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of Science Education**



**BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF SCIENCE AND ENGINEERING
DEPARTMENT OF SPORTS SCIENCE**

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**DEVELOPING A FRAMEWORK TO ADDRESS TALENT MIGRATION IN MEN'S
PROFESSIONAL CRICKET IN ZIMBABWE.**

**A DISSERTATION OF THE REQUIREMENTS FOR THE BACHELORS OF SPORTS
SCIENCE AND MANAGEMENT DEGREE.**

BINDURA, ZIMBABWE

JUNE 2025

BINDURA UNIVERSITY OF SCIENCE AND EDUCATION

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DEDICATION

This thesis is dedicated to my parents, Dr Daniel Zephaniah Hove and Mrs Brenda Fadzai Hove, who inspire me to strive for excellence in my academics and whom have consistently instilled in me the importance of education in my journey in life. I also dedicate my research project to my sisters Dr Davidzo Hove and Ms Dadiso Hove as well as my brother-in-law Dr Bravery Makuvaro, and my brother Maruva Nigel Shamu, whose unwavering support and love have been the foundation of encouragement for me to reach my full potential. Thank you for being there for me.

ABSTRACT

This study aims to address the problem of talent migration in men's professional cricket in Zimbabwe by identifying its causes, impacts, and potential solutions. A mixed-methods approach was employed, combining qualitative interviews and quantitative surveys to collect data from key stakeholders, including players, coaches, administrators, and fans. The research identified salary disparities, administrative instability, political interference, and lack of transparency as significant factors that are driving players to migrate from the country. These issues have resulted in the diminished performance of the national team as well as weakened player development pathways, and also leading to a loss of role models in domestic cricket. The study therefore aims to propose a framework to mitigate these challenges. This research aims to contribute to academic literature on talent migration in cricket and provides practical solutions for stakeholders within Zimbabwean cricket. It highlights the need for collaboration among stakeholders to retain talent as well as to foster the growth of cricket in Zimbabwe. Some key words include talent migration, salary disparities, governance, and player development.

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LIST OF ABBREVIATIONS AND SYMBOLS

1. BUSE - Bindura University of Science Education
2. ICC - International Cricket Council
3. NPL - National Premier League
4. ODIs - One Day Internationals
5. PJ - PJ Moor (name abbreviation)
6. SPSS - Statistical Package for the Social Sciences
7. SRC - Sports and Recreation Commission
8. NVivo - NVivo Qualitative Data Analysis Software
9. ZC - Zimbabwe Cricket
10. ZSR - Zimbabwe Sports and Recreation

GLOSSARY

Administrative Instability: Instability in the management and governance within Zimbabwe Cricket that affect decision-making and operations.

Brain Drain: The emigration of highly skilled, trained or qualified individuals from one country to another.

Human Capital Theory: A theory suggesting that individuals migrate to improve their skills and earning potential, viewing migration as an investment in their future.

Infrastructure: The physical facilities and systems necessary for cricket which include training venues and competition grounds etc.

Lack of Transparency: Insufficient clarity in the governance and financial operations.

Men's Professional Cricket: The elite level of cricket where players are paid for their participation in domestic and international matches.

Mixed-Methods Approach: A research strategy that is used to combine qualitative and quantitative data collection and analysis techniques to gain a comprehensive analysis of a topic.

Political Interference: Involvement of governmental bodies in the administration of cricket.

Push-Pull Theory: A framework explaining migration by identifying factors that push individuals away from their home country and pull them toward a destination country.

Qualitative Methods: Research techniques that gather non-numerical data, such as interviews and open-ended surveys, to understand participants' experiences and perspectives.

Quantitative Methods: Research techniques that collect numerical data, such as structured surveys, to analyse trends and patterns statistically.

Retention Strategies: Policies and practices that are aimed at encouraging talented players to remain within the domestic cricket system.

Salary Disparities: Differences in remuneration between players in Zimbabwe and those in other countries.

Stakeholders: Individuals or groups with an interest in Zimbabwe Cricket, including players, coaches, administrators, fans, and sponsors.

Talent Migration: The movement of skilled athletes from one country or region to another in search of better opportunities.

CHAPTER ONE: THE PROBLEM AND ITS SETTING.

1.1 INTRODUCTION.

The chapter will present the Background of the Study, Statement of the Problem, Significance of the Study, Research Questions, Research Objectives, and Delimitations of the Study and the Summary of the research topic.

1.2 BACKGROUND OF THE STUDY.

In 2019, then former Zimbabwe men's cricket vice-captain PJ Moor declined a contract extension from Zimbabwe Cricket, choosing instead to pursue his cricket career with Ireland. This decision came after Zimbabwe Cricket was suspended from the ICC in July 2019 due to what the ICC deemed "government interference in cricket affairs" by the Sports and Recreation Commission (SRC) (Moonda, 2023). Taking advantage of this situation, Moor switched allegiances to Ireland, being Irish by descent and having an Irish passport through his paternal grandmother (Moonda, 2023). Zimbabwe became the first full member nation to face such a suspension (Moonda, 2023). At that time, Ireland had recently gained Test cricket status, and Moor noted that their facilities and provincial structures were excellent. However, he had to wait before being eligible to play for Ireland, as the ICC mandates a three-year cooling-off period after a player's last game for their first country (Johns, 2025). This was the sacrifice Moor, then 30, had to make to represent Ireland. Since then, he has played in seven Test matches for the Ireland.

All-rounder Solomon Mire chose to retire at the age of 29, despite being in the prime of his cricket career with Zimbabwe. His decision, similar to Moor's, followed the suspension of Zimbabwe Cricket by the ICC (Brickhill, 2019). Mire represented Zimbabwe in 47 ODIs, 9 T20Is, and 2 Test matches, scoring over 1,000 runs across all formats. He also captained the country in the ICC Under-19 Cricket World Cup in 2008. After retiring, Mire joined Malvern Cricket Club in

Australia and took on the role of academy and coaching director at Cutting Edge Cricket Academy (Brickhill, 2019).

Gary Ballance had a promising start to his test cricket playing career, and in his first 17 innings for England Ballance made 1017 runs, scoring an average of 67.93 and putting him behind only Sir Donald Bradman in the all-time list of batsmen with both 1000+ test cricket runs and an average of above 60 (ESPNCricinfo, n.d.). Ballance also claimed the honour of being selected to play for the England Test cricket team at the prestigious 2013-2014 Ashes series (Herald, 2013). Ballance would go on to represent England in 24 test matches. Ballance was born and bred in Zimbabwe, and it is here where his cricketing career began and was developed.

Tawanda Muyeye and his family had to leave Zimbabwe and settle in the UK as refugees. Muyeye's mother was involved in opposition politics in Zimbabwe and this prompted their urgent departure from the country after their family felt very threatened and unsafe at home (Ronay, 2019). Prior to leaving the country, Muyeye captained the national under-13 and under-16 sides, and was named as a reserve for the 2018 Under 19 Cricket World Cup squad at just 15 years old. Ever since moving to the UK, Muyeye attended Eastbourne College on scholarship, where he scored 1,112 runs in his first season, earning himself the prestigious Young Wisden Schools Cricketer of the Year award in 2019 (Gibson, 2023). He has since signed for Kent County Cricket Club where he is enjoying a stellar string of excellent performances (Ronay, 2019). Muyeye has also expressed his ambition to play international cricket for England, which he can do only after 2027 if he gains British citizenship. However, the English and Wales Cricket Board has pledged to lobby the Home Affairs Office to bring this date forward after spotting his "exceptionally undeniable talent", as they put it (Gibson, 2023).

The above examples, and many others like them, exhibit a pattern of migration of cricketing talent from Zimbabwe. The reasons for migrating may differ but the moral of the story remains that other territories have benefitted from the movement of talented cricketing professionals from Zimbabwe to other countries. It is because of these facts that the researcher has decided to develop a framework that will attempt to address the issue of talent migration in men's professional cricket in Zimbabwe.

1.3 STATEMENT OF THE PROBLEM.

Talent migration has become a significant challenge in many sectors within Zimbabwe, and professional men's cricket has not been spared. As talented athletes and sports professionals seek better opportunities abroad, Zimbabwe, like many other developing countries, faces a diminishing pool of skilled individuals capable of advancing its sporting potential. This exodus also hampers the development of local sports, sporting infrastructure, coaching talent, and engagement by fans in cricket in the country. Despite the acknowledgement of the issue, there is a lack of structured frameworks that address the causes and effects of talent migration in professional men's cricket in Zimbabwe. Some notable factors that are contributing to this include, but not limited to, economic instability, political issues, insufficient funding in cricket development programs, the instability in performance and quality of Zimbabwe cricket, as well as the limited amount of career advancement opportunities in cricket in Zimbabwe. The absence of such frameworks aimed at retaining and nurturing talent locally therefore poses a significant threat to the growth and stability of the sport in Zimbabwe. This research project aims to develop such a framework which will help in identifying the key factors influencing talent migration in professional men's cricket in Zimbabwe. This framework will also delve into evaluating current policies and practices in its bid to propose actionable solutions towards talent retention. By addressing the problem, the project aims towards enhancing the competitiveness of Zimbabwe men's cricket on both the national front as well as the international stage.

1.4 RESEARCH QUESTIONS.

1.4.1 Primary Research Question

What framework can be developed to address talent migration in men's professional cricket in Zimbabwe?

1.4.2 Subsidiary Research Questions

Subsidiary Question 1: What are the primary reasons contributing to talent migration among male cricketers in Zimbabwe?

Subsidiary Question 2: What are the significant obstacles and impacts of talent migration on the development of men's professional cricket in Zimbabwe?

Subsidiary Question 3: What roles do the key stakeholders in Zimbabwe cricket play in influencing talent migration?

Subsidiary Question 4: What possible strategies and solutions can be implemented in a bid to mitigate the obstacles posed by talent migration in men's professional cricket in Zimbabwe?

1.5 RESEARCH OBJECTIVES.

1.5.1 Primary Research Objective

To develop a framework that will be designed to address the issue of talent migration in men's professional cricket in Zimbabwe.

1.5.2 Secondary Research Objectives

Secondary Objective 1: To identify reasons and causes of talent migration in men's professional cricket in Zimbabwe.

Secondary Objective 2: To examine the impacts of talent migration on men's professional cricket in Zimbabwe.

Secondary Objective 3: To identify the roles that key stakeholders play in influencing, explicitly or implicitly, talent migration in professional men's cricket in Zimbabwe.

Secondary Objective 4: To identify ways of circumventing and navigating through the obstacles presented by talent migration in men's professional cricket in Zimbabwe.

1.6 SIGNIFICANCE OF THE STUDY.

This study provides valuable insight into the factors that cause, and the effects of talent migration in professional men's cricket in Zimbabwe. It identifies a framework that will be used in retaining talent or circumventing talent migration and provides stakeholders within Zimbabwe cricket with critical, data driven insights. By identifying the gaps in existing policy and practices, the study will contribute towards the creation of effective frameworks aiming to address this migration. Furthermore, the study will highlight the important role played by local men's cricket heroes and role models, which is crucial for community and national pride, encouraging future generations to engage in the sport and supporting its development within Zimbabwe. This research aims to contribute significantly to the academic literature on talent migration in men's professional cricket specifically in Zimbabwe. The study will therefore aim to create a comprehensive understanding of talent migration in professional men's cricket in Zimbabwe, including the causes and the effects, and to identify solutions that can help benefit both cricketing individuals and the broader sports community.

1.7 DELIMITATIONS TO THE STUDY.

The study was primarily delimited by its specific focus on men's professional cricket in Zimbabwe, excluding women's cricket, grassroots cricket, as well as recreational cricket. The reason of doing so was to provide a thorough analysis into the talent migration of Zimbabwean male professional cricketers. The study was also designed to be Zimbabwe specific, and it concentrates on the interventions within the control of Zimbabwe Cricket and its domestic structures. The study also concentrated on professional cricketers, defined as individuals earning a significant income from playing cricket, and therefore this excluded amateur, school level, and recreational players. The study focused on the migration of professional players leaving the domestic cricket system in Zimbabwe to pursue careers abroad. The study engaged current and former men's professional cricketers, their coaching and support staff at national and domestic levels, administrators, fans, and related scholars, articles and academia. The study explicitly surveyed issues of talent migration from over the past 25 years so as to align with recent developments in the Zimbabwean men's professional cricketing context. The researcher utilised quantitative and qualitative methods

(mixed methods approach) of data collection and analysis such as interviews and questionnaires for the attainment of in-depth insights into the experiences and the expectations of stakeholders with regards to the issue of talent migration in men's professional cricket in Zimbabwe.

1.8 STUDY OUTLINE

Chapter 1: The Problem and Its Setting.

This chapter introduces the study, summarises the background, the problem statement, and the research objectives. Sections will include 1.1 Introduction, 1.2 Background to the Study, 1.3 Statement of the Problem, 1.4 Research Questions, 1.5 Research Objectives, 1.6 Significance of the Study, 1.7 Delimitations of the Study, 1.8 Study Outline, and 1.8 Chapter Summary.

Chapter 2: Literature Review.

This chapter presents a review of the existing literature on talent migration in men's professional cricket in Zimbabwe, related frameworks, and topics. Sections will include 2.1 Introduction, 2.2 Conceptual Review, 2.3 Theoretical Review, 2.4 Thematic Review, 2.5 Conclusion, and 2.6 Chapter Summary.

Chapter 3: Research Methodology.

This chapter presents the research design, data collection methods, and analytical approaches used in the study. Sections in the chapter will include 3.1 Introduction, 3.2 Methodological Approach, 3.3 Time Horizons, 3.4 Research Strategy, 3.5 Population and Sampling, 3.6 Data Collection Procedures, 3.7 Data Analysis and Presentation, 3.8 Validity and Reliability, 3.9 Ethical Considerations, and 3.10 Chapter Summary.

Chapter 4: Data Analysis and Presentation.

This chapter presents and discusses the response rate, demographic data and findings linked to the research objectives. Sections in the chapter will include 4.1 Introduction, 4.2 Response Rate, 4.3 Demographic Data, 4.4 Presentation and Analysis of Data, 4.5 Discussion, and 4.6 Chapter Summary.

Chapter 5: Summary, Conclusions and Recommendations.

This chapter focuses on the summary, conclusions and recommendations of the study. The conclusions will address the research questions outlined in chapter 1. Sections in the chapter will include 5.1 Introduction, 5.2 Summary of Major Findings, and 5.3 Conclusions.

1.9 SUMMARY.

This chapter has dealt with the framework for the dissertation research project. Next, it is going to delve into the literature review of what other researchers have identified in relation to addressing the issue of talent migration in men's professional cricket in Zimbabwe.

CHAPTER TWO: LITERATURE REVIEW.

