

Case Study: Afghan Diaspora

IOM

Return of Qualified Afghans Programme

**UNITAR / UNFPA / IOM Key Migration Issues Workshop Series:
Contribution of diasporas,**

New York, 11 May 2006



Return of Qualified Afghans (RQA)

- **Socio-economic development**
 - Capacity building. Placement in key socio-economic sectors
 - Private sector. Triggering the labor market
- **Post-conflict stabilization**
 - Rehabilitation and reconstruction
 - Reconciliation efforts
- **Poverty alleviation**
 - Addressing human resources imbalances
 - Expand the supply of basic services



RQA stakeholders

- Diaspora
- Government
- Employers

=> Consensus building

- Identification of gaps to be addressed & priority sectors – Demand Driven
- Identification of professional/skills profiles, selection criteria /eligibility and support modalities



Return of Qualified Afghans (RQA)

- 1988, following Geneva Accords, IOM implemented the first Return of Qualified Afghans focusing on return of Medical Personnel to Afghanistan from refugee camps in Pakistan;
- 2000, RQA to support the health and educational sector. Promoting placement of female doctors and educational staff was of vital importance for increasing access to basic social services for the female population at this time, particularly in the rural areas;
- Dec 2001 – 2003 a pilot RQN placed 170 highly qualified expatriate Afghan nationals in key positions within 14 Ministries of the Afghan Interim Administration and 22 NGOs, International and other Organisations operating in Afghanistan;
- As needs and priority sectors evolved with time and reality on the ground, the RQA programme developed accordingly and adjusted to the new requirements and priorities set by Government and employers;
- Today IOM has four projects implemented under the RQA programme.



Return of Qualified Afghans

- By 1992, 65 candidates and 59 family members were assisted. While this first programme was not without many implementation problems, it must be recognized that it is also thanks to our long history of involvement in RQN to Afghanistan that allows us to have such broad base support and articulation in our RQA to this country.
- RQA has been demand driven. The trigger for establishing a RQN initiative is the identification of specific Human Resource gaps in the country of origin which cannot be filled through the local labour market and hence call for reliance on diaspora resources.



Return of Qualified Afghans

To the Public Sector; to the Private Sector

- Placement of Afghan Expatriate Professionals from EU Countries into the Public Administration of Afghanistan
- Return of Qualified Afghans from neighboring countries
- Afghan Expatriate and Training Component
- TRQN



Role of Diaspora

- ✓ Primarily, Afghan Diaspora participate in the programme to help their country, rather than for financial reasons
- ✓ Under the RQA programme, experts return to provide capacity building, to share their skills and expertise
- ✓ RQA is a programme of quality rather than quantity
- ✓ Upon their return to the host country, they share their experience with other Afghans living abroad. This has a trickle effect and more Afghans from the émigré community approach IOM expressing their interest to register for the RQA programme
- ✓ To date, IOM has a database of almost 5,000 Afghans professionals living abroad registered to participate in the programme and is in regular contact with over 600 Afghan organizations worldwide



Role of Diaspora

- Key of the success of the RQA programme is the close cooperation IOM has with the Afghan Diaspora for almost 20 years
- The initial partnership established in the 80s' has become stronger over time. The Diaspora has put their trust in IOM and its support for the reconstruction of Afghanistan
- Thanks to the gained trust from the Afghan Diaspora, IOM was able to immediately start the RQA programme after the fall of the Taliban's

