the diaspora as the “sixth region” of the continent, underlining its development potential and cultural significance. Regional economic blocs such as the East African Community (EAC) and IGAD have also prioritized diaspora engagement, particularly through labor mobility frameworks and engagement initiatives. Within this broader context, Kenya is well-positioned to become a continental leader in diaspora diplomacy and diaspora-led development, provided it establishes coordinated and scalable mechanisms for growth and engagement.

2.3 National Trends and Diaspora Profile

Kenya's diaspora has evolved in both scale and character over the past decade. What was once a modest population of students and professionals has now grown to include a broad spectrum: highly skilled workers in health, education, finance, ICT, and engineering; semi-skilled laborers in construction, hospitality, caregiving, and domestic service; entrepreneurs and investors operating in both host and home countries; and second- and third-generation Kenyans abroad navigating dual identities. There is also a rising trend in student migration and political participation among Kenyans abroad.

These diverse profiles are mirrored in a wide geographic spread, with major concentrations in the United States, Canada, the United Kingdom, Australia, and key Gulf countries such as Qatar, UAE, and Saudi Arabia. Additionally, regional hubs like South Africa and East African neighbors continue to receive substantial Kenyan migrant populations. This distribution has contributed to a consistent rise in remittance inflows and increased interest in diaspora-oriented investment, real estate, and philanthropy. However, this growth remains largely organic and unstructured, lacking a strategic framework to optimize its impact.

2.4 Achievements and Enablers

The establishment of the State Department for Diaspora Affairs (SDDA) in 2023 marked a pivotal shift in Kenya's approach to diaspora engagement, elevating the issue to a central government priority. This institutional development was complemented by the release of the Strategic Plan (2023–2027) and the Kenya Diaspora Policy 2024, both of which outline a vision for diaspora empowerment, protection, and prosperity.

Several concrete achievements have emerged from these reforms. Kenya has enhanced the provision of mobile consular services, digitized key services through platforms such as e-Citizen, and initiated diaspora-centric financial products such as the Dhow CSD platform for government securities. The country has also hosted multiple diaspora investment forums and is progressively negotiating Bilateral Labor Agreements (BLAs) to safeguard migrant workers. These steps demonstrate an encouraging shift toward structured diaspora engagement, though significant gaps remain in implementation, scale, and sustainability.

2.5 Challenges and Structural Gaps

Despite these milestones, multiple structural and systemic challenges continue to hinder full diaspora integration into national development. Foremost is the lack of a comprehensive and integrated diaspora database. The absence of accurate, real-time data limits the ability of the government and partners to plan, allocate resources, or design tailored interventions. Without clear visibility into diaspora demographics, skills, interests, and challenges, strategic planning remains reactive rather than anticipatory.

Another major concern is the limited protection and welfare mechanisms for Kenyan migrant workers. Many continue to face labor exploitation, contract substitution, poor working conditions, and limited access to legal and consular support—especially in parts of the Middle East and Asia. Existing bilateral agreements are often not fully enforced, and Kenya's labor migration legal framework is still in need of a coherence and enforcement capacity needed to guarantee migrant safety and dignity.

Additionally, high remittance transaction costs—estimated at 4%–6%, depending on the corridor—continue to deter larger inflows and limit the economic multiplier effect of remittances. The average cost remains above the Sustainable Development Goal (SDG) target of 3%. Parallel to this, regulatory bottlenecks such as lack of mutual recognition of academic and professional qualifications, difficulties in transferring social benefits, and returnee discrimination further complicate the diaspora experience.

Another key challenge lies in diaspora disengagement, particularly among second- and third-generation Kenyans abroad. Many younger diaspora members lack structured entry points for civic or economic engagement with Kenya. Political participation is also limited—only 12 countries had diaspora voting stations during the 2022 elections, and voter turnout was low. There is a growing mistrust between segments of the diaspora and government institutions, often stemming from inadequate communication, unmet expectations, or bureaucratic inefficiencies.

2.6 Strategic Opportunities

Amid these challenges lies a wealth of opportunities that, if harnessed, could unlock the diaspora's full potential. Youth engagement is one such frontier. Targeted outreach, dual-identity programs, and digital storytelling can help Kenya build enduring relationships with younger diaspora generations. Collaborations with educational institutions, alumni associations, and professional networks could foster mentorship, internships, and skills exchanges.