2.1 INTRODUCTION.

Chapter two provides an examination of existing academic literature which is relevant to the study of talent migration in men's professional cricket in Zimbabwe. It provides a detailed review of theories, themes and findings related to the topic. Focus has been mainly placed on men's professional cricket in Zimbabwe. By analysing prior research, conceptual models, and theoretical perspectives, the chapter will provide context relating to the Zimbabwean men's cricket talent migration challenge. The chapter will then conclude by identifying gaps in the literature and establishing the need for a framework to address talent migration in Zimbabwe. The chapter is structured into a conceptual review, a theoretical review, a thematic review, a conclusion, and a summary.

2.2 CONCEPTUAL REVIEW

2.2.1 Talent Migration in Sport.

Talent migration in sport refers to the movement of skilled athletes from one country (the host country) or region to another (the destination country), within the same continent or in between continents. The reasons for this migration are typically driven by the pursuit of better sporting opportunities, better financial rewards and remuneration or personal security (Maguire, 2004). Talent migration encompasses both permanent transfers which include changes in nationality and temporary transfers such as the Kolpak deals and English county cricket contracts which directly impact the athlete's availability for their country of origin (Elliott & Maguire, 2008).

2.2.2 Men's Professional Cricket.

This refers to the elite, paid level of men's cricket where players earn their income from participating in the local domestic cricket competitions such as the Logan Cup and the

National Premier League (NPL), participating for overseas domestic teams such as those in the English County Cricket circuit, and international cricket representation for Zimbabwe.

2.2.3 Retention Strategies.

These refer to the policies, programs, and practices that are implemented by sporting bodies such as Zimbabwe Cricket and its domestic structures, the government, and other stakeholders aimed at encouraging talented individuals to remain within the domestic sports system within the given territory. These may include, and are not limited to, financial incentives, career pathways and development, improved facilities, competitive domestic sporting structures, and a positive sporting environment.

2.2.4 Sporting Nationalism and Identity.

Sporting nationalism and identity encompasses the relationship between an athlete's national identity, their representation of a nation, and the factors that also influence their decision to play for, or leave the nation. The emotional and symbolic value of professional cricketers representing Zimbabwe is a key factor that interacts with migration drivers.

2.3 THEORETICAL FRAMEWORKS ON TALENT MIGRATION.

2.3.1 Push-Pull Theory.

The Push Pull Theory is one of the most widely used frameworks to explain some of the reasons behind migration. It was most notably developed by sociologists like Everett S Lee among others in the mid-20th century. Lee expanded on earlier migration theories such as those by Ravenstein (1885), and mentioned in his own paper titled, "A Theory of Migration", that Ravenstein's papers had stood the test of time and remained the starting point for work in migration theory (Lee, 1966).

Migration decisions are influenced by a combination of factors, push or pull, in both the origin and destination, as well as intervening obstacles which include distance, cost, or legal

barriers etc. In the context of sports and migration as described by Lopes et al, push factors referred to the challenges that drove athletes away from their home countries. Pull factors were the attractive conditions found in, and drew athletes to, destination countries (Lopes, 2023).

Push factors that are common in sports include the lack of financial support, lack of sufficient sporting infrastructure, limited employment and competitive opportunities, wage disparities as well as political and economic instability in the home country (Lopes, 2023). Pull factors that are also quite common in sports include better sporting facilities, better wages, and access to employment opportunities and competitive competitions, the improved standard and quality of life, as well as personal and professional development etc. (Lopes, 2023).

Although traditionally the push and pull framework had dealt with factors that promoted migration, there is also as much interest in anti-push and anti-pull factors which tend to discourage and prevent migration (Fernandez et al, 2006). In their study, Fernandez et al. described anti-push factors as conditions or circumstances in the original country that could discourage individuals from migrating to other countries. These factors could be considered as counterweights to push factors as they tend to reduce the perception that one needed to depart from their country of origin. Examples of anti-push factors may include visa and immigration policies, cultural and language barriers, legal and contractual issues, and financial costs among other obstacles. Fernandez et al. also describes anti-pull factors as conditions or circumstances in the proposed destination country that could deter individuals from migrating. These factors can be viewed as counterweights to pull factors as they have the tendency to reduce the perceived attractiveness of the proposed destination. De Haas concurred with this assertion in his paper on globalisation and migration, and identified examples of anti-pull factors such as lack of job opportunities, lower wages, or high costs of living in the destination country (De Haas, 2011).

The push – pull migration theory provides an understanding of the motivations behind talent migration in sports. In Zimbabwe, the push factors mentioned above and many others have also driven professional Zimbabwean athletes to seek professional opportunities elsewhere.

The pull factors mentioned above and many others also attract them to other destination countries. It is worth noting that, whilst there is extensive research on migration and the push-pull theory as a whole, very little has been studied with regards to the migration of talented athletes from Zimbabwe specifically in this regard.

2.3.2 World Systems Theory.

This theory was introduced in 1974 by sociologist Immanuel Wallerstein, who published the seminal paper, “The Rise and Future Demise of the World Capitalist System: Concepts for Comparative Analysis.” The paper has gone on to strongly influence research around the world systems theory. It is worth noting that there are stark similarities between the Marxist Theory by Karl Marx and the World Systems theory. Sorinel (2010) also noted that Wallerstein was inspired by Karl Marx and his work on the Marxist theory.

Wickramasinghe and Wimalaratana (2016) provide a more modern explanation for the world systems theory as a social system with distinct boundaries, structures, and relationships between member groups, all existing within a set geographical space. The world systems theory argues that the global capitalist system is characterised by a hierarchical structure and divides the world into three main categories based on economic power and development, namely the core countries, the peripheral countries, and the semi-peripheral countries (Wickramasinghe and Wimalaratana, 2016).

There are the core countries, which are economically dominant nations and have control of global capital and production (Vela, 2001). Sorinel (2010) identifies that the core regions have benefitted the most from the capitalist world economy. Then there are the peripheral countries which are economically weaker nations and whose role is to provide raw materials, human capital, and resources to core countries (Sorinel, 2010). This author further noted that peripheral countries are structurally and intentionally constrained to experience a kind of development that only reproduces their subordinate status. Lastly, semi-peripheral countries are nations that have both characteristics of core and periphery counties. They act as a buffer zone between core and periphery states, and they have a mixture of the kinds of activities and institutions existing in them (Vela, 2001).

2.3.3 Human Capital Theory.

Human Capital Theory views migration as an investment in individual skills and capabilities. Athletes migrate to maximize their earning potential and returns, viewing migration as an act of investing in their skills. This theory highlights the economic motivations behind talent migration and the role of personal development in decision-making. The skills that a human being can possess, in this studies case cricket skills, are the source of capital upon which the athlete earns from (Sweetland, 2004). If this is the case, then the theory proposes that athletes migrate to places they perceive to bring those better returns on their investment. Migration in sports therefore view their capability to do sports as their source of capital and their decision to move to another destination to ply their trade as a move to invest in their skills, thus the decision to invest in their human capital and maximise on their earning potential constituting and influencing their decision to migrate (Sweetland, 2004).

2.3.4 Dependency Theory

The dependency theory states that the global sports system largely operates through multinationals or organisations that are dominated by developed first world nations (Owusu, 2012). Owusu adds on to state that although global sporting systems don't operate by these organisations or multinationals exclusively, their operations actively under develop third world nations. Underdeveloped countries also tend to have a workforce that is tempted to the idea of plying their trade in more developed countries. Similarly, athletes from the lesser developed nations view plying their trade within wealthier and more developed countries as opportunities to get exposure to the globes elite sporting economies (Owusu, 2012). This helps these players to attract the attention of the biggest sporting organisations in the world who are able to offer them greater exposure and remunerations for their skills.

2.4 THEMATIC REVIEW

2.4.1 Theme 1: Drivers of Talent Migration in Cricket

2.4.1.1 Economic Instability and Remuneration Challenges

The country finds itself experiencing economic challenges ranging from trade sanctions, hyperinflation, to high unemployment rates. These challenges have weakened the economy, resulting in cricket players seeking and considering opportunities abroad that remunerate better, weakening the local game (Cleaver & Cleaver, 2024). Local cricket clubs have also resorted to selling their most prized players as they seek to raise funds for their activities through transfer fees (Magonde and Nhamo). Magonde and Nhamo (2014) also noted Governments failure in its mandate to provide consistent and sustainable funding for sports. The countries compromised economic situation has also crippled the corporate sector's ability to chip in, and as Magonde and Nhamo (2014) highlight, "In a situation where the economy is not performing, many corporates will be operating below capacity and cannot afford to sponsor alone. Trying to source sponsorship from Zimbabwean organisations in the current economic environment is like trying to squeeze blood out of a stone". Zimbabwe also faced periods of hyperinflation that further exacerbated the situation. Employment contracts became less valuable and less secure as a result, further driving cricket players to seek opportunities abroad as highlighted by Brickhill (2019) and Moonda (2023).

Remuneration in Zimbabwe cricket is dependent on several factors that include performance, sponsorships, contracts, and contract grades. These are also dependent on the state of the country's economy, which as mentioned above has seen better days (ZSSR, 2025). Players also receive match fees and performance bonuses for exceptional performances. Also, contract grades define the salary and remuneration that a player receives, and endorsement deals can also help to supplement income. However, as Brokendreams.com note, Zimbabwean cricketers earn less in comparison to other full member nations. They also further note that Zimbabwe Cricket is the worst remunerator of the 12 full member national cricket associations. In some cases, the staff management, and

players at ZC had to take pay cuts just to keep the national association afloat (Newzimbabwe.com, 2020). With mounting legacy debts and financial instability, Zimbabwe cricket has not been able to provide consistent pay structures.

2.4.1.2 Administrative Instability

In a widely circulated online petition, Zimbabwe cricket fans voiced their concern over the lack administrative competency at Zimbabwe Cricket (Manase, 2013). Among the issues highlighted by bloggers, Zimbabwe Cricket's administration was accused of lack of transparency in their operations, their financial management, their staffing, their national team selections etc. "There is a perceived lack of transparency in the manner the financial transactions are handled by the ZC chairman and managing director. There is perceived financial imprudence and misapplication of ZC funds by the board and its principal officers" (Cricinfo staff, 2015). Administrative instability often manifests as frequent changes in leadership, management, and a lack of clear and consistent policies.

Zimbabwe Cricket has surely had its fair share of administrative problems. Lack of robust financial management and accountability leads to sports organisations struggling to facilitate and secure much needed funding, invest in infrastructure, and the provision of adequate compensation and supports to athletes. (The Herald, 2013). The national cricket administrator was in 2013 accused of mismanagement of a \$6 million loan from the ICC. This forced the national administrator to go into debt, and this was a major part of the reason why the men's teams' tour to Sri Lanka had to be called off that same year. The domestic season of that same year was delayed by two months as well after players went on strike over unpaid wages and salaries (Holme and Brickhill, 2014). This in turn creates a push factor for talented players as they seek opportunities in more stable and financially secure environments.

2.4.1.3 Inadequate Sports Infrastructure

Cricketers require world class training facilities to help them train to improve and maintain peak performances. They also require state of the art competition venues to showcase their cricketing prowess against other cricketing nations. Without these they cannot perform at

their level best, hence the need to migrate abroad to countries that do so (Magee & Sugden, 2002). The lack of world class training facilities and competition venues is a well-documented factor that has influenced talent migration in Zimbabwe, and not just in cricket. The country either does not have facilities and venues at all, or the facilities currently available do not meet the required minimum standards to host international sporting events (Lathan and Marawanyika, 2020). As an example, Zimbabwe is currently barred from hosting international football matches by governing bodies FIFA and CAF because its available stadiums and facilities no longer meet the standards required to do so (Muchinjo, 2023). As a result, Zimbabwe's national football teams have had to use mostly South African stadiums as their home grounds for their home matches against international opponents (Ntshangase, 2025). Such examples indicate the expectations of global sporting associations such as the ICC with regards to quality infrastructure for the hosting of international fixtures.

2.4.2 Theme 2: Impacts of Talent Migration on Source Countries

2.4.2.1 Diminished on-field Performance and Competitive Standing

The most immediate and apparent consequence of talent migration in men's professional cricket in Zimbabwe was the weakened performance capability of the Zimbabwe national team and its domestic competitions. After the mass exodus of players over the years, Zimbabwe was forced to voluntarily suspend its Test status due to its declining competitiveness in the game. The national team also climbed down the ICC World Test and ODI rankings. Tristan Holme (2014) specified that suspension reduced and impacted the remaining players' competitiveness, exposure and income, and this further prompted the departures of other players like Tatenda Taibu. A number of other professional cricket players such as Kyle Jarvis and Brandon Taylor took advantage of, and signed what were termed "Kolpak contracts" which allowed them to play county cricket without being classified as overseas players (Ostick, 2013). This mass departure of established international players and high potential prospects depleted the talent pool available for selection for national duty. The resultant reduced competitiveness diminished the quality

of domestic tournaments, making them less effective as developmental platforms and less appealing to spectators and potential sponsors, thereby eroding the commercial viability and prestige of local domestic cricket (Elliott & Maguire, 2008).

2.4.2.2 Brain Drain and Erosion of Player Development Pathways

When professional athletes migrate, they become exposed to better sporting practices, state of the art training and competition facilities and venues, better financial returns for them and their (Maguire and Pearton). As the country continues to lose a lot of its most talented individuals, the competitiveness of local cricket continues to dwindle slowly but certainly. Zimbabwe has suffered greatly from the “extractive relationship” that exists with core countries such as England and Australia, who recruit Zimbabwean cricketers without investing back substantially into local cricket structures. English, Irish, Australian and South African cricket leagues and national teams have benefitted immensely from the resulting exodus of Zimbabwean stars such as Tawanda Muyeye, PJ Moor, Gary Ballance and Andy Flower. These inequalities have continued to reinforce Zimbabwe’s peripheral status as a cricketing nation, making brain drain the resulting consequence of unequal power relations between core countries and peripheral and semi-peripheral nations, mirroring historical resource exploitation that existed during the colonial period.

Talent migration has also severely impaired the domestic player development pathway and depleted squad depths. The premature retirement of experienced players such as Solomon Mire and the departure of others in their prime has removed crucial mentors and role models from the domestic structure (Agergaard & Ryba, 2014). This has also created a vacuum where emerging talents lack guidance and are often thrust into senior roles prematurely, potentially stunting their development and increasing the risk of burnout or failure. Furthermore, the outflow has resulted in domestic competitions lacking the necessary density of high-calibre players to provide a sufficiently challenging and competitive environment for those who have remained, hindering the progression and readiness of players for international cricket (Elliott & Maguire, 2008). These dynamics have been echoed in various studies which have highlighted the importance of mentorships

in player development (Agergaard & Ryba, 2014) and the detrimental effects of brain drain on the competitive integrity of sports (Elliott & Maguire, 2008).

2.4.2.3 Loss of Role Models

The media in Zimbabwe tends to glorify diaspora athletes, putting them at a pedestal especially if they represent top sporting organisations at the expense of local talent. Bruce and Wheaton (2009) concurred with this assertion, adding that in most African communities and societies, athletes such as cricket players are considered to have succeeded in their career if they manage to migrate and represent top sporting organisations in the world. They added that this comes with added exposure to elite sporting practices and facilities, financial benefits as well as career options after their playing careers. Young athletes end up emulating these players, but their migrating creates a void in local mentors and role models to help guide their careers and to inspire local talent. This, in the researcher's opinion, creates a dependency on foreign systems and operations and every young athlete ends up aiming to migrate when the chance presents itself, rather than emulating the performances of the players and aiming to reproduce or surpass these locally. The departure of stars like Ballance to England or Moor to Ireland reduces the pool of local heroes, impacting fan engagement in local cricket, inspiration for local youth, and a diminished national sporting identity.