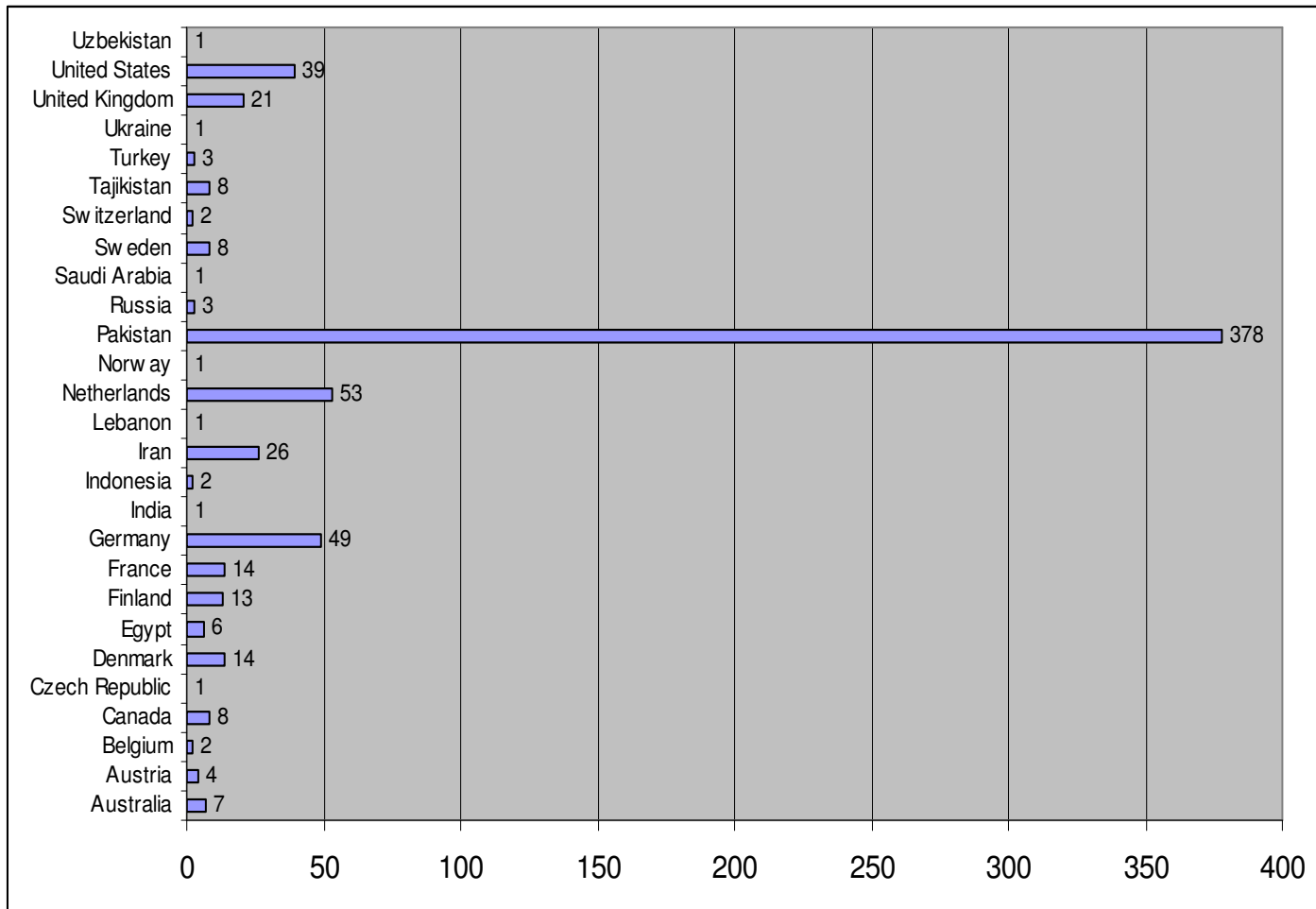


SOME STATISTICS

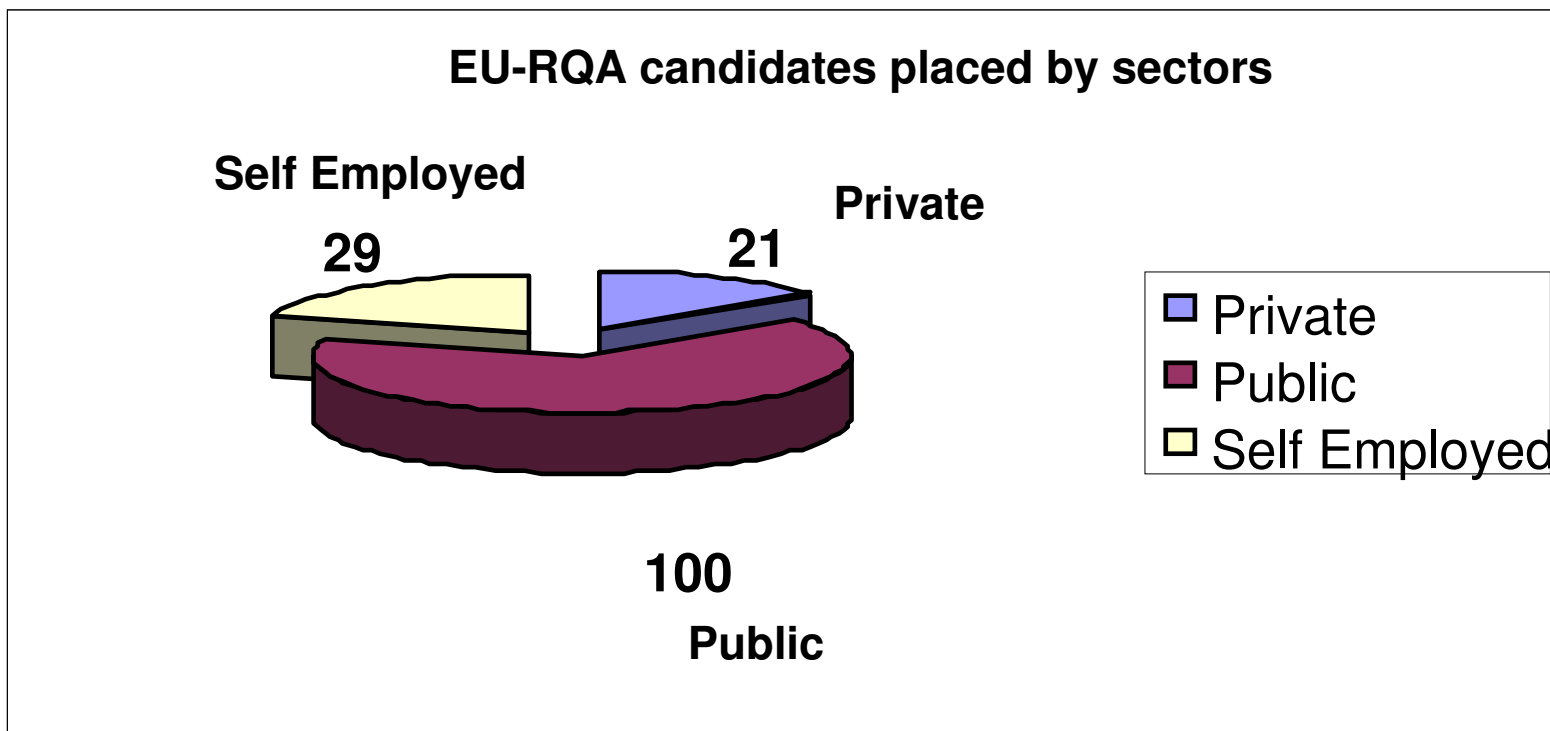
Return of Qualified Afghans