Technology and digital platforms offer another transformative avenue. Tools like the Diaspora Integrated Information Management System (DIIMS), if properly implemented, can revolutionize data-driven diaspora governance. Additionally, the rollout of e-services and virtual town halls can increase accessibility and reduce bureaucratic friction.

Investment incentives and diaspora-specific financial products present a compelling opportunity to channel remittances into productive investment rather than consumption. Diaspora bonds, SACCO integration, real estate partnerships, and fintech solutions could unlock large-scale capital for national development.

Kenya's diaspora can also play a larger role in foreign policy, trade promotion, and cultural diplomacy. Diaspora ambassadors, cultural exchange programs, and Kenya-branded initiatives abroad can promote the country as a prime destination for tourism, education, and business. Moreover, the diaspora holds immense potential for humanitarian relief, philanthropy, and policy advocacy in times of crisis.

2.7 Lessons from Previous Engagements

Experiences from the implementation of the 2014 Diaspora Policy and more recent initiatives reveal important insights. Cross-sector coordination is vital: diaspora issues cut across foreign affairs, labor, finance, education, ICT, and health sectors. The creation of SDDA and its central role in this strategy reflects this need for whole-of-government collaboration.

Another key lesson is the importance of building trust through transparency, responsiveness, and consistent engagement. Mobile consular services and regular town halls have improved perceptions, but more must be done to institutionalize trust, particularly with returnees and long-established diaspora communities.

Finally, implementation capacity must match policy ambition. Previous plans require adequate funding and follow-through, with concerted efforts to eliminate bureaucratic inertia. Monitoring, evaluation, and learning (MEL) frameworks require strengthening, and resources allocated with discipline to ensure that policy translates into tangible results for Kenyans abroad.

3.0 STRATEGIES

3.1 Growth in Diaspora Population Abroad

The diaspora population will be increased through the following strategies:

3.1.1 Specific Strategies

- a) Establish partnerships with higher and tertiary education institutions that train Kenyan labor force for placement in international jobs
- b) Facilitate student exchange programmes with partner countries
- c) Promote scholarships and financial aid schemes through bilateral agreements and donor programs
- d) Establish Kenya Alumni Abroad Networks targeting young professionals with ancestral or parental ties to Kenya
- e) Develop frameworks for mutual recognition of certificates and skills to ease student transitions
- f) Internationalize Kenya professional services sector through signing of Mutual Recognition Agreements (MRAs)
- g) Lobby for lenient family re-unification visa programmes
- h) Facilitate Missions and Embassies to become centers for officiating marriages
- i) Develop an engagement framework for second and third generations of Kenyan diaspora
- j) Lobby for reduction in cost of regaining citizenship
- k) Collaborate with other MDAs and the private sector to identify and publicize existing programmes suitable for diaspora skill and technology transfer.
- l) Collaborate with universities and government research institutes to establish sabbatical positions for Kenyans in diaspora.
- m) Collaborate with the Ministry of Education to integrate ‘diaspora literacy’ into the Competency Based Curriculum.
- n) Liaise with authorized certificate-awarding institutions to tailor-make curricular for diaspora-led short courses
- o) Collaborate with professional and regulatory bodies to incorporate diaspora-led CSR activities into their Continuous Professional Development (CPD) programmes
- p) Facilitate Kenyan professional regulatory bodies to organize continuous professional development (CPD) programmes with corresponding bodies and peers abroad

3.2 Diaspora Welfare and Protection

The Government of Kenya anticipates an increase in the population of the Kenyan Diaspora more so with the gradual changes in the current migration patterns. This therefore necessitates the implementation of following strategies to safeguard the rights and well-being of the Kenyan diaspora in their various host countries.



3.2.1 Specific Strategies

- a) Establishment of Diaspora Offices in Missions serving large populations of the Kenyan Diaspora to better handle their matters.
- b) Establishment of Safe houses in regions that report high numbers of distress cases.
- c) In collaboration with other stakeholders, review existing labour related legal frameworks to strengthen the protection offered to Kenyan Migrant workers
- d) Develop and dissemination of legal awareness packages to the Kenyans locally to educate them on the legal requirements of various countries of destination.
- e) Strengthen partnerships to facilitate the rehabilitation and re-integration of distressed Kenyans migrants.
- f) Promotion of mental wellness among Kenyan Diaspora and their families back home
- g) Provision of Mobile Consular Services to Kenyans in the Diaspora
- h) In collaboration with relevant stakeholders, undertake continuous sensitization on matters of Human trafficking and smuggling of migrants.
- i) In collaboration with relevant stakeholders, facilitate the repatriation of Kenyans in distress and evacuation of Kenyans during times of crises and conflict.
- j) In collaboration with relevant stakeholders, provide comprehensive information and training during pre-departure orientations to prospective migrants on their rights and responsibilities, potential risks in destination countries, and available support mechanisms when in distress.