2.4.2.4 Financial and Institutional Weakening

Talent migration has contributed significantly to the financial and institutional weakening of Zimbabwe cricket. As weaker on field performances have led directly to lower ICC rankings of Zimbabwe, this has also directly correlated with reduced financial distributions from the global governing body (ICC) (Darby, 2013). The reduced competitiveness of the national team has also made securing lucrative bilateral tours with more competitive nations increasingly difficult (Maroro, 2020). For example, Zimbabwe has only recently managed to meet against England at international level after 18 years since a T20I match in Cape Town, and it has been 22 years since the two sides last met for a test match between the teams (The Rising Nepal, 2025). Financial constraints have severely limited ZC's capacity to invest in essential player retention strategies such as competitive salaries, quality training

and competition facilities and robust developmental programmes, thereby further making talent migration more likely. The exodus has also represented a direct loss in human capital, as resource allocation towards identifying, nurturing, and developing players has have effectively transferred to benefit competitor nations and leagues (Darby, 2007). The impact has therefore extended beyond just losing players. It has also weakened the financial and operational foundations needed for a sustainable and competitive cricketing structure.

2.4.3 Theme 3: Stakeholder Perspectives and Roles in Talent Migration in Men's Professional Cricket in Zimbabwe.

2.4.3.1 Players

Professional cricketers have been the central agents whose migration decisions have involved complex decision making with regards to balancing their personal ambitions, their financial security, their career development, and national loyalty. As Elliott and Maguire (2008) have emphasised, players are not just passive victims but they are also active agents making strategic choices given the existing constraints. Players have had to weigh powerful push factors such as economic instability, governance failures, and limited opportunities in Zimbabwe against powerful pull factors such as better remuneration abroad, superior cricketing facilities, higher competition levels, and political stability abroad (Lee, 1966) (Becker, 1964). Cases like PJ Moor's, who prioritised going for Ireland Cricket's stability after the suspension of Zimbabwe Cricket (Moonda, 2023) and Solomon Mire who retired prematurely due to the same reasons as Moor's (Brickhill, 2019) have represented this reasoning, although difficult, decision-making process. Players have had to also navigate institutional rules, such as ICC eligibility periods, which directly impact their migration pathways and the timing of these decisions (Johns, 2025).

2.4.3.2 Domestic Coaches and Teams

Domestic, provincial or franchise teams and their coaching staff constitute the immediate environment where players develop and perform. Their roles have been very crucial in the early identification, nurturing, and retention of talent. The quality of coaching, the

competitiveness of domestic leagues, the stability of these teams, and the resources available to them have directly influenced player satisfaction and development prospects (Elliott & Maguire, 2008). When domestic structures have weakened, been underfunded, or unstable, their capacity to retain promising players has also diminished significantly. Coaches must act as mentors and influencers in helping players develop and improve their performances, but their effectiveness has been hampered whenever the system that they are operating in has failed to offer competitive pathways comparable to the opportunities that are presented and are available abroad.

2.4.3.3 The Administrators

2.4.3.3.1 Zimbabwe Cricket (ZC)

Zimbabwe Cricket (ZC) serves as the national governing body for cricket in Zimbabwe, playing the role of administration, management and development of the sport in the country. However, ZC's governance and financial management failures have significantly contributed to the talent migration crisis. The organisation is responsible for ensuring financial sustainability, maintaining effective governance, organising competitive domestic cricket structures, and developing future talent within Zimbabwean cricket. Chronic governance crises and financial mismanagement have undermined ZC's ability to retain players, as evidenced by the suspension imposed on ZC by the ICC in 2019 due to government interference (Mararo, 2020) and the subsequent movement of players like Moor and Mire.

2.4.3.3.2 The International Cricket Council (ICC)

The ICC plays a pivotal role in shaping the landscape of cricket globally, including talent migration from Zimbabwe. Its policies, such as the eligibility rules and its funding models, have directly influenced player movement and the financial health of national boards like ZC. The ICC's mandatory three-year cooling-off period for players switching national teams, for example, has affected the timing of international representation for players in both negative and positive ways (Johns, 2025). Additionally, the distribution of ICC revenue over the years has impacted ZC's financial stability, further exacerbating push

factors for player migrations globally (Darby, 2013; Mararo, 2020). The ICC's enforcement of governance standards has also led to ZC's suspension on several occasions, which have in turn catalysed a significant talent exodus from Zimbabwe, further creating instability in cricket in the country (Moonda, 2023). The ICC's role as a global arbiter has been critical and influential in determining the operational environment for cricket in Zimbabwe.

2.4.3.3.3 Government and the Sports and Recreation Commission (SRC)

The Zimbabwean government, primarily through the Sports and Recreation Commission (SRC), has played a significantly influential role in the cricket ecosystem in the country. Political interference by the SRC's intervention that led to ZC's suspension in 2019, as well as many other such occurrences, have created instability and eroded trust amongst stakeholders (Moonda, 2023; Mararo, 2020). The SRC's actions, often justified through concerns over administrative and financial mismanagement by ZC yet perceived and ruled by the ICC as illegitimate government influence, have been perceived as illegitimately overreaching and overbearing, continuing further to destabilise the cricketing environment in Zimbabwe. Constructive government support, such as infrastructure investment and enabling policies, is essential for creating and developing a stable environment for cricket development. However, the SRC's negative interventions have overshadowed these needs, contributing to the challenges faced by ZC and the cricketing community in Zimbabwe. The broader national political climate, as seen in the Muyeye family's forced emigration due to safety concerns (Ronay, 2019), also falls within this organisation and its paymasters indirect influence as a result.

2.4.3.3.4 Summary of Their Relations

The relationships among the administrators; Zimbabwe Cricket (ZC), the International Cricket Council (ICC), and the Zimbabwean government through the Sports and Recreation Commission (SRC); have been complex and often surrounded by tension. ZC, as the governing body, has been tasked with managing cricket in Zimbabwe but it has been hampered by governance failures and financial mismanagement, which have led to significant player migrations. The ICC imposes rules and standards that ZC must adhere to, but its enforcement of governance criteria has resulted in ZC's suspension, further

exacerbating the talent exodus from Zimbabwe. Meanwhile, the SRC's political interference in ZC has also destabilised ZC further, by undermining its efforts to create a conducive environment for player development and retention. The resultant interchange of governance, regulation, and political influence have created a challenging landscape for cricket in Zimbabwe, where the potential for growth is continually undermined by administrative shortcomings and external influences.

2.4.3.4 Fans

Cricket fans in Zimbabwe constitute a vital, often overlooked, stakeholder group whose morale, engagement, and economic support for Zimbabwe cricket is also impacted by talent migration. Their presence has actively shaped the sports vigour and viability. Being the primary audience and consumers of the game, fans have provided essential legitimacy and financial revenue through attendance, merchandise sales, media consumption, and sustainable sponsor interest (Darby, 2007; Mararo, 2020). The departures of high-profile players such as Gary Ballance to England and PJ Moor to Ireland has represented a significant emotional loss to the fans, further eroding the connection between supporters and the national team (Mararo, 2020; Agergaard & Ryba, 2014). This emotional loss and disengagement have manifested as reduced engagement, evident through declining match attendances, lower television viewership, and decreased interest in local domestic competitions further weakening ZC's revenue streams from gate receipts and broadcast deals. Sponsorship acquisition and sustainability has also become difficult (Darby, 2013).

Passionate and supportive home crowds can be a powerful motivator for players and a source of pressure for administrators to perform. Likewise, fan detachment and empty stadiums have also signalled a lack of national support and belief in the local cricketing system, reinforcing players' decisions to seek more vibrant cricketing environments abroad (Elliott & Maguire, 2008). The splitting of fan loyalty, where some supporters are forced to follow former national players now representing other countries such as Ballance playing in the Ashes, further complicates the national sporting landscape (Agergaard & Ryba, 2014). Therefore, while fans have been significantly affected by talent migration experiencing diminished enjoyment, national pride, and connection to the team, their

subsequent withdrawal of support has also acted as a contributing factor to the systemic weakening of Zimbabwean cricket.

2.4.4 Theme 4: Strategies for Addressing Talent Migration in Men's Professional Cricket in Zimbabwe.

2.4.4.1 Enhanced Economic Potential

In an effort to bolster its revenue streams, Zimbabwe Cricket needs to look beyond its traditional financing and funding sources. It is the researcher's opinion that, by targeting top local and international sporting brands, sponsorships and endorsement deals, ZC must cast its net wider and diversify in order to secure lucrative sponsorship and endorsement deals that can provide sustainable funding for cricket in the country. Chadwick and Beech (2007) concurred with this assertion, adding that as sports or sports teams develop an overtly business context, external businesses see the opportunity to use the sport for their own purposes, typically marketing in the form of sponsorship and endorsement. This assertion ties in well with the researcher's opinion, with Chadwick and Beech (2007) adding on to note that there are businesses that will always look to take advantage of sponsoring sporting organisations for as long as they deem it viable. Therefore, Zimbabwe cricket also needs to target international sponsorship deals from businesses in countries with significant cricket viewership in order to obtain lucrative funding and sponsorship deals. Countries like India, Pakistan, Australia, England, as well as emerging cricket markets such as the United Arab Emirates and Bangladesh have got significant viewership and engagements with cricket worldwide, and these countries also have plenty of credible businesses that would be willing to sponsor cricket organisations in return for marketing benefits (Keliher, 2024). Zimbabwe Cricket can maximise on this opportunity by securing international sponsorship and endorsement deals in the event that local businesses fall short of the necessary potential.

2.4.4.2 Improved Administrative Governance

For ZC to strengthen its administrative governance, it should prioritise on the implementation of transparent decision making processes which include providing information about the organisations operations, its finances, and its key decisions readily available to all its stakeholders (Sport England, n.d.). This can be achieved by the enhancement of its communication channels, hosting open dialogue meetings with relevant stakeholders, and the publication of detailed records and reports on its operations. The Sports Governance Academy (n.d.) noted that engaging stakeholders in transparency procedures helps to foster understanding and good decision making by sports organisations. Such procedures will help ZC to build trust between itself and its stakeholders, allowing the stakeholders to also hold ZC accountable for its actions.

ZC must also make efforts to mitigate political interference in the administration of cricket in Zimbabwe. Politics can be detrimental if it is allowed to interfere in the administration and operations of sports organisations. ZC should strive to obtain and maintain its autonomy and to resist the influence of the Government and its related bodies by reaching a consensus of where and when the Government can exercise its authority and when to draw the line (Church Court Chambers, 2024). International sport governing bodies such as the International Cricket Council (ICC) can help to support and protect ZC from political interference and persecution. In its code of conduct, the ICC mandates that all cricket playing nations “must at all times manage their affairs autonomously and ensure that there is no government (or other public or quasi-public body) interference in its governance, regulation and/or administration of Cricket in its Cricket Playing Country (including in operational matters, in the selection and management of teams, and in the appointment of coaches or support personnel)” (Naha, 2025). The ICC has the authority to suspend a national team if they find the country’s government to have subverted the autonomy and integrity of the sport by controlling the actions of athletes and administrators. This regulation was first enforced on July 18, 2019, when the ICC suspended ZC due to governmental interference in cricket (Naha, 2025). ZC’s relationship with the ICC is therefore crucial in safeguarding its governance. While the government may have

legitimate concerns regarding the promotion of sports in the country, its interference can lead to conflicts that can harm ZC's governance. ZC should therefore engage in constructive dialogue and conflict resolution with the government to ensure that the administration of the sport in the country remains independent of political manipulation.

Accountability within ZC must also be strengthened to achieve improved administrative governance. Holding regular financial and institutional audits internally and externally is essential in achieving financial integrity and compliance with regulations (The Sport Information Resource Centre, 2023). Sanctions should therefore be applied in the case of administrative misconduct. These sanctions must also apply to all national cricketing boards without selective application and enforcement by the ICC.

ZC could also invest in the training of its administrators to enable them to be competitive in their capacities as well as enhancing their skills and knowledge in the management of the sport (Sports Governance Academy, n.d.), thereby enhancing its own operational efficiency. These programs cover a wide variety of topics such as governance best practices, financial management, ethical leadership and best practice, as well as conflict resolution within the organisation and externally.

2.5 CHAPTER SUMMARY

This chapter mainly focused on the conceptual, theoretical, and thematic framework of talent migration in men's professional cricket in Zimbabwe. Literature was reviewed about the different interventions that needed to be in place to address this situation. Key issues to be outlined include methodological approach, time horizons, research strategy, sampling procedures, data collection procedures, data analysis and presentation, and ethical considerations. This chapter has used books, articles, journals, reports, and websites to gather key literature surrounding relevant topic areas.

CHAPTER 3: MATERIALS AND METHODS.

3.1 INTRODUCTION

The research employs a mixed method approach (qualitative and quantitative) to gather information and understand the perceptions of major and minor stakeholders. This mixed method approach involves qualitative methods such as interviews and questionnaires as well as quantitative methods such as forms and numeric data. This approach ensures measurability and depth. The chapter also outlines the research methodology utilised to investigate the causes and effects of talent migration in men's professional cricket in Zimbabwe, detailing the research design, sampling techniques, data collection methods, and strategies for data analysis.

3.2 METHODOLOGICAL APPROACH

A mixed methods research approach was employed for the study with the aim of comprehensively investigating talent migration in men's professional cricket in Zimbabwe. This approach integrated quantitative online surveys with the use of qualitative interviews. This enabled the researcher to obtain a refined analysis of talent migration in men's cricket in Zimbabwe. The mixed method design, according to Creswell and Clark (2007), is more than simply collecting and analysing both kinds of data, it also involves the use of both approaches so that the overall strength of a study is greater than either qualitative or quantitative research alone, overlapping on their weaknesses. Qualitative data provided the research with in depth understanding of the experiences of individuals yet it is limited in generalisability. Quantitative data provided a broader generalisability, yet it may lack in the quality and depth that qualitative data provided. Maximising on quality, depth, and understanding therefore required the researcher to combine and use both research methods, thereby achieving a mixed method approach. The research targeted key stakeholders in men's cricket in Zimbabwe who include players, coaches, administrators and fans of the sport.

Both qualitative and quantitative data were collected simultaneously but analysed separately. Results were then compared and integrated in the interpretation phase. These two perspectives provided better understanding of talent migration in men's professional cricket in Zimbabwe.

3.3 TIME HORIZONS

The research utilised a cross-sectional time horizon for the study. This study examines the population at a single point in time, crossing a variety of subjects and taking into account temporary relevant elements in the study design and analysis. Cross-sectional studies are more feasible in terms of time and resources. Participants were required to complete research questionnaires as well as interviews with a subset derived from the overall research population aimed at investigating talent migration in men's professional cricket in Zimbabwe at the time of conducting of the research.