Total placed candidates by host countries

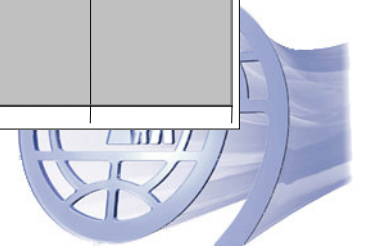
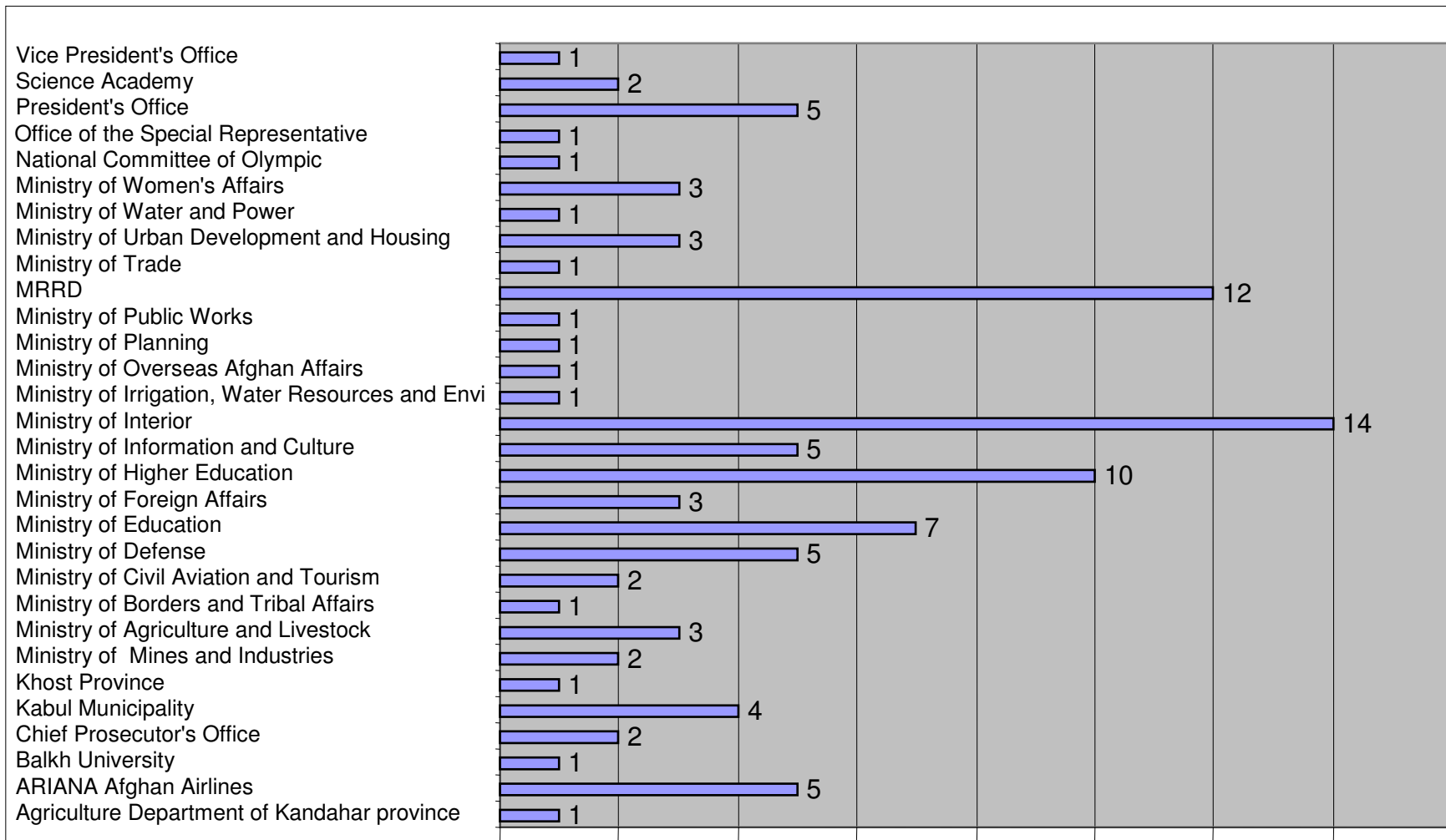