3.3 Diaspora Investments and Remittances

Anchored on the broader Kenya Diaspora Policy 2024 and other existing frameworks, this section focuses on growth in diaspora remittances, savings and investments. The following strategies will be critical in achieving this goal:

3.3.1 Specific Strategies

- a) Identify, document and disseminate credible diaspora investment alternatives
- b) In collaboration with relevant stakeholders, address key legal and regulatory bottlenecks that hinder diaspora investments
- c) Establish a robust diaspora investment protection mechanism to safeguard investor interests
- d) Champion issuance and uptake of diaspora infrastructure bonds
- e) Enhance diaspora visibility through diaspora specific investments
- f) Formalize and integrate diaspora SACCOs under SASRA
- g) Champion the reduction of remittance transaction costs
- h) In collaboration with other stakeholders, create incentives for diaspora investment
- i) Champion for review and negotiation of new avoidance of Double Taxation Agreements (DTAs) with host countries to protect diaspora income and encourage investment back home.

- j) Lobby financial institutions to develop bankable diaspora specific products
- k) In collaboration with relevant stakeholders, promote financial literacy among the diaspora and recipients of remittances

3.4 Diaspora Enterprises and Professionals Abroad

The Diaspora Growth Strategy will support the Kenyan Diaspora to thrive in their businesses, professions and careers in their host countries by employing the following strategies:

3.4.1 Specific Strategies

- a) Promoting linkages between local enterprises and diaspora owned enterprises
- b) Mainstream the diaspora in the Government procurement processes
- c) Promotion of diaspora professional associations
- d) Lobby for review of BLAs between Kenya and Foreign Governments for favorable employment terms for the Kenyans
- e) Promotion of diaspora success stories of Kenya in the diaspora through various media channels
- f) Identify and engage Kenyans diaspora in political offices and international bodies

3.5 Growth in Diaspora Engagements and Involvement in Nation Building

The growth in diaspora engagement and involvement in nation building seeks to increase and intensify the areas of interaction not only between the diaspora and the Government, but also the community in country of origin, in terms of actual feel and touch by bringing benefits of the diaspora to the community, as well as evoking interest in these communities and the involvement of the diaspora in socio-economic development of the communities they come from in Kenya.

3.5.1 Specific Strategies

The following strategies will be deployed to spur growth in diaspora engagement:

- a) Targeted diaspora engagements for higher level impact
- b) Establish a Mashinani engagement framework
- c) Encourage area specific diaspora initiatives.
- d) Deepen engagement with the Diaspora Associations and Diaspora SACCOs abroad
- e) Enhance multilateral engagements to position Kenya as a leader in diaspora matters
- f) Establish Diaspora lounge at the headquarters – a one-stop-zone for diaspora information and networking
- g) In collaboration with counties, establish Diaspora Community resource Centres at Sub-County level
- h) In collaboration with relevant stakeholders, establish Diaspora Museum at the headquarters.
- i) Enhance diaspora CSR and philanthropic initiatives at both national and county levels,

3.6 Enhanced Uptake of Government Services

Kenya Diaspora Growth Strategy focusses on mainstreaming the Kenyan Diaspora into national development. This will be achieved through the following strategies that will ensure high uptake of Government services and initiatives by the diaspora.

3.6.1 Specific Strategies

- Partner with the National Social Security Fund (NSSF) and other stakeholders to facilitate platforms for social benefits portability
- Collaborate with Ministry of Health to facilitate uptake of Social Health insurance Fund (SHIF) by the Kenyan diaspora
- Enhance awareness on access to Affordable Housing and Boma Yangu Programs by the diaspora.
- Enhance awareness on the Central Bank of Kenya's (CBK) Dhow CSD Platform for investment in Government securities
- Advocacy and awareness creation on the availability of Government online services through e-citizen.



4.0 IMPLEMENTATION FRAMEWORK

This chapter brings forth the coordination framework, resource mobilization strategies, communication and monitoring and evaluation framework for the strategy.