3.4 RESEARCH STRATEGY

This study utilised a pragmatic, sequential explanatory mixed methods to investigate talent migration in men's professional cricket in Zimbabwe. The strategy combined qualitative and quantitative phases and methods involving in-depth and structured interviews with stakeholders who include current and former players, coaches, administrators, scholars and fans as well as survey questionnaires to the same stakeholder demographic; measuring the prevalence and relative importance of identified push-pull factors, demographic patterns, and policy effectiveness (Creswell & Plano Clark, 2018). This phase prioritised the contextual understanding of talent migration in men's professional cricket in Zimbabwe, its drivers, experiences, and retention solutions and ideas. Therefore, qualitative insights were used to shape the survey design, while quantitative results were used to validate and generalise the emerging themes. Ethics were maintained through the anonymization of respondents, voluntary participation as well as the strict confidentiality of responses given the sensitivity of discussing migration decisions in Zimbabwe's current socio-political environment.

3.5 POPULATION AND SAMPLING

3.5.1 Population

The population of the study included participants in Zimbabwe's domestic cricket competitions. These participants also comprise the players that are selected for national duty with the men's national team structures. The population was derived from coaches, players, administrators and fans that are involved in the running and conducting of domestic and international cricket in Zimbabwe.

3.5.2 Sampling Procedures

3.5.2.1 Quantitative Sampling

Random sampling was utilised for the purpose of selecting participants who are knowledgeable and experienced with talent migration in men's professional cricket in Zimbabwe from the given demographic. This sampling technique allows for the identification and selection of participants who can offer relevant data to address the research questions. Random sampling ensured that there was an equitable representation of participants from the given demographics of the population.

3.5.2.2 Qualitative Sampling

Stratified purposive sampling involving selecting stakeholders such as coaches, players, administrators, and fans was employed for the qualitative strand. The sample size for this strand was light, therefore manageable, and sufficient for the purpose of collecting data for this purpose.

3.5.3 Sample Size Determination

3.5.3.1 Quantitative Sample Size

An online sample size calculator was used to determine the sample size. The researcher estimated a population size of 420 people. These include the 350 players representing the

14 teams from the Zimbabwe National Premier League, their 28 coaches (2 from each team), 32 fan's, and 10 administrators. The sample size was determined as shown table 3.1 below:

Table 3.1

Quantitative Sample Size Determination.

Parameter	Value
Confidence Level (Z)	90% (Z=1.645)
Margin of Error	10% (0.10)
Proportion (p)	0.15
Initial Population Size	420
Adjusted Sample Size	30

3.5.3.2 Qualitative Sample

Purposive Sampling was employed for the determination of the participants who include coaches, players, administrators, and fans.

Table 3.2

Quantitative Sample Size Determination

Stakeholders	Population	Sample
Coaches	5	4

Players	5	4
Administrators	5	4
Fans	5	4
TOTAL	20	16

3.6 DATA COLLECTION

3.6.1 Pilot Study

A pilot study for the research was conducted before the full scale main study. The purpose of conducting the pilot study was to test and refine the research methods, its tools and procedures so as to identify potential problems and solve them in a bid to improve the design of the overall larger study. The pilot study helped in testing the feasibility of the study, refine data collection instruments, assess the acceptability of the study and its burden load as well as identify key areas of ethical oversight. A smaller sample size and shorter duration was employed in the conducting of the pilot study. This helped in preventing flaws in the larger main study.

3.6.2 Main Study

Quantitative insights were gathered using a questionnaire, which was administered to 30 participants contained 21 questions for the participants to answer and provide feedback. The aim was to derive data from stakeholders that understand why professional cricket players migrate, what the impacts of talent migration were, and their expert opinions on how to retain talent within Zimbabwe. The research questionnaire was administered online, and utilised the digital platform Google Forms to collect the data and export it into Microsoft

Excel. These insights provided structured Likert scale qualitative questions aimed at gathering perspectives from the participants whom included coaches, players, administrators, and fans.

Qualitative data was collected through an in-depth semi-structured interview questions with players, coaches, administrators, scholars and fans from within Zimbabwe cricket. Qualitative data gave specific details that were otherwise missing or overlooked by quantitative research. Findings from this stage then helped to inform the development of a structured quantitative survey instrument. Qualitative insights from data collection shaped the surveys overall design, while quantitative insights validated and generalised these themes. Ethical standards were ensured through the anonymization of participants, voluntary participation and consent procedures, considering the sensitive nature of discussing migration and the countries current social, economic and political space.

3.7 DATA ANALYSIS AND PRESENTATION

After collection, qualitative data was analysed with the help of NVivo Qualitative Data Analysis Software version 15. The software analyses unstructured data from sources like interviews, surveys, and documents into useful information. NVivo supports a wide range of qualitative analysis methods and techniques, including coding, correlation analysis, and matrix analysis. The process of data analysis involved importing the interview data into NVivo, coding the data to categorise it into codes, using NVivo's built in tools to organise and group the data such as word cloud and presenting the results clearly using tables and graphs.

Quantitative data was analysed with the assistance of SPSS Quantitative Data Analysis Software. SPSS facilitates a range of analyses, including descriptive statistics, correlation analysis, regression analysis, and more. Steps involved in analysing the data included cleaning the data to ensure that it was complete and accurate, summarising the features of the data, determining frequencies of occurrence, examining the relationships between variables, and utilising SPSS tools to create visualisations.

Analysed data was presented and used to formulate this research dissertations chapter 4.

3.8 DATA VALIDITY AND RELIABILITY

Validity and reliability in analysis was ensured using the Cronbach's alpha and factor analysis. Cronbach's Alpha is the measure of internal consistency reliability, which assesses how closely related a set of items are as a group. In this case it will be used to evaluate the reliability of the questionnaires.

3.9 ETHICAL CONSIDERATIONS

The researcher took into account several ethical considerations when they conducted the research.

3.9.1 Informed Consent

Participants were informed about the nature of the study, its purpose, and the benefits of their participation as well as their right of refusal from participating. A brief explanation of the research objectives was included on an informed consent form which was provided to participants informing them of their rights in the case of their involvement with the study. Participation was made voluntary, confidential, and anonymous to protect the rights of the participants. The form was also written in simple, non-academic English that helped the participants understand its contents better.

3.9.2 Data Protection

Researchers were ensured that all data collected was stored securely and protected against hacking, phishing, and unauthorised disclosure.

3.9.3 Privacy

The privacy of all participants was protected and all their data was kept confidential. The researcher strived to ensure that the study benefitted the participants and the wider community and that it will not cause any future harm to them or their community at large.

3.10 CHAPTER SUMMARY AND CONCLUSION

This chapter explored how a sequential explanatory mixed-methods approach (Creswell & Clark, 2007; Creswell & Plano Clark, 2018) within a cross-sectional research design was utilised by the researcher in investigating talent migration in men's professional cricket in Zimbabwe. This design takes advantage of the strength of both methods while also mitigating their individual weaknesses. The study targeted key stakeholders whom included players, coaches, administrators, and fans, with an estimated quantitative population of participants. It explained how quantitative data was gathered through the use of an online questionnaire and administered online using Google Forms to a randomly sampled group whom were determined from sample size calculation. The chapter also outlines how qualitative data was also gathered through the use of semi-structured interviews with a sampled group of relevant stakeholders in an attempt to gain in-depth understanding of talent migration in men's professional cricket in Zimbabwe. It also outlined how a pilot study was conducted, thereafter the main data collection occurred. It outlined how quantitative data was analysed using SPSS while qualitative data underwent analysis using NVivo software. The chapter also outlines how ethical protocols were ensured through informed consent, voluntary participation, anonymity, confidentiality, and secure data storage.

CHAPTER 4: DATA ANALYSIS AND PRESENTATION

4.1 INTRODUCTION

This chapter will present the findings from the study that developed a framework to address talent migration in men's professional cricket in Zimbabwe. It will firstly provide detail on the response rate from the data collection phase and it will provide the context about the final sample sizes obtained. The chapter will also detail the demographic characteristics of the participants, then assess the reliability of the data collection instruments to ensure their reliability and consistency. The presentation and analysis of the data collected then follows, systematically categorised into the themes and objectives of the topic in a bid to maintain overall consistency.

4.2 RESPONSE RATE

This section presents the turn out percentage of the respondents that informed the research findings.

Table 4.1

Questionnaire Response Rate

Respondents	No distributed	Questionnaire returned	Questionnaire not returned	% Returned
Players	10	10	0	100
Administrators	6	4	2	66.6
Coaches	8	6	2	75
Fans	6	5	1	83.3

Total	30	25	5	83.3
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The overall total response obtained was 83.3% which indicates a strong response rate to the survey research. This indicated that the majority of respondents were fully engaged and willing to contribute towards the findings. The implication of these results to the study reflected a high response rate which is directly proportional to the reliability of the data collected.

Table 4.2

Interview Response Rate

Respondents	Sample	No interviewed	% Interviewed
Players	4	4	100
Administrators	4	3	75
Coaches	4	4	100
Fans	4	3	75
Total	16	14	87.5

The total interview response rate was 87.5%. This reflected a good turnout from the respondents, in spite of the variability among different groups. The 100% response rate from players and coaches strongly indicated that these groups were forthcoming and willing to contribute to the research. Overall, this response rate is generally positive.

4.3 DEMOGRAPHIC DATA

Table 4.3

Gender of questionnaire responds

		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	Male	23	76.6	76.6	76.6
	Female	7	23.4	23.4	100.0
	Total	30	100.0	100.0	

Table 4.3 shows the results of the genders distribution of respondents to the questionnaire. The results indicated that there is significant imbalance of gender where males constituted 76.6% of the sample and females are only 23.4%. Although the study was delimited to men's professional cricket, the low female response rate indicates that this may limit the inclusivity of gender perspectives within the questionnaire findings. Therefore there is need to find ways of encouraging female participation in providing valuable insight.

Table 4.4

Gender of interview respondents

		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	Male	12	75	75	75
	Female	4	25	25	100.0
	Total	16	100.0	100.0	

Table 4.4 shows the results of the gender distribution of interview respondents. It indicated that 75% were males and 25% were females. This implied that there is imbalanced representation with male predominance even though the study is delimited to men's professional cricket. As compared to the questionnaire, there is need to find ways of encouraging female participation in providing valuable insight.

4.4 PRESENTATION AND ANALYSIS OF DATA LINKED TO THE RESEARCH

4.4.1 To identify the causes of talent migration in men's professional cricket in Zimbabwe.

Quantitative Analysis

Table 4.5

This table presents the responses on key factors influencing player migration, including salary disparities, administrative instability, and political interference.

Are salary disparities between Zimbabwe and other countries significant enough to drive migration?	Response	Frequency	Percentage
	Strongly Agree	9	30.00%
	Agree	18	60.00%
	Neutral	1	3.30%
	Disagree	1	3.30%
	Strongly Disagree	1	3.30%
	Total	30	100%
	Strongly Agree	8	26.70%

Does administrative instability in Zimbabwe Cricket contribute to player migration?	Agree	12	40.00%
	Neutral	6	20.00%
	Disagree	2	6.70%
	Strongly Disagree	2	6.70%
	Total	30	100%
Does political interference in Zimbabwe Cricket's operations discourage professional cricket players?	Strongly Agree	11	36.70%
	Agree	7	23.30%
	Neutral	6	20.00%
	Disagree	4	13.30%
	Strongly Disagree	2	6.70%
	Total	30	100%

Table 4.5 shows the survey responses that were obtained with regards to the various reasons and causes of player migration from Zimbabwe Cricket. It includes three key areas of concern: salary disparities compared to other countries, administrative instability within the organisation, and political interference in cricket operations. Analysis of the collected data was conducted using SPSS software.

The results in table 4.5 show that for the statement “Are salary disparities between Zimbabwe and other countries significant enough to drive migration?” it was noted that 90% of the respondents either agreed to or strongly agreed that salary disparities between Zimbabwe and other countries were substantial enough to drive migration, therefore giving this as a critical factor influencing players’ to seek opportunities abroad. Only 6.6% (3.3% disagree + 3.3% strongly disagree) of the respondents to the question did not see salary

disparities as a significant factor, a minimal disapproval to an otherwise strong position that salary disparities in fact were a significant factor in driving talent migration from Zimbabwe.

The same sentiment was also echoed in the responses concerning the statement “Does administrative instability in Zimbabwe Cricket contribute to player migration?” were 66.7% of respondents either agreed or strongly agreed that administrative instability in Zimbabwe Cricket was also influencing players to migrate. 20% of the respondents answered neutrally to the question, reflecting probable uncertainty to or lack of experience with administrative issues. This may have suggested that not all stakeholders who answered to the question were fully informed of the administrative landscape within Zimbabwe cricket. Only 13.4% of the respondents (6.7% disagree + 6.7% strongly disagree) responded that they did not see administrative instability as a contributing factor to talent migration. This minimal disagreement further reinforced the fact that administrative instability was of significant concern.

With regards to the statement “Does political interference in Zimbabwe Cricket’s operations discourage professional cricket players?” results showed that 60% of respondents (36.7% strongly agree + 23.3% agree) affirmed that political interference in Zimbabwe Cricket’s operations discouraged professional cricket players, highlighting the impact of this on the sports’ integrity as well as the moral of players. 20% of the respondents expressed neutrality possibly reflecting uncertainty or a lack of direct knowhow or experience with political interference issues within Zimbabwe cricket. 20% of the respondents claimed that they do not view political interference in Zimbabwe cricket as a significant factor which may discourage professional cricketers causing talent migration. Whilst this dissent may have been present, it was relatively minimal compared to the majority who were in agreement that political interference in Zimbabwe Cricket’s operations discouraged professional cricket players.

Additionally, 63.3% (33.3% strongly agree + 30% agree) of respondents to the statement “Does a lack of transparency in operations reduce trust in domestic opportunities?” confirmed that lack of transparency in operations in Zimbabwe cricket reduced players’

trust in domestic opportunities, further influencing the talent migration problem as players found themselves questioning the viability and security of their careers within Zimbabwe. 20% of respondents to the question expressed neutrality to the notion of lack of transparency reducing trust in domestic opportunities, probably because of uncertainty or a lack of direct experience with transparency issues. Only 16.7% of respondents to the statement (10% disagree + 6.7% strongly disagree) expressed that they did not view the lack of transparency as a significant issue. This minimal disagreement also further reinforced the prevailing sentiment that lack of transparency in operations was a concern that needs to be addressed.

Table 4.6

This table displays the ANOVA analysis results of how the different age groups perceived the factors affecting player migration, including salary disparities, administrative instability, and political interference.