EU RQA Programme



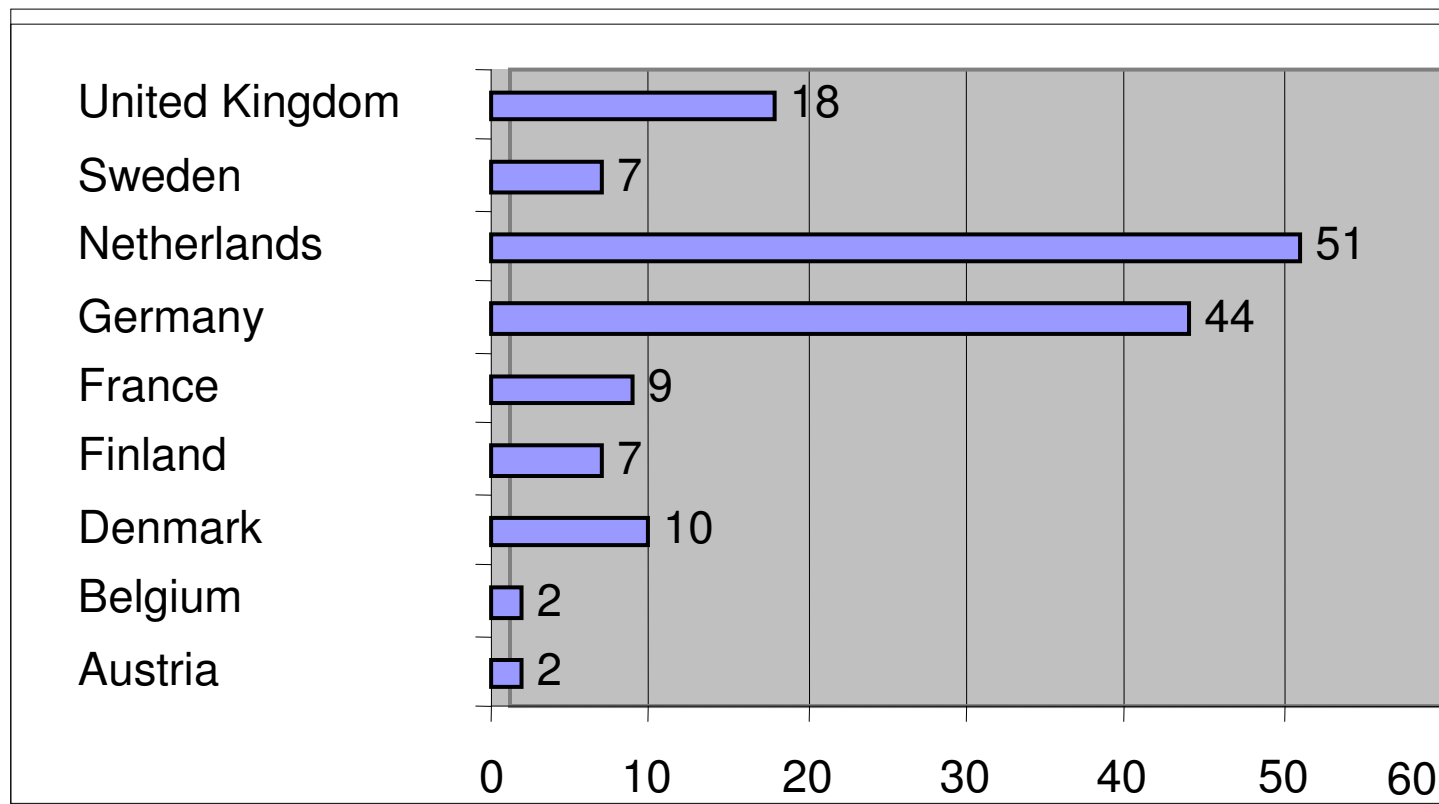
EU-RQA Programme

Placements by employer in the public sector



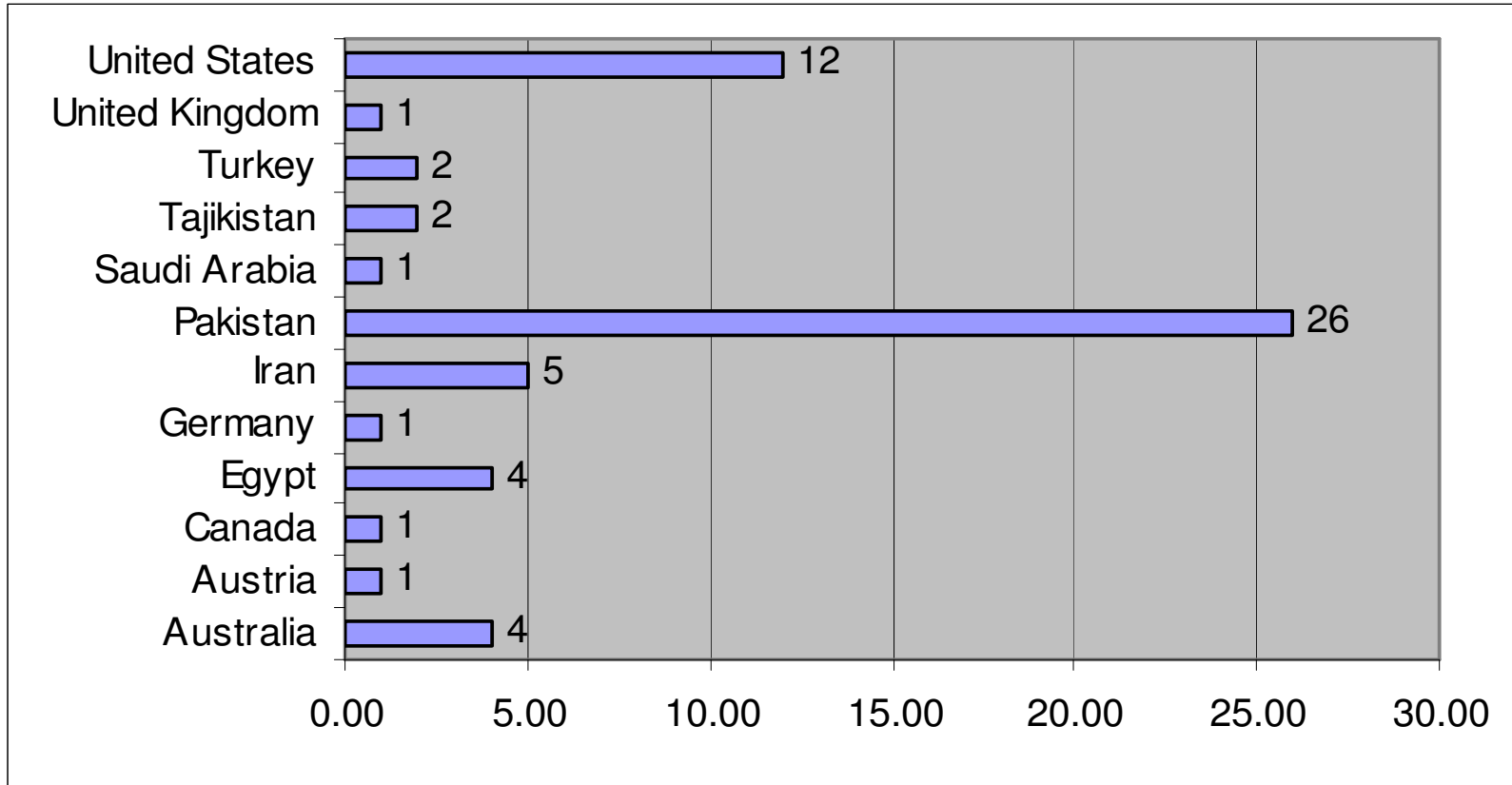