4.1 Coordination Framework

The strategy will be implemented through a multi-stakeholder coordinated approach, spearheaded by the State Department for Diaspora Affairs. The major stakeholders identified include

- State Department for Foreign Affairs
- The National Treasury
- State Department for Labor and Social Protection
- State Department for Medical Services
- State Department for Information Communication & Technology (ICT)

- Council of Governors (CoG)

4.2 Resource Mobilization

The financing objectives of the State Department will be geared towards assuring resource adequacy for the implementation of the Diaspora Growth Strategy. The resource mobilization strategy will consist of mobilizing funding from the National Government, Development Partners, Private sector (Public Private Partnership including the Diaspora). During the planning period, strategies will be developed that facilitate the realignment of resources to contribute to service delivery to the Kenyans in the diaspora. In this regard, efforts will be made to generate additional resources by advocating for higher budgetary allocation from the National Treasury.

4.3 Communication

The State Department for Diaspora Affairs will develop mechanisms for communicating the Growth Strategy to relevant stakeholders.

4.4 Monitoring and Evaluation

Monitoring and Evaluation of the Comprehensive Kenya Diaspora Growth Strategy is essential to ensure: implementation of activities, resources, outputs and outcomes is tracked; harmonized reporting and communication of results facilitated; and there is enhanced efficiency in planning and execution. Overall, the monitoring and evaluation framework for the strategy rests on measuring achievement of the strategy's goal. The framework should also track implementation of interventions under each strategic objective.

The M&E will entail quarterly and annual reporting. The quarterly reports should benchmark actual performance, sourced from quarterly reports from annual work plans, over set targets on key indicators. The annual reports will provide a more robust assessment as well as details on challenges, lessons learned and recommendations. Regarding evaluation, it is recommended that a final report be prepared at the end of the 5-year implementation period whose findings should inform the next planning cycle.

The Evaluation Report should assess the extent to which set objectives were met and the impact created at the end of the implementation period according to the strategic objectives. The evaluation will be informed to a large extent by the monitoring reports generated during implementation. The end term evaluation should be based on relevance, effectiveness, efficiency, impact and sustainability. The evaluation should also be based on the implementation framework.

4.5 Risk analysis and Mitigation

The State Department for Diaspora Affairs has identified risk factors that may hinder the implementation of the Diaspora Growth Strategy. It has also assessed their likelihood, impact and put in place appropriate mitigation measures. The specific risks are outlined in the table below:

Risk Class/Category	Risk and Description	Likelihood (L/H/M)	Impact (L/H/M)	Overall Risk Level(L/H/M)	Mitigation Measure(s)	Risk Owner
Political	Political Instability /Political uncertainties	M	H	H	Evacuation	SDDA
	Limited support from key Stakeholders key stakeholders	H	H	H	Stakeholder engagement Stakeholder engagement	SDDA
Economic	Budgetary constraints/ Inadequate funding	M	H	H	Prioritization of funding of planned programmes	SDDA
	Slow economic Growth & Inflation	H	H	H	Resource mobilization	SDDA
	High cost of remittance	H	H	H	Partnership with financial institutions. Develop an incentive framework for remittance.	SDDA
	Foreign Exchange losses	H	H	H	Creation of a forex exchange risk assumption facility	SDDA
Social	High and unemployed population seeking jobs abroad	H	H	H	Pre-departure training Bilateral labor agreements	SDDA SDFA
	Unregistered diaspora employment agencies	H	H	H	Liaison and collaboration with the relevant MDAs	Ministry of Labor SDDA Ministry of Interior
Technological	Cyber Security & Threats	H	H	H	Develop internal and stakeholder capacity and effective coordination mechanism to effectively respond to cyber/online risks.	Ministry of ICT Ministry of Interior MFDA
	Technological Changes	H	H	H	Capacity building and developing innovations	SDDA

Risk Class/Category	Risk and Description	Likelihood (L/H/M)	Impact (L/H/M)	Overall Risk Level(L/H/M)	Mitigation Measure(s)	Risk Owner
	Inadequate ICT working tools	M	M	M	Lobby and ensure Procurement of ICTs for staff, upgrade technologies and tools	SDDA
	Lack of a Diaspora database system	H	H	H	Develop & implement a Diaspora Integrated Information Management System (DIMS)	SDDA
Environmental	Climate change	H	H	H	Partner with the Kenyan Diaspora in philanthropic activities and CSR	SDDA
Legal	Inadequate legislation and policy framework on Diaspora	H	H	H	Develop relevant diaspora policies and regulations	SDDA