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Are salary disparities between Zimbabwe and other countries significant enough to drive migration?	Between Groups	4.784	3	1.595	.707	.557
	Within Groups	58.683	26	2.257		
	Total	63.467	29			
Does administrative instability in Zimbabwe Cricket contribute to player migration?	Between Groups	.640	3	.213	.094	.963
	Within Groups	58.827	26	2.263		

	Total	59.467	29			
Does political interference in Zimbabwe Cricket's operations discourage professional cricket players?	Between Groups	3.777	3	1.259	.698	.562
	Within Groups	46.923	26	1.805		
	Total	50.700	29			

Table 4.6 shows results obtained from the ANOVA analysis of how the different age groups defined in the questionnaire perceive the key issues related to the reasons and causes of talent migration in men's professional cricket in Zimbabwe, generated using SPSS software.

From table 4.6, the statement "Are salary disparities between Zimbabwe and other countries significant enough to drive migration?" the analysis produced an f-value of 0.0707 as well as a p-value of 0.557. This indicated that there was no significant difference in the opinion about salary disparities between Zimbabwe and other countries significantly driving talent migration across the different age groups. Whether respondents were aged 14-20, 21-29, 30-39, or 40+; their views on whether salary disparities between Zimbabwe and other countries were significant enough to drive migration were similar. The high p-value also suggested that age did not play a role in influencing these perceptions thereby indicating a unanimity among participants. This lack of significant differences in perceptions also implied that all the age groups from the questionnaire recognised that salary disparities between Zimbabwe and other nations was a critical issue affecting players. This uniformity in their perception therefore suggested that addressing salary disparities could be a common concern amongst all stakeholders in Zimbabwe cricket, regardless of their age or age differences.

Then after the researcher also used the qualitative way to analyse the objective. NVivo was used to analyse the responses of the interviewed respondents through interviews.

Table 4.7

This table lists the frequency of identified challenges by respondents, such as administrative instability and salary disparities, in Zimbabwe Cricket.

NVivo Code	<i>The aggregate number of code.</i>
Administrative Instability	4
Financial Instability	2
Political Interference	4
Governance Instability	2
Lack of Transparency	1
Trust Issues	1
Salary Disparities	5

Table 4.7 summarises the aggregate number of NVivo codes assigned to the various challenges faced in Zimbabwean cricket. Each code represents a specific issue, such as administrative instability, financial instability, and salary disparities, among other issues noted.

Table 4.7 shows that the coding of the responses revealed that salary disparities were viewed by the respondents as the most frequently identified reason for talent migration in men's professional cricket in Zimbabwe, with an aggregate count of five codes. Respondents therefore strongly identified salary disparities as the most significant factor driving players to migrate and seek opportunities abroad.

Administrative instability and political interference were also identified by respondents as reasons for talent migration, each scoring an aggregate count of four codes each. This, according to these results, suggested that the lack of stable administration of cricket in Zimbabwe and the impact of political interference were viewed as barriers to the retention

of talent within Zimbabwe, thereby discouraging players from committing to cricket in Zimbabwe.

Lack of transparency, and trust issues received fewer mentions, with two, one, and one aggregate code counts respectively. This showed that while these factors are considered relevant, they may not be as pressing as the more prominent issues of salary disparities, political interference and administrative challenges.

4.4.2 To examine the impacts of talent migration in men's professional cricket in Zimbabwe.

Table 4.8

This table provides the descriptive mean comparison analysis statistics obtained from the survey responses regarding the impact of talent migration on player development, national team performance, financial stability, and the loss of role models in Zimbabwean cricket.

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Has talent migration contributed to brain drain and the erosion of player development pathways in Zimbabwe?	30	1	5	2.60	1.276
Has talent migration negatively affected the performance of the national team as well as the competitiveness of domestic competitions?	30	1	5	3.30	1.164

Do you believe talent migration has contributed to the financial and institutional weakening in Zimbabwe cricket?”	30	1	5	2.83	1.053
Has talent migration contributed to the loss of role models in Zimbabwean cricket?	30	1	5	2.73	1.015
Valid N (listwise)	30				

Table 4.8 shows the mean comparison analysis results obtained from the analysis of data using SPSS software. The mean comparison analysis provided insights into the causes of talent migration in men’s professional cricket in Zimbabwe.

The results in table 4.8 show that for the statement “Has talent migration negatively affected the performance of the national team as well as the competitiveness of domestic competitions?” the mean score of 3.30, which was the highest of the four mean score results obtained, indicated that respondents clearly felt that talent migration has significantly affected the performance of the national team as well as the competitiveness of domestic competitions. The diminished performance of the national team as well as the competitiveness of domestic competitions was viewed as a significant impact of talent migration, probably enticing more players to seek more competitive opportunities abroad. The standard deviation score of 1.164 shows a fairly uniform perception to this notion, indicating therefore that most respondents agreed a fair much to the need for improved the performance of the national team as well as the competitiveness of domestic cricket.

For the statement “Do you believe talent migration has contributed to the financial and institutional weakening in Zimbabwe cricket?” the mean score of 2.83, which was the second highest of the four mean scores obtained, suggests that financial and institutional

weakening was viewed as a major impact of talent migration. The mean score suggested that, while financial and institutional weakening is viewed as a major concern, respondents noted that it may not be as huge an impact as the diminished performance of the national team as well as the competitiveness of domestic competitions. The standard deviation score of 1.053 indicates that there were relatively very consistent perceptions among respondents, suggesting a shared understanding of the impact of the diminished performance of the national team as well as the competitiveness of domestic competitions.

For the statement “Has talent migration contributed to the loss of role models in Zimbabwean cricket?” the mean score obtained and recorded was 2.73. This mean score indicated that the loss of role models in Zimbabwe cricket was viewed as an impact of talent migration, although moderately compared to the diminished competitiveness of the national team and domestic competitions as well as financial and institutional weakening in Zimbabwe cricket. Respondents therefore noted the need for role models in local cricket, although they may not have seen this as a top impact as compared to the diminished competitiveness of the national team and domestic competitions as well as financial and institutional weakening. The standard deviation score of 1.015 indicated that there were relatively very consistent perceptions among respondents, suggesting a shared understanding of the need for role models in Zimbabwean cricket.

For the statement “Has talent migration contributed to brain drain and the erosion of player development pathways in Zimbabwe?” the mean score of 2.60 indicated that brain drain and the erosion of player development pathways were viewed by respondents as an impact of talent migration. This showed that respondents appeared to recognise that brain drain and the erosion of player development pathways had also become direct impacts of talent migration in men’s professional cricket in Zimbabwe. The mean score of 2.60 also suggested that while there were concerns about brain drain and the erosion of player development pathways, these were not entirely perceived as the most critical impacts. A standard deviation score of 1.276 also indicated that opinions varied significantly among respondents. Therefore, while most respondents felt that brain drain and the erosion of player development pathways were serious impacts, other respondents may have felt

neutral due to uncertainty or a lack of direct knowledge of brain drain and the erosion of player development pathways.

Summary of key findings

1. With a mean score of 3.10, the diminished performance of the national team as well as the competitiveness of domestic competitions emerged as the most significant impact of the migration of talent in men's professional cricket in Zimbabwe. Respondents clearly identified the diminished performance of the national team as well as the competitiveness of domestic competitions as the foremost impact of talent migration in men's professional cricket in Zimbabwe. This suggested therefore that there was an urgent need for the improved performance of the national side as well as the improved competitiveness of domestic competitions, which the researcher viewed as essential for preventing talent migration.
2. With a moderate mean score of 2.83, this indicated that while respondents acknowledged financial and institutional weakening in Zimbabwe cricket, the issue was not perceived by respondents as pressing as that of the diminished performance of the national team as well as the competitiveness of domestic competitions. Financial and institutional weakening therefore drove the migration of talent from the country, influencing professional players to seek better opportunities abroad to further their careers. Therefore, it was the researcher's opinion that it is important to make efforts to improve the financial and institutional strength of Zimbabwe cricket so as to mitigate talent migration and improve the cricketing experience within the country.
3. The loss of role models was also recognised as an important impact of talent migration, though not the most urgent impact compared to the diminished performance of the national team, the competitiveness of domestic competitions as well as financial and institutional weakening in Zimbabwe cricket. Respondents viewed the roles that role models played as of importance, evident by the significant mean score of 2.73. Role models could therefore help upcoming players to remain connected to the sport in the country, with the potential of utilising and maximising on their influence on local cricket through coaching, mentorship, administration, among other roles.

4. The perception that brain drain and the erosion of player development pathways, with a mean score of 2.60, was viewed as a moderate concern as compared to the other three impacts, suggested that concerns do exist regarding brain drain and the erosion of player development pathways within the sport. Respondents may have felt indifferent, but were certain that brain drain and the erosion of player development pathways were serious impacts within the local cricket community. It is the researcher's opinion that mitigating the migration of talent can help to address brain drain and the erosion of player development pathways in Zimbabwe, and this can help to foster a more competitive, influential, and a better financed and ran cricketing environment in the country.

Table 4.9

This table presents Spearman's correlations among the factors related to talent migration in Zimbabwe cricket, highlighting the relationships between brain drain, national team performance, financial weakening, and the loss of role models.

Correlations						
			Has talent migration contributed to brain drain and the erosion of player development pathways in Zimbabwe?	Has talent migration negatively affected the performance of the national team as well as the competitiveness of domestic competitions?	Do you believe talent migration has contributed to the financial and institutional weakening in Zimbabwe cricket?"	Has talent migration contributed to the loss of role models in Zimbabwean cricket?
Spearman's rho	Has talent migration contributed to brain drain	Correlation Coefficient	1	.416*	0.063	0.244

	and the erosion of player development pathways in Zimbabwe?	Sig. (2-tailed)		0.022	0.742	0.193
		N	30	30	30	30
	Has talent migration negatively affected the performance of the national team as well as the competitiveness of domestic competitions?	Correlation Coefficient	.416*	1	.452*	.401*
		Sig. (2-tailed)	0.022		0.997	0.761
		N	30	30	30	30
	Do you believe talent migration has contributed to the financial and institutional weakening in Zimbabwe cricket?"	Correlation Coefficient	0.063	.452*	1	.483**
		Sig. (2-tailed)	0.742	0.997		0.007
		N	30	30	30	30
	Has talent migration contributed to the loss of role models in Zimbabwean cricket?	Correlation Coefficient	0.244	.401*	.483**	1
		Sig. (2-tailed)	0.193	0.761	0.007	
		N	30	30	30	30
	*. Correlation is significant at the 0.05 level (2-tailed).					
	**. Correlation is significant at the 0.01 level (2-tailed).					

Table 4.9 showed a significant correlation between brain drain, the erosion of player development pathways and the performance of the national team as well as the competitiveness of domestic competitions, with a correlation coefficient 0.416. This finding, in the researcher's opinion, suggested a high perception and understanding that brain drain coupled with the erosion of player development pathways, were directly associated with the diminished performance and competitiveness of the national team and

domestic competitions. This therefore confirmed that addressing talent migration would also help to resolve these impacts. However, brain drain coupled with the erosion of player development pathways had a weaker correlation with financial and institutional weakening, with a positive coefficient correlation score of 0.063. This result may have implied that opinions on brain drain coupled with the erosion of player development pathways within Zimbabwe Cricket do affect the views on the financial and institutional weakening, but not entirely and to a far lesser extent. The correlation of brain drain and the erosion of player development pathways with loss of role models was moderately weak, though with a positive coefficient correlation score of 0.244. This may have also suggested that the interpretations and understanding of brain drain and the erosion of player pathways prevailing in Zimbabwe cricket were related to the loss of role models, though to a lesser extent.

With regards to the performance and competitiveness of the national team as well as domestic competitions, the significantly high correlation coefficients with financial and institutional weakening (0.452), loss of role models (0.401), and brain drain coupled with the erosion of player development pathways (0.416) indicated that perceptions of performance and competitiveness of the national team as well as domestic competitions were correlated to views on financial and institutional weakening, the loss of role models, and to those of brain drain coupled with the erosion of player development pathways (as indicated above). Moreover, this suggested that addressing the issue of the performance and competitiveness of the national team as well as domestic cricket competitions would require the financial and institutional strengthening of Zimbabwe cricket, addressing the issues relating to the retention of role models as well as mitigating brain drain coupled with the erosion of player development pathways.

With regards to financial and institutional weakening, the correlation with the loss of role models is notable, with a positive correlation coefficient of 0.483. This result suggested that respondents who viewed financial and institutional weakening in Zimbabwe cricket as a concerning impact were also more likely to also share the same sentiments with regards to the loss of role models.

Lastly, the impact of the loss of role models had significant positive correlation coefficients with both financial and institutional weakening in Zimbabwe cricket (0.483, $p = 0.007$) and the performance of the national team as well as the competitiveness of domestic competitions (0.401, $p = 0.033$). This might have suggested that addressing the impact of the loss of role models in Zimbabwe cricket could help to also solve the issues related to the performance of the national team as well as the competitiveness of domestic competitions, as well as resolving the financial and institutional weakening in Zimbabwe cricket, highlighting the somewhat correlated nature of these impacts.

Table 4.10

The table shows the matrix coding query analysis results outlining the relationships between the identified challenges impacting Zimbabwe cricket and highlighting the frequencies of interactions among these issues.

	ATTENDANCE DECLINE	FAN DISCONNECT	IMPACT ON YOUNG PLAYERS	KEY PLAYER DEPARTURES	LACK OF ROLE MODELS	LOSS OF FUNDING	REDUCED COMPETITIVENESS
ATTENDANCE DECLINE	2	2	0	1	0	0	1
FAN DISCONNECT	2	3	0	1	0	0	1
IMPACT ON YOUNG PLAYERS	0	0	4	1	2	0	1
KEY PLAYER DEPARTURES	1	1	1	4	2	0	1
LACK OF ROLE MODELS	0	0	2	2	4	0	0
LOSS OF FUNDING	0	0	0	0	0	1	0
REDUCED COMPETITIVENESS	1	1	1	1	0	0	6

As shown in table 4.10, the reduced competitiveness of the national team as well as domestic competitions (coded Reduced Competitiveness) was identified as the most significant impact as observed by the interview respondent's, with a score of 6. This result therefore indicated that respondents strongly shared the opinion that the competitiveness of the national side and domestic competitions in Zimbabwe were severely affected by the migration of talent from the country.

The migration of talent (coded Key Player Departures), loss of mentors (coded Impact on Young Players), and the loss of role models (coded Lack of Role Models), all scored 4. This score, though not as impactful as that of the reduced competitive of the national team and domestic competitions, signifies that these impacts were also of concern to a significant number of respondents to the interview.

Fan disconnect, reflected in a score of 3, and also emerged from the responses of the respondents as a concern. This was followed by diminishing match attendance's (coded Attendance Decline), with a score of 2, indicated that the reduction in competitiveness and fan engagement was leading to fewer spectators at matches. Lastly, loss of funding, with a score of 1 was also identified by respondents as an impact of talent migration.

4.4.3 To identify the roles that key stakeholders involved in Zimbabwe cricket play in influencing talent migration

Table 4.11

This table outlines the distribution of respondents based on their current roles in Zimbabwean cricket.