EU-RQA Programme

EU-RQA candidates placed by host country



RQA Legal Sector

Candidates placed by host country

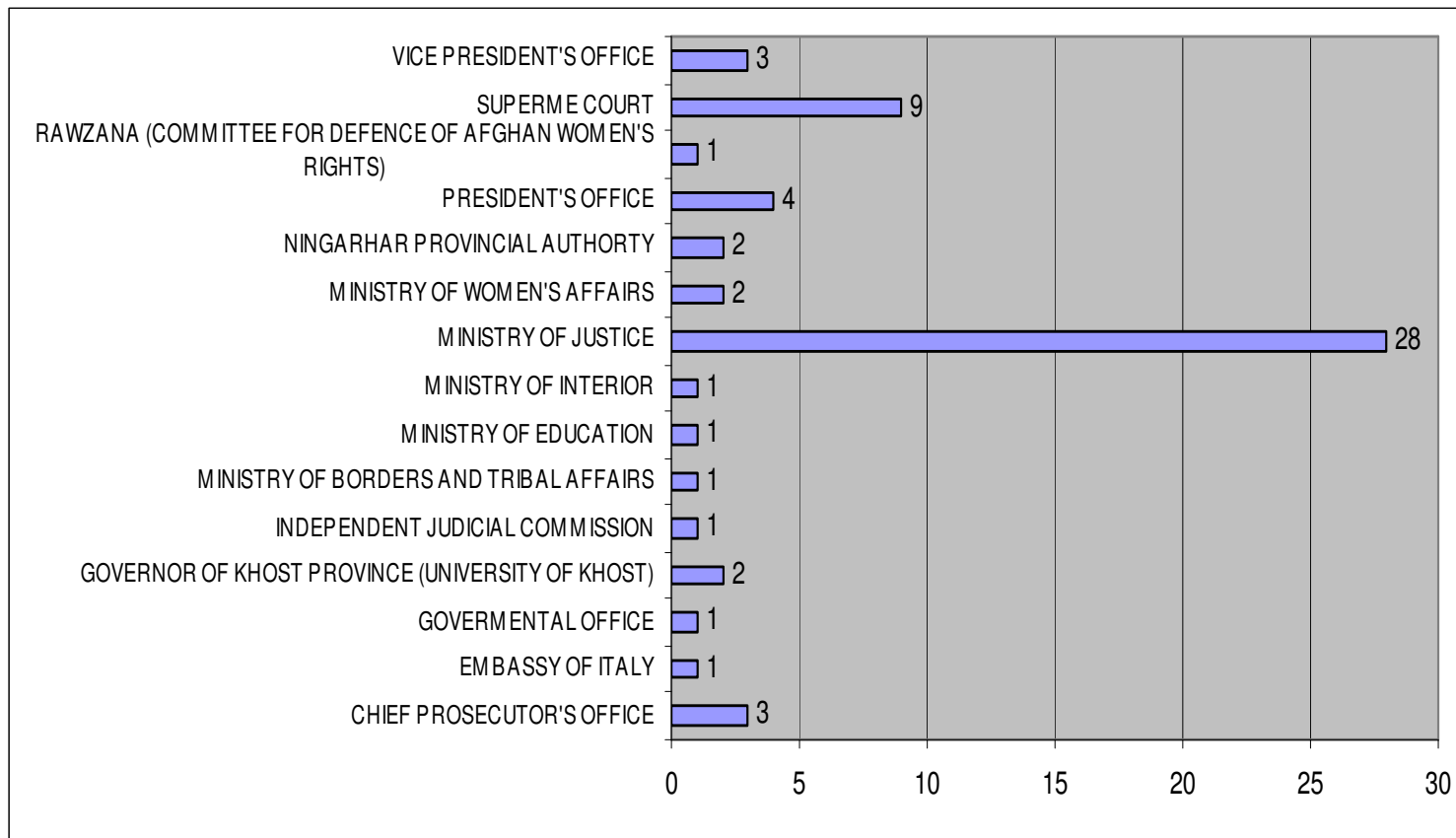


(June 2002 – June 2004)



RQA Legal Sector

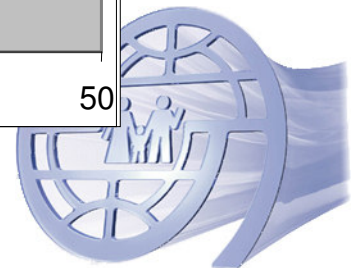
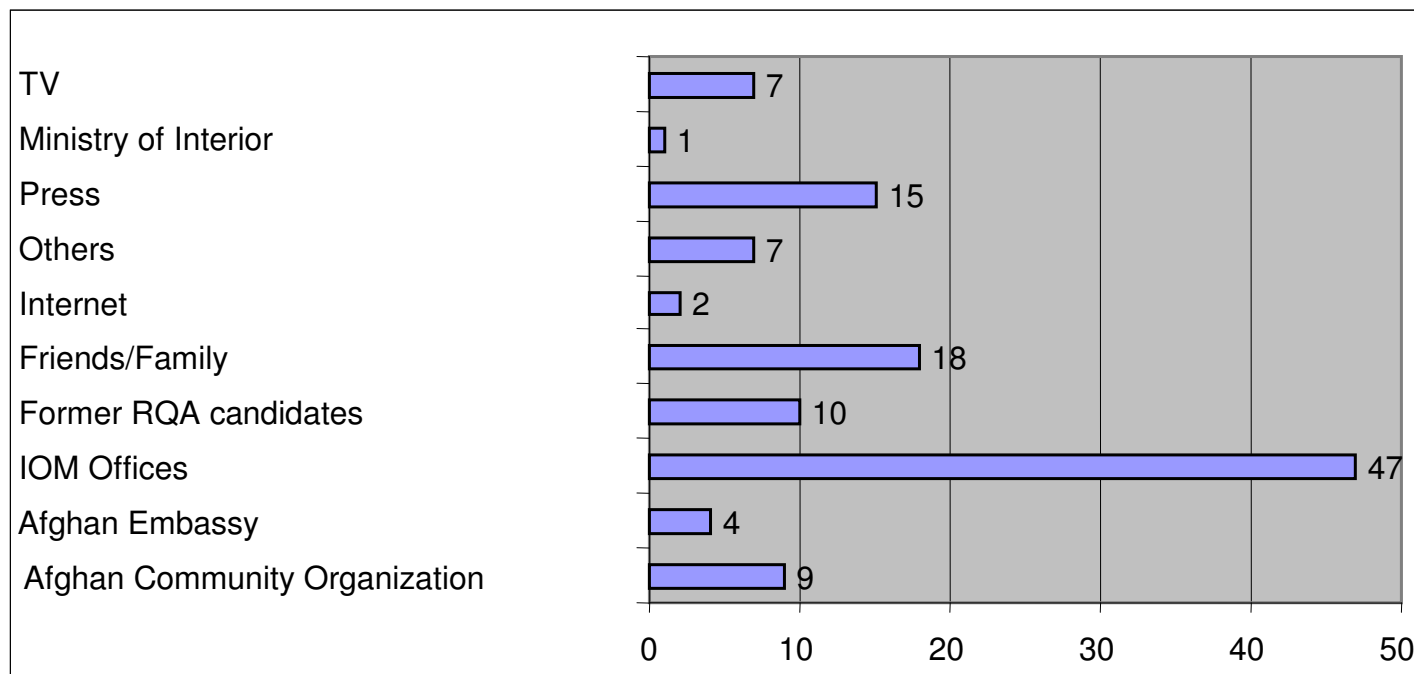
Placements by employer



EU-RQA Programme Results of the internal evaluation