Between-Subjects Factors			
Your current role in	1	Administrator	5
	2	Coach	7

Zimbabwean cricket.	3	Fan	5
	4	Player	13

Table 4.12

The table shows the univariate analysis of variance (ANOVA) results examining whether the perception of talent migration as a significant issue in Zimbabwean cricket varies by respondents' roles.

Tests of Between-Subjects Effects					
Dependent Variable:	Do you believe talent migration is a significant issue for Zimbabwean cricket?				
Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	2.809a	3	.936	.937	.437
Intercept	92.871	1	92.871	92.903	.000
Your current role in Zimbabwean cricket.	2.809	3	.936	.937	.437
Error	25.991	26	1.000		
Total	126.000	30			
Corrected Total	28.800	29			

a. R Squared = .098 (Adjusted R Squared = -.007)

Tables 4.11 and 4.12 above were results obtained from the univariate analysis of variance (ANOVA) which examined the perception of talent migration as an issue among the different stakeholders within Zimbabwean cricket, categorised by the researcher as administrators, coaches, fans and players.

Table 4.12 revealed the corrected model obtained a type III sum of squares of 2.809, with a mean square of 0.936 and an F-value of 0.937. The significance level associated with the F-value is 0.437, which indicated that there was no significant difference in the perception of whether talent migration is an issue based on the current role of the respondents. The high p-value also suggested that the roles of individuals in Zimbabwe cricket did not significantly influence their views on talent migration in men's professional cricket in Zimbabwe. These results indicated that stakeholders with Zimbabwe cricket, regardless of their role, shared the similar view that talent migration in men's professional cricket in Zimbabwe was an issue of concern. The lack of significant variation among the roles highlighted the general agreement which transcended their perspectives, that is the need for collective strategies to address the challenges of talent migration in men's professional cricket in Zimbabwe.

Table 4.13

The table summarises the aggregate number of NVivo codes categorised by different roles in Zimbabwe cricket, highlighting specific issues such as competitive environment failures, governance problems, and lack of engagement, reflecting the challenges faced by coaches, fans, ICC, Zimbabwe Cricket, and the Sports and Recreation Commission (SRC).

NVivo Code	Role	The aggregate number of code.
Coaches		2

	Failure to Create Competitive Environments	
	Failure in Developing Talent	3
Fans	Lack of Engagement in Discussion	2
	Diminished Support for Local Cricket	1
ICC	Withdrawal of Funding Support	2
	Lack of Substantial Governance Training	3
Zimbabwe Cricket	Governance and Administration Issues	6
	Lack of Transparency	3
Sports and Recreation Commission (SRC)	Political Interference	4
	Lack of Supportive Frameworks	2

Table 4.13 shows that respondents identified governance and administrative issues as well as lack of transparency within the Zimbabwe Cricket, with a total aggregate count of 9 (6 for Governance and Administration Issues and 3 for Lack of Transparency), as a major concern that influenced players to migrate. Professional cricketers require stable governing bodies that are transparent in their operations in order to perform at their best. Failures by ZC in handling governance, administration, and transparency further influence players to seek opportunities abroad directly or indirectly, where cricket governing bodies are more stable and transparent. As a consequence of this, it is the researchers' opinion that the failure by ZC to address the issues also undermines the acquisition of talent for the domestic setup as players are discouraged from Zimbabwean cricket as a result of these underlying, further influencing talent migration.

With an aggregate score of 6 (4 for Political Interference and 2 for Lack of Supportive Frameworks), the respondents identified the political interference and the failure to provide sustainable supportive structures by the Sports and Recreation Commission (SRC) as another major issue which has enticed players to migrate. When politics interferes with cricket, it affects by bringing with it policy changes and amendments, the influencing of internal leaderships, and the integrity of the sport. ZC also risks being sanctioned by global cricketing bodies like the ICC as well as the ostracising of ZC by its sister cricketing bodies such as the Board of Control of Cricket in India (BCCI) and the English Cricket Board (ECB). Such actions have thus enticed professional players in Zimbabwe to seek opportunities abroad. The lack of supportive frameworks such as professional development pathways, athlete health and welfare systems, and grassroots investment; and other such essential necessities; further undermines the retention and acquisition of players for participation domestic cricket in Zimbabwe. It is the researchers' opinion therefore, that players are forced to migrate to countries where these essentials are met with relative ease, leading to the continued trend and influence of migration of talent from Zimbabwe.

With an aggregate score of 5 (2 for Withdrawal of Funding Support and 3 for Lack of Substantial Governance Training), respondents identified the deliberate withdrawal of funding and lack of governance training by the ICC as a concern which has enticed players to migrate from Zimbabwe. As the global administrator of cricket, the ICC bears the responsibility for the systematic failures within Zimbabwean cricket. The ICC is the responsible global regulatory authority which enforces governance standards in cricket, mandates for financial transparency, and intervention in cases of political interference. It has on several occasions either suspended ZC from the game or has sanctioned them due to reasons such as political interference as well as the misuse of finances allocated for the running of cricketing affairs in Zimbabwe by ZC. As a consequence, the researcher believes that the ICC's oversight has also directly and indirectly undermined the retention and acquisition of talent in Zimbabwe as players lose the confidence of representing Zimbabwe and plying their trade in the domestic competitions in Zimbabwe over fear of their job security, furthering the need for them to migrate for better prospects.

With an aggregate score sum of 3 (2 for Failure to Create Competitive Environments and 1 for Failure in Developing Talent) respondents identified the failure to create competitive environments as well as the failure in developing talent by coaches as concerns which were influencing the migration of talent from the country. True, it is the role of coaches to foster the creation and utilisation of competitive environments as well as the development of players, among other important roles. The oversights mentioned (Failure to Create Competitive Environments and Failure in Developing Talent) directly undermine players' growth and the development of talent as it is the role of coaches to administer challenges that aim at advancing the skills of players. As a result, players have opted to migrate in a bid to access coaching skills that will help them advance and maintain the utmost potential in their training and performances. As a consequence, the researcher believes coaching shortcomings in Zimbabwe have had an influence in the migration of talent from the country, whether directly or indirectly.

Respondents also identified the lack of engagement in cricket discourse and development frameworks, alongside the diminished support for local cricket by fans, as factors contributing to the migration of talent from Zimbabwe, with a total aggregate score of 3 (2 for Lack of Engagement in Discussion; 1 for Diminished Support). Fans have notably also been isolated or have been overlooked by other stakeholders as unimportant for important cricket discourse as identified by respondents, further isolating their involvement in the intricate matters of the sport in Zimbabwe. And as their support continues to diminish on both the local and national front, players have felt that this disconnect has affected their performances on the field of play given their support helps players to thrive due to the much needed morale boost. This perception, according to the researchers' opinion, therefore further encourages players to seek opportunities abroad were they feel that that fan enthusiasm deserves their utmost performance.

4.4.4 To identify ways of addressing talent migration in men's professional cricket in Zimbabwe.

Table 4.14

The table presents the results of the regression analysis examining the possible ways of addressing talent migration in men's professional cricket in Zimbabwe.

Model	Unstandardized Coefficients	Std. Error (B)	Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.319	1.173		2.828	0.009
CompetitiveSalarys1	0.562	0.183	0.827	4.171	0.008
DomesticInfrastructure1	0.376	0.164	0.073	0.462	0.048
IndependentBoard1	0.311	0.156	0.011	0.074	0.142
RetirementSupport1	0.218	0.19	0.2	1.147	0.075
PlayDomestic1	0.12	0.175	0.022	0.686	0.494
a. Dependent Variable: IsMigrationAnIssue1					

Table 4.14 shows the regression analysis which was used to examine the possible ways of addressing talent migration in men's professional cricket in Zimbabwe. From the given table, the dependent variable chosen, **IsMigrationAnIssue1**, represents the question, "Do you believe talent migration is a significant issue for Zimbabwean cricket?" The independent variable **CompetitiveSalarys1** represents "Would competitive salaries in domestic cricket encourage players to stay?" **DomesticInfrastructure1** represents "Is the infrastructure for domestic cricket attractive to professional players?" **IndependentBoard1** represents "Would an independent Zimbabwe Cricket board improve player confidence?" **RetirementSupport1** represents "Is post-retirement support adequate to deter migration in Zimbabwean cricket?" and **PlayDomestic1** represents "Would requiring players to play domestic cricket in Zimbabwe before moving abroad help reduce talent migration?"

The statistical significance ($p=0.009$) shows that even without any influencing factors, there already exists a considerable amount of concern about talent migration within Zimbabwean cricket. This result therefore reflects the need for frameworks that addresses the issues relating to the migration of talent migration.

For **CompetitiveSalarys1**, the coefficient figure of 0.008 is high. This shows that a positive relationship that exists between competitive salaries and the perception of addressing the

issue of talent migration in Zimbabwean cricket. Interpreted, this figure indicates that when players are afforded competitive salaries, their motivation to migrate reduces significantly. Therefore, remunerating players with higher salaries can help to reduce their need to migrate and this could attract more players to the domestic cricket system.

For DomesticInfrastructure1, a significant coefficient figure of 0.048, which is less than 0.05, was observed. This figure indicated a strong positive relation between improving domestic infrastructure and resources and the reduction of the perception of players migrating for better infrastructural environments. This indicates that efforts need to be made to improve facilities and resources in a bid to create a more attractive environment for players, which is crucial for talent retention.

With regards to IndependentBoard1, the coefficient observed was not statistically significant (0.142). This indicates that respondents did not view the presence of an independent board as significantly influential in reducing perceptions of players migrating. This finding therefore indicates that governance issues alone, though identified as a solution, may not suffice in dealing with the underlying issues of talent migration.

RetirementSupport1 shows a moderate significance of 0.075, which is greater than 0.05 but less than 0.1. This figure indicates that retirement support programs can positively influence the efforts of talent retention. Although the figure is statistically not significant, the finding does suggest providing better post retirement support for players may help in fostering their loyalty to the local domestic cricket system, thereby mitigating talent migration.

For PlayDomestic1 the coefficient of 0.494, which is marginally not significant, indicates that merely encouraging players to participate in domestic cricket does not address the problem of talent migration and its concerns. Additional strategies, such as reward based systems, may be required to create a more enticing domestic setup that players can be attracted to.

Table 4.15

The table illustrates the relationships among initiatives proposed by respondents aimed at improving Zimbabwe cricket.

	ACCOUNTABILITY MEASURES	COMPETITIVE DOMESTIC COMPETITIONS	KNOWLEDGE EXCHANGE	MENTORSHIPS PROGRAMS	SALARY DISPARITIES	SUPPORT NETWORKS	IMPROVED FACILITIES	YOUTH DEVELOPMENT INITIATIVES
ACCOUNTABILITY MEASURES	1	0	0	0	1	0	0	0
COMPETITIVE DOMESTIC COMPETITIONS	0	1	1	0	1	0	1	0
KNOWLEDGE EXCHANGE	0	0	0	2	1	0	0	0
MENTORSHIPS PROGRAMS	0	0	0	1	3	1	0	1
SALARY DISPARITIES	1	1	1	0	5	0	0	1
SUPPORT NETWORKS	0	0	0	0	0	2	0	0
IMPROVED FACILITIES	0	1	1	0	0	0	5	2
YOUTH DEVELOPMENT INITIATIVES	0	0	0	0	1	0	0	3

From table 4.15, Salary Disparities had the highest count of direct mentions with a count of 5 direct mentions. This indicated Salary Disparities as a critical concern amongst most of the stakeholders. Addressing Salary Disparities was therefore viewed by respondents as an important step towards developing frameworks that will address talent migration in men's professional cricket in Zimbabwe. Salary disparities had a linkage with Accountability Measures (with 1 additional count). This implies that, respondents that mentioned addressing Salary Disparities also felt that this was an essential part of dealing with the Accountability Measures that needed to be enforced by those in charge of the administration of cricket in Zimbabwe in order to help in mitigating talent migration from Zimbabwe. Salary disparities had a linkage with Competitive Domestic Competitions (with 1 additional count). This implies that, the respondents that mentioned addressing Salary Disparities also felt that this was necessary towards improving the competitiveness of the domestic competitions in Zimbabwe in order to help in mitigating talent migration from

Zimbabwe. Salary Disparities had a linkage with Youth Development (with 1 count), implying that respondents who addressed Salary Disparities also felt that this would also help in Youth Development as those involved in this field also need to be remunerated fairly in comparison with their counterparts plying their trade in other countries. Addressing Salary Disparities is therefore not only important for player and personnel satisfaction, but for also attracting skilled youth development personnel within the local system, addressing accountability issues within Zimbabwe cricket, fostering competitiveness in the local domestic cricket system, thereby reducing the need to migrate for better remuneration.

Improved Facilities also had a count of 5 direct mentions. This indicates that, like Salary Disparities, most respondents also viewed the improvement of facilities such as venues and training facilities as of importance in the bid to mitigate talent migration. Improved Facilities also received 4 additional mentions alongside Youth Development (2 additional mentions), Competitive Domestic Competitions (1 additional mention), Salary Disparities (1 additional mention), and Knowledge Exchange (1 additional mention). These linkages showed that improving facilities would also benefit youth development as well as foster the competitiveness of domestic competitions in Zimbabwe. Linkages with other themes/variables are of significance, although they may have been unrelated in their nature.

Youth Development had a count of 3 direct mentions. This showed that respondents also identified youth development as a necessary step towards retaining talent as these pathways are essential pillars in the nurturing of future professional players in Zimbabwe. Youth Development did not receive additional mentions alongside any of the other themes/variables.

Support Networks had a count of 2 direct mentions. The creation of support systems for players was viewed by respondents as essential in mitigating talent migration. While the direct mentions were fewer than the direct mentions of other themes/variables, their acknowledgement in talent retention shows that respondents appreciated that consideration of player welfare is of importance and therefore needs to be addressed beyond just the

competitive aspects. Support Networks did not receive additional mentions alongside any other themes/variables.

Competitive Domestic Competitions received 1 direct mention, along with Accountability Measures and Mentorship Programmes. These themes/variables were identified as Competitive Domestic Competitions provide a platform for players to showcase their skills, and Accountability Measures highlight the need for accountability in the governance of the game in order to maintain trust among stakeholders, ensuring cricket administrators are accountable for their management practices. Accountability Measures received 1 additional mention alongside Salary Disparities, further highlighting the importance of management practices such as salary disparities and the welfare of players. While Mentorship Programs received 1 direct mention, it also received 3 additional mentions alongside Salary Disparities and 1 additional mention alongside Youth Development Initiatives to further show how mentorship important of nurturing the upcoming generation of cricket players and securing their remuneration from an early stage, thereby shaping the sustainability of the game in Zimbabwe.