Situation Prior to return/preparations in country of residence

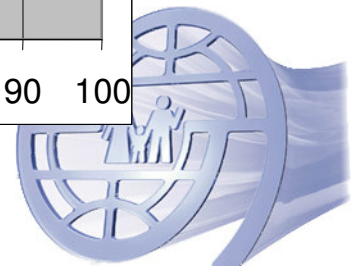
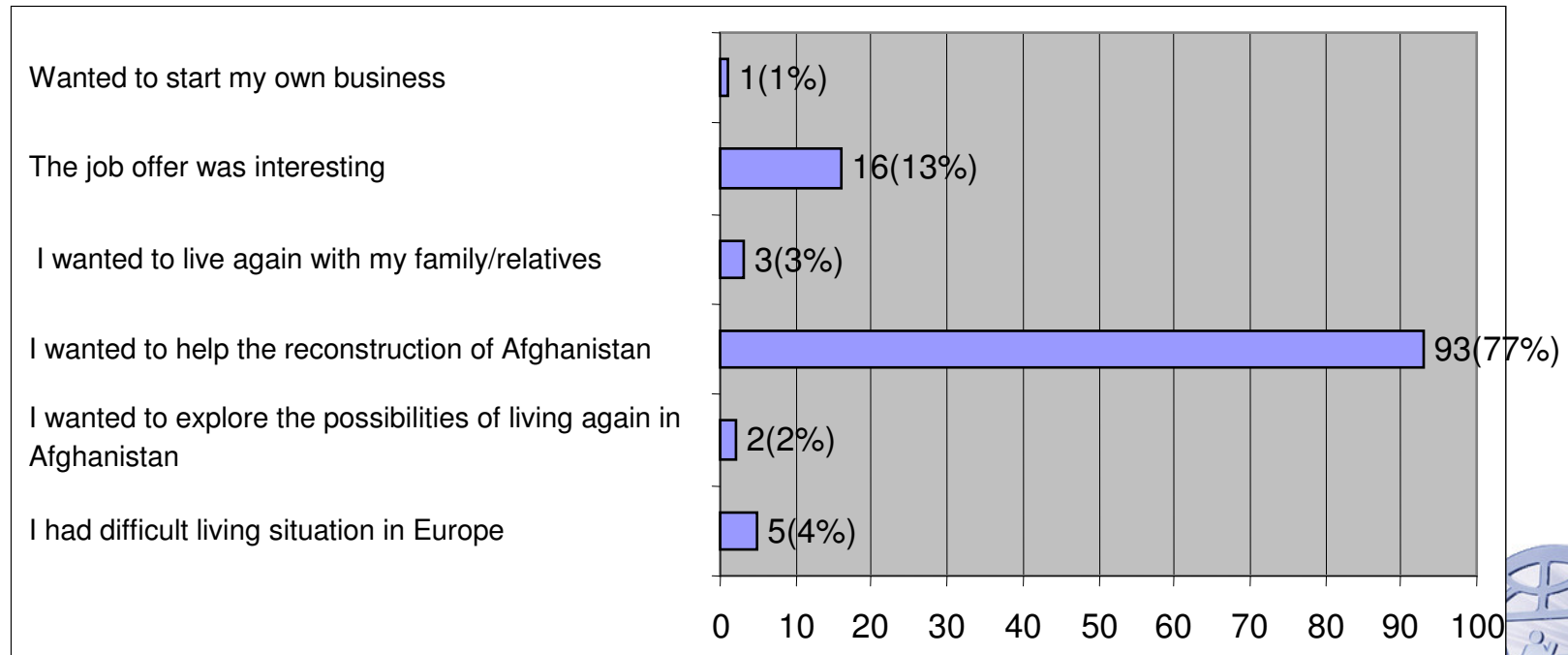
Question: How and/or by whom did you learn about the EU-RQA programme?



EU-RQA Programme Results of the internal evaluation

Situation Prior to return/preparations in country of residence

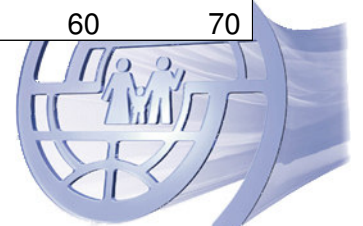
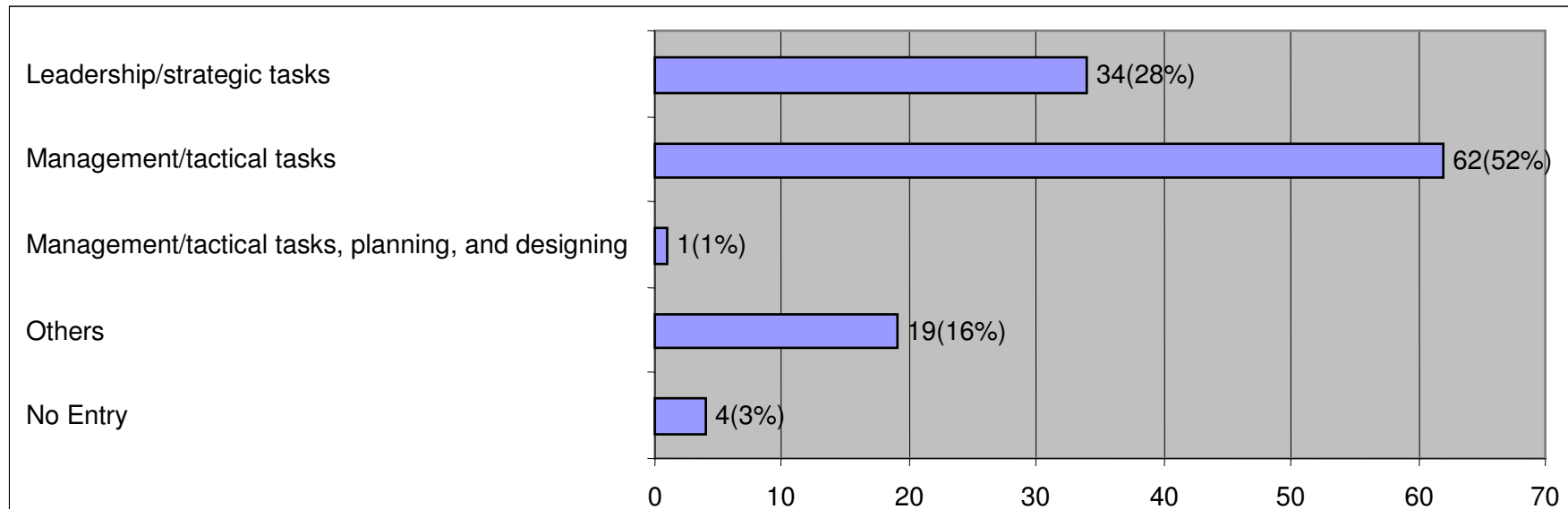
Question: Why did you decide to participate in the EU-RQA programme?



EU-RQA Programme Results of the internal evaluation

Professional Reintegration

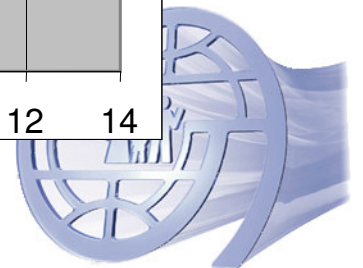