4.5 DISCUSSION

4.5.1 Objective 1: To identify the causes of talent migration in men's professional cricket in Zimbabwe.

4.5.1.1 Introduction and Summary of Key Findings

The qualitative and quantitative strands of the research objective findings corroborate in identifying salary disparities, administrative instability, political interference and lack of transparency as key causes of talent migration in men's professional cricket in Zimbabwe. The qualitative strand confirmed an overwhelming consensus on the clear need agreement that salary disparities between Zimbabwe and other cricket playing countries as significantly large enough to drive player migration to which the qualitative strand of the findings also reinforced as the most pressing concern. The recognition of administrative instability, political interference, and lack of transparency within Zimbabwe cricket by both

strands of research findings have all indicated that there is need for framework to be developed around these and other causes of talent migration in the effort to deal with the problem in men's professional cricket in Zimbabwe. Stakeholders were all in agreement, irrespective of their age, that there is need prioritise on addressing the inequalities in this regard in the bid to retain talent.

4.5.1.2 Comparison with Literature Review

The above findings also align well with findings in the literature review, with the push-pull theory also highlighting that wage disparities and lack of financial support in the home country compel athletes to seek better remuneration elsewhere (Lopes, 2023), creating a significant push factor. The literature noted that administrative challenges can deter athletes from staying in their home country, with the documented issues that have surrounded Zimbabwe Cricket's and its governance malpractices which include mismanagement and lack of transparency (Manase, 2013; Cricinfo staff, 2015, hence creating another significant push factor. Political instability and lack of transparency are also highlighted in the literature as a common push factors that have driven athletes away from their home countries (Lopes, 2023). This also positions well with the beliefs by respondents' in the research findings that external political influences and lack of transparency have a negative effect on the integrity of any given sport and this discourages players from fully committing to the sport in the affected nation. The World Systems Theory positions that peripheral countries, just like Zimbabwe, are economically constrained and hence this compels their leading talents to seek better offerings and opportunities elsewhere. In conclusion, the analysis of the key findings of the research objective has revealed that salary disparities, administration challenges, and the lack of transparency push cricket players to seek better opportunities outside the country, and these have resonated with the theoretical frameworks outlined in the literature review.

4.5.1.3 Limitations and Future Research Direction

- The study relied heavily on data which can influentially introduce forms of bias due to social desirabilities and personal opinions by respondents. Respondents may have provided answers that they believed were expected or appropriate.
- The research focused on key factors, and may have excluded aspects such as personal motivation, family input and considerations, as well as cultural factors. These factors have the ability to also influence the outcome of the findings.
- For future studies, the researcher may consider comparing this study with talent migration in other countries with different economic, social, political, environmental, and legal contexts so as to draw comparisons from them. The researcher may also consider further exploring anti-push and anti-pull factors that may also deter migration, as well as a study that will help to improve talent retention in men's professional cricket in Zimbabwe.

4.5.2 Objective 2: To examine the impacts of talent migration in men's professional cricket in Zimbabwe.

4.5.2.1 Introduction and Summary of Key Findings

This study revealed that the most immediate impact of talent migration is the diminished performance of the on field performance as well as the competitive standing of the Zimbabwe national team and its domestic cricket competitions. This finding corroborates well with existing literature, which also suggests that the migration of players from the developing countries leads to the decline in the quality of their sporting potential (Elliott & Maguire, 2008). The subsequent migration of players reduces, with stark significance, the overall skill level and competitiveness of the country, in the end making it quite difficult for the nation to perform well at the international stage (Al Jazeera, 2022). These study findings correlate with the push factors which illustrate how skilled talent is lost, in turn weakening national team and domestic structures (Elliott & Maguire, 2008).

Brain drain and the erosion of player development pathways has also been identified as a critical impact of the migration of players from Zimbabwe. "As talented athletes migrate

to countries with better sporting infrastructure and financial incentives, Zimbabwe loses valuable human capital and mentorship opportunities” (Maguire & Pearton, n.d.). The premature retirement of home-grown and experienced players, as well as the departure of those in their prime, deprives the emerging talent of a nation of the much needed role models they deserve, and this hinders their development. (Agergaard & Ryba, 2014). This pattern also shows that the cycle continues on and on until a framework is developed and actioned to address this issue. This aligns very well with the human capital theory, where players also consider migration as an important and necessary investment in their playing careers. This consideration then leads to a loss of essential mentorship and guidance for emerging talents in Zimbabwe (Maguire & Pearton, n.d.). The research has also identified the contribution of talent migration in the financial demise of institutes such as Zimbabwe Cricket and its subsidiaries. This has evidently resulted in the direct weakened performances of the national team and it’s lowering in the ICC rankings.

4.5.2.2 Limitations and Future Research Direction

- The study strongly relies on the perceptions of respondents and literature rather than other metrics such as performance. Perceptions may not be able to fully reflect what is actually taking place on the ground within Zimbabwean cricket. For instance, the perception of the declining performance of the national team and domestic cricket system could have been measured by metrics such as win-loss records, player statistics, or rankings (Creswell & Plano Clark, 2018).
- Future research must emphasise on comparative studies which can be undertaken with other sports in Zimbabwe, such as football and rugby. This comparative study has the ability to enrich the understanding of the broader Zimbabwean sporting landscape.

4.5.3 Objective 3: To identify stakeholder roles in influencing migration

4.5.3.1 Introduction & Summary of Key Findings

The study identifies players as the central agents whose migration decisions have involved complex decision making with regards to balancing their personal ambitions, their financial security, their career development, and national loyalty. As Elliott and Maguire (2008)

have emphasised, players are not just passive victims but they are also active agents making strategic choices given the existing constraints. Players have had to weigh powerful push factors such as economic instability, governance failures, and limited opportunities in Zimbabwe against powerful pull factors such as better remuneration abroad, superior cricketing facilities, higher competition levels, and political stability abroad (Lee, 1966) (Becker, 1964). The researches findings also place coaches and coaching staff as the immediate environment where players develop and perform from. Their roles have been very crucial in the early identification, nurturing, and retention of talent. The quality of coaching, the competitiveness of domestic leagues, the stability of these teams, and the resources available to them have directly influenced player satisfaction and development prospects (Elliott & Maguire, 2008). The researcher posits that coaches must act as mentors and influencers in helping players develop and improve their performances, yet their effectiveness has been hampered whenever the system that they are operating in has failed to offer competitive pathways comparable to the opportunities that are presented and are available abroad. ZC's governance and financial management failures have been mentioned as significantly contributed to the talent migration crisis. Chronic governance crises and financial mismanagement have undermined ZC's ability to retain players. The Zimbabwean government, primarily through the Sports and Recreation Commission (SRC), has played a significantly influential role in the cricket ecosystem in the country. Political interference by the SRC's intervention has created instability and eroded trust amongst stakeholders (Moonda, 2023; Mararo, 2020). The resultant interchange of governance, regulation, and political influence have created a challenging landscape for cricket in Zimbabwe, where the potential for growth is continually undermined by administrative shortcomings and external influences. The researcher also identifies the ICC's role as a global arbiter, whose role has been critical and influential in determining the operational environment for cricket in Zimbabwe. The ICC's enforcement of governance standards have also led to ZC's suspension on several occasions, which have in turn catalysed a significant talent exodus from Zimbabwe, further creating instability in cricket in the country (Moonda, 2023). Cricket fans in Zimbabwe also constitute a vital, often overlooked, stakeholder group whose morale, engagement, and economic support for

Zimbabwe cricket is also impacted by talent migration. Their emotional loss and disengagement, according to the researcher, from the game has manifested as reduced engagement, evident through declining match attendances, lower television viewership, and decreased interest in local domestic competitions further weakening ZC's revenue streams from gate receipts and broadcast deals.

4.5.3.2 Limitations and Future Research Direction

- The research primarily focuses on players, coaches, and administrators. It potentially overlooking other important stakeholders such as sponsors and the media.
- The cross-sectional design does not capture changes over time, rather at the given point in time. This limits insight into evolving trends in talent migration over a period of time.
- Conducting a longer term study could help in tracking the changes that occur in talent migration as well as their impacts over time.
- The researcher could investigate the cultural and the social dimensions of talent migration. These can reveal further authentic motivations and barriers affecting a cricket player's decision on whether or not to migrate.

4.5.4 Objective 4: To Identify and Outline Strategies for Addressing Talent Migration in Men's Professional Cricket in Zimbabwe.

4.5.4.1 Introduction and Summary of Key Findings

The study noted one of the most critical strategies would involve offering competitive salaries to professional players in Zimbabwe cricket. The study found a strong correlation between low salary levels and the likelihood of players migrating. Therefore, Zimbabwe Cricket (ZC) has the option of creating a more attractive and conducive environment for players to ply their trade within Zimbabwe and encourage those that are in the country to stay. This strategy does not only include salaries but also performance bonuses, sponsorship deals, and other financial incentives that could help in make playing in Zimbabwe more appealing as compared to other overseas opportunities. The development of world-class training and competition facilities and venues is another factor in retaining talent. The study has highlighted the importance of such infrastructure in attracting and

retaining players. Investments need to be made in state-of-the-art training facilities that can help players to continually enhance their skills and performance, while the hosting of international matches in quality venues would definitely boost both player morale and fan engagement in cricket.

The study also identified poor governance and political interference by the SRC as a major barrier to the efforts of talent retention in Zimbabwe cricket. ZC must make usage of transparent decision making processes, improve their financial management and accountability, and make consistent and unbiased efforts to engage in regular audits which will help in building the trust of other stakeholders with interests in the sport. The establishment of an independent board, or a board that is devoid of political interference, and one that genuinely prioritises top cricketing development and performances over political interests can help to further enhance the governance of cricket in Zimbabwe. Stakeholders such as the SRC, ZC, and the ICC need to come up with a unified consensus that genuinely puts the interests of the game above their own by reaching common ground with regards to the running of cricket in the country without interfering in each other's mandates.

4.5.4.2 Limitations and Future Research Direction

- The proposed strategies may face major resistance from stakeholders as well as the lack the necessary resources necessary for the effective implementation of the outlined strategies in the study.
- Strategies such as competitive salaries and infrastructure improvements may lead to short-term retention results and if the underlying systemic issues in Zimbabwean cricket are not addressed.
- The lack of a case study of the successful implementation of such strategies may pose a threat to the assessment of their potential to be effective.

4.6 CHAPTER SUMMARY

The chapter provided the analysis of data collected using qualitative and quantitative methods, thereby utilising a mixed method approach. This data was then used to statistically analyse the reasons why players migrate, the implications of them migrating, the stakeholders involved when they do so, as well as strategies that can be implemented in resolving the problem of talent migration

CHAPTER 5: SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 INTRODUCTION

This chapter demarcates the end of the study. It synthesises the key findings of the study and reflects on how the research questions were addressed. It provides insight as to how the four research questions from chapter 1 were addressed, summarises significant patterns and implications, discusses unexpected results obtained in the study, and highlights the overall impact on the ground.

5.2 SUMMARY OF MAJOR FINDINGS

To identify reasons and causes of talent migration in men's professional cricket in Zimbabwe.

From the study, objective one required the researcher to identify causes of talent migration in men's professional cricket in Zimbabwe. Of the identified causes, salary disparities between Zimbabwe and other countries were mentioned as the major driver of migration, with a significant percentage of the respondents attesting to this. This finding emphasised the need for competitive remunerations for cricketers in Zimbabwe to either match or surpass those of other countries in a bid to retain talent in Zimbabwe. Administrative instability within the structures that administer cricket in Zimbabwe (ZC) was also identified as a cause for concern, with a sizeable number of respondents airing the same sentiment. The need for major governance reforms in this regard is therefore necessary if the problem of talent migration is to be solved. Political interference was another source of concern identified which is driving talent migration from the country. Political interference discourages players from fully committing to their duties on and off the field of play without the fear of repercussions, and it also antagonises relations with global cricket governing bodies such as the ICC as well as sister national cricket governing bodies such as the English Cricket Board.

To examine the obstacles and impacts of talent migration on men's professional cricket in Zimbabwe.

Objective two provided an examination of the impacts associated with talent migration in men's professional cricket in Zimbabwe. Diminished performances of the national men's team's that represent the country as well the subsided competitiveness of domestic cricket competitions were identified as strong indicators of the impact that talent migration has had on Zimbabwe. The critical need for improvement in this area is necessary to raise the standard of cricket in Zimbabwe. Financial and institutional weakening were also identified as direct consequences of talent migration in Zimbabwe, so was the notable loss of role models, which impacts youth engagement and development in the sport. These are just a few of the other impacts of talent migration that were observed by the study. Overall, objective two provided the study with the consequences of talent migration from Zimbabwe.

To identify the roles that key stakeholders involved in Zimbabwe cricket play in influencing talent migration.

Objective three dove into the roles that stakeholders in Zimbabwe cricket play in influencing talent migration in Zimbabwe. Coaches, players, administrators and fans were the major stakeholders that were taken into account in this regard because of their direct involvement and first hand opinion on the matter. Their involvement, whether directly or indirectly as a result, provided significant insight into the study and its outcomes. Coaches have the mandate to help develop players to reach their maximum potential. Extenuating circumstances can affect their roles, such as the lack of funding and fair remunerations. Administrators also play a part in influencing migration, explicitly or implicitly, especially with regards to their governance practises (accountability, management, financial management, transparency, policy formulation and enforcement) at domestic level (ZC and SRC), national level (ZC and SRC) and international level (ICC). Players also play their role as important stakeholders with regards to talent migration. Players have to weigh powerful push factors such as economic instability, governance failures, and limited opportunities in Zimbabwe against equally powerful pull factors such as better remuneration abroad, superior cricketing facilities, higher competition levels, and political stability abroad. As a result, professional cricketers have been the central agents whose migration

decisions have involved complex decision making with regards to balancing their personal ambitions, their financial security, their career development, and national loyalty. Cricket fans in Zimbabwe constitute a vital, often overlooked, stakeholder group whose morale, engagement, and economic support for Zimbabwe cricket has also explicitly or implicitly influenced talent migration. Fan detachment and empty stadiums have signalled a lack of national support and belief in the local cricketing system at times, reinforcing players' decisions to seek more vibrant cricketing environments abroad. The study found that no significant differences were observed in their perception of talent migration being a cause for concern.

To identify strategies for addressing talent migration in men's professional cricket in Zimbabwe.

Objective four provided strategies for addressing talent migration in men's professional cricket in the country. Competitive salaries, improved infrastructure and governance enhancements were identified as essential in retaining talent in Zimbabwe. An independent non-politically aligned board, a competitive domestic cricketing system, and retirement support were also earmarked in this regard. Proffering these solutions may be the key solutions required in creating a solid framework which will assist in dealing with the issue of talent migration in Zimbabwe.

5.3 CONCLUSIONS

5.3.1 Primary Research Question

What framework can be developed to address talent migration in men's professional cricket in Zimbabwe?

Given the findings, an effective framework can be developed that addresses talent migration in men's professional cricket in Zimbabwe. Economic incentives in the form of competitive salaries that meet international or acceptable standards, including bonuses and sponsorship deals must be established. Infrastructure must be developed that is attractive enough and sufficient for the hosting of domestic and international cricket competitions. Governance reforms will be necessary to ensure that there is enough transparency, accountability, stability, and minimal political involvement in the affairs of cricket in

Zimbabwe. Talent development pathways are essential for player development, and these will need to include mentorship programs and youth academies that will help to develop, nurture, and motivate local talent to ply their trade in Zimbabwe.

5.3.2 Subsidiary Research Questions

What are the primary reasons contributing to talent migration among male cricketers in Zimbabwe?

Many players migrate in search of greener pastures in the form of better financial remuneration compared to what is available locally. The lack of administrative stability coupled with consistent and accountable governance has created an untrustworthy environment for players in Zimbabwe. The limited career opportunities within the cricketing ecosystem, coupled with the lack of player advancement options for players after their retirement from their playing career have pushed players to seek for these opportunities elsewhere. The critical need for improvement in this area is necessary to raise the standard of cricket in Zimbabwe.

What are the significant impacts of talent migration on the development of men's professional cricket in Zimbabwe?

Diminished performances of the national men's team's that represent the country as well the subsided competitiveness of domestic cricket competitions were identified as strong indicators of the impact that talent migration has had on Zimbabwe. Financial and institutional weakening were also identified as direct consequences of talent migration in Zimbabwe as the ICC and other sponsors have reduced their funding of the sport in the country; so was the notable loss of role models, which impacts youth engagement and development in the sport. The migration of established players reduces the pool of role models whom are necessary in providing mentorship to the younger generation.

What roles do the key stakeholders in Zimbabwe cricket play in influencing talent migration?

Coaches have the mandate to help develop players to reach their maximum potential. Extenuating circumstances can affect their roles, such as the lack of funding and fair remunerations. Administrators also play a part in influencing migration, explicitly or implicitly, especially with regards to their governance practises. Players have to weigh powerful push factors such as economic instability, governance failures, and limited opportunities in Zimbabwe against equally powerful pull factors such as better remuneration abroad, superior cricketing facilities, higher competition levels, and political stability abroad. Cricket fans constitute a vital stakeholder group whose morale, engagement, and economic support for Zimbabwe cricket has also explicitly or implicitly influenced talent migration. Fan detachment and empty stadiums have signalled a lack of national support and belief in the local cricketing system, reinforcing players' decisions to seek more vibrant cricketing environments abroad.

What possible strategies and solutions can be implemented in a bid to mitigate the obstacles posed by talent migration in men's professional cricket in Zimbabwe?

Enhanced financial support is necessary in securing players from migrating from Zimbabwe. This financial support helps in creating streams of finance essential in improving player salaries and working conditions. Transparent, accountable, and engaging governance practices are also essential in building trust between ZC and players. The development of facilities for training and competition is essential in the same regard of securing talent within Zimbabwe. Fans need to be engaged through programs that involve them in fostering a supportive environment for players, which encourages them to remain in the country.

5.4 LIMITATIONS OF THE STUDY

Several shortcomings were observed in the study. Firstly, the sample sizes utilised for data analysis and presentation were relatively small, which limited the proper generalisability of the findings. The study was also limited to men's professional cricket, excluding women's and grassroots levels whom also experience the same problems and may have offered different insights into the problem of talent migration in Zimbabwe. There was a limited stakeholder representation, with players,

coaches, administrators, and fans as the only identified stakeholders for the overall study, leaving sponsors and the media whom are also as influential. The emphasis on economic factors may have also overshadowed other important motivations for migrating, such as personal aspirations, religious or social factors.

5.4.1 Limitations of the Literature

Much of the literature existing for research on talent migration does not specifically address the unique context of Zimbabwean cricket, and access to some of the literature that does was locked behind paywalls or was irrelevant and old. Existing literature was also either emphasising on economic motivations or did not delve much into the other factors such as social, cultural, and psychological influence. Most literature also generalised trends from other sporting disciplines to cricket without considering the specific contexts and structures within cricket. Variations in the research methodologies across studies obtained in existing literature sometimes also lead to inconsistent findings, making it difficult to draw utilisable conclusions about talent migration. Logistical challenges including funding constraints, which limit outreach efforts, athletes' reluctance to share personal insights due to confidentiality concerns, and difficulties in scheduling interviews affected the gathering of literature.

5.5 IMPLICATIONS/RECOMMENDATIONS

5.5.1 Implications for Practice

- Implement competitive salary structures that will ensure that players are adequately remunerated, reducing the push for them to migrate. This can be achieved through securing sponsorships and diversifying funding sources for ZC and local cricket organisations.
- Investment in state of the art training facilities and competition venues will help to create a cricketing environment that is attractive and will retain talent.

- The establishment of transparent, accountable, non-political decision making processes within ZC will help to rebuild trust with its various stakeholders. Regular audits and accountability measures should be implemented to enhance this.
- The advocating for the political interference of government in sports governance to be minimised or encumbered.
- The fostering of strong relationships with fans and the local cricketing community to help with improving and increasing the support for domestic cricket and the national team's. This support is essential in also generating income and building morale for players to thrive.

5.5.2 Implications of Theory

This study adds valuable insights to the understanding the need to develop framework to address talent migration in men's professional cricket in Zimbabwe. It outlines the causes and reasons why players migrate from the country, the impacts of them migrating, the stakeholders that hold influence in talent migration, as well as proffers solutions and strategies to be used in dealing with the problem. It is the researchers hope that these insights bridge gaps in the literature and suggest practical applications to help in providing solutions to talent migration.

5.5.3 Implications for Future Research

Future studies need to be conducted so as to also address the issue of talent migration in men's professional cricket in Zimbabwe. These studies need to draw solution based arguments, which will help to address the problem. Future research must also effectively evaluate the effectiveness of Governance reforms as well as analyse the efficiency and efficacy of retention strategies. Investigation into the direct link between investment in infrastructure and reduced talent migration also needs to be conducted. Research also needs to be conducted on the careers of talented players over time, assessing the long term impact of migration versus them staying, as well as the effectiveness of the retention strategies implemented thereafter. Comparative research with other cricketing nations experiencing

talent migration needs to also be conducted, as well as successful retention strategies implemented by nations that succeeded in retaining talent and actually benefitted from their efforts. This will help in identifying transferable lessons as well as limitations.

5.6 CHAPTER SUMMARY

Chapter 5 showcased the key finding on talent migration in men's professional cricket in Zimbabwe. Players require strategies and solutions to be put in place in order for them to consider plying their trade in Zimbabwe instead of migrating.

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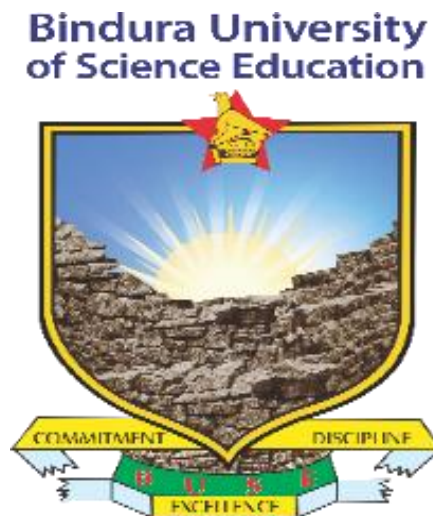
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APPENDIX A: INTERVIEW QUESTIONS



BINDURA UNIVERSITY OF SCIENCE EDUCATION

Interview Questions

Instructions

The main objective of this study is to address talent migration in men's professional cricket in Zimbabwe. The Codes will be used to identify each participant and therefore you are not allowed to identify yourself. The Codes will be used to identify each participant and there are no compulsory questions. The responses will remain anonymous. If permission is granted, the deliberations can be recorded and transcribed.

Interview Questions

1. Reflecting on your experience within Zimbabwean cricket, what do you perceive as the most significant underlying factors pushing talented players to seek opportunities abroad? Beyond just economics, how do other factors influence these decisions?
2. The departure of key players is often discussed. From your perspective, what are the less obvious or longer-term consequences of talent migration on Zimbabwe's domestic cricket

structure, player development pathways, and the overall health of the game locally? How does it affect aspects like mentorship, competition quality, or institutional capacity?

3. Considering the roles of different stakeholders (ZC, SRC, ICC, domestic teams, coaches, government), where do you see the greatest opportunities or responsibilities for improving player retention and mitigating the drivers of migration? What specific actions or changes in approach by these stakeholders could make the Zimbabwean system more attractive and sustainable?

4. Looking towards the future, what practical, sustainable strategies or interventions (beyond just increased funding) do you believe could be most effective in creating an environment within Zimbabwean cricket that retains talent and fosters long-term success? Consider aspects like governance, pathway development, stakeholder collaboration, or leveraging diaspora connections.

5. In your opinion, what roles do you think coaches, administrators, players, fan's, and any other stakeholders involved in cricket in Zimbabwe can play in an effort to try and address, mitigate, or solve the issue of talent migration in men's professional cricket in Zimbabwe?

APPENDIX B: NVivo Coding Structure for Data Analysis

1. Drivers of Migration

- **Economic Factors**
 - Salary Disparities
 - Financial Instability
- **Administrative Issues**
 - Governance Instability
 - Lack of Transparency
- **Political Environment**
 - Political Interference
 - Trust Issues

2. Impacts of Migration

- **Loss of Talent**
 - Key Player Departures
 - Reduced Competitiveness
- **Mentorship Gap**
 - Lack of Role Models
 - Impact on Young Players
- **Emotional Impact on Fans**
 - Fan Disconnect
 - Attendance Decline

3. Stakeholder Roles

- **Zimbabwe Cricket (ZC)**
 - Governance and Management

- Financial Strategies
- **Sports and Recreation Commission (SRC)**
 - Support Roles
 - Political Influence
- **Coaches and Domestic Teams**
 - Developmental Role
 - Training Environment
- **Fans**
 - Community Engagement
 - Support for Local Cricket

4. Future Strategies

- **Governance and Transparency**
 - Structural Reforms
 - Accountability Measures
- **Infrastructure Investment**
 - Training Facilities
 - Competitive Leagues
- **Community Engagement**
 - Mentorship Programs
 - Youth Development Initiatives
- **Diaspora Involvement**
 - Knowledge Exchange
 - Support Networks

APPENDIX C: QUESTIONNAIRE

Questionnaire *for*

**Bindura University
of Science Education**



My name is Danaishe Kevin Hove, and I am an undergraduate student studying for a degree in Sport Science and Management at Bindura University of Science Education. As part of my dissertation, I am conducting research entitled "**Developing a Framework to Address Talent Migration in Men's Professional Cricket in Zimbabwe**".

This study aims to examine the key challenges faced by professional cricketers in Zimbabwe that lead to talent migration, with the objective of proposing targeted interventions to retain and nurture skilled players within the country. Your insights will be instrumental in shaping practical, sustainable strategies to address this issue.

Participation is entirely voluntary, and all responses will be treated with strict confidentiality. Data will be anonymised and used exclusively for academic purposes.

Likert Scale Questionnaire: Addressing Talent Migration in Men's Professional Cricket in Zimbabwe.

Instructions:

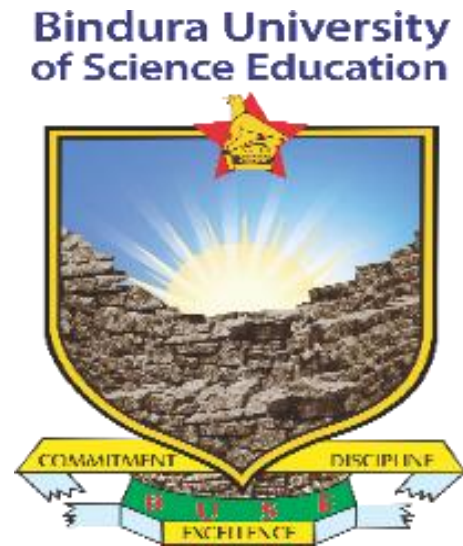
Please indicate your level of agreement with the following statements by circling the appropriate number.

1. Please select your age group.
 - a) 14 - 20
 - b) 21 - 29
 - c) 30 - 39
 - d) 40+
2. Please select your gender.
 - a) Male
 - b) Female
3. Please select your highest qualification.
 - a) Postgraduate
 - b) Undergraduate
 - c) Diploma
 - d) Coaching certificate
 - e) Ordinary sports certificate
4. Your current role in Zimbabwean cricket.
 - a) Coach
 - b) Player
 - c) Administrator
 - d) Fan
5. How many years have you been involved in Zimbabwean cricket?
 - a) Less than 2 years
 - b) 2 - 5 years
 - c) 5 - 10 years
 - d) 10 - 20 years
 - e) More than 20 years

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
6. Do you believe talent migration is a significant issue for Zimbabwean cricket?					
7. Are salary disparities between Zimbabwe and other countries significant enough to drive migration?					
8. Does administrative instability in Zimbabwe Cricket contribute to player migration?					
9. Does political interference in Zimbabwe Cricket's operations discourage professional cricket players?					
10. Does a lack of transparency in operations reduce trust in domestic opportunities?					
11. Does insufficient funding for domestic cricket push players to seek opportunities abroad?					
12. Is the infrastructure for domestic cricket attractive to professional players?					
13. Is post-retirement support adequate to deter migration in Zimbabwean cricket?					

14. Does your current role in Zimbabwean cricket significantly influence your perspective on talent migration					
15. Are Zimbabwe Cricket's marketing efforts effective in attracting sponsorship?					
16. Are player contracts in Zimbabwe sufficient to prevent migration?					
17. Would an independent Zimbabwe Cricket board improve player confidence?					
18. Would requiring players to play domestic cricket in Zimbabwe before moving abroad help reduce talent migration?					
19. Would competitive salaries in domestic cricket encourage players to stay?					
20. Do cricket academies provide clear pathways to professional careers in Zimbabwean cricket?					
21. Would partnerships with international cricket boards (e.g., player transfers) help reduce talent migration?					

APPENDIX D: CONSENT FORMS



BINDURA UNIVERSITY OF SCIENCE EDUCATION

INFORMED CONSENT FORM

Purpose of study:

Procedure and duration:

You are being kindly requested to participate in an interview and focus group discussions. The interview will take approximately 30 minutes and 40 minutes for focus group discussions. It will take place at your office/home or at another location which is of your convenient. With your permission, the interview and focus group discussions will be recorded. The audio recorded will be transcribed, your name or other identifying information will not be included on the transcript. Your participation is completely voluntary and you may stop participating in this research at any is a possible risk every precaution will be taken to protect your privacy and the confidentiality of any records generated by this research. The researcher, Mr Hove Danaishe Kevin, and his research assistant will only have access to the audio tapes of the interviews and the transcripts.

The audio recordings will be kept in a locked file and at the end of the research project the recordings will be erased. Your name and any other identifying information will not appear in any reports or documents that are published as a result of this research project. If you do not understand any of the questions that will be asked, I will be pleased to provide a complete explanation. So, questions are welcome at any time during the interview or if you have after thoughts, you are free to call the researcher who can be contacted on the following numbers; **0773 174 578, 0714 020 739** at any time.

I..... have been informed of any and all possible risks or discomforts. I have read the statements contained herein, have had the opportunity to discuss my concerns and questions fully and fully understands the nature and character of my involvement in this research and the attendant risks and consequences. I agree to participate in the research and give my permission to audio or video tape this interview

Agree/ Not Agree

Signed.....

Date.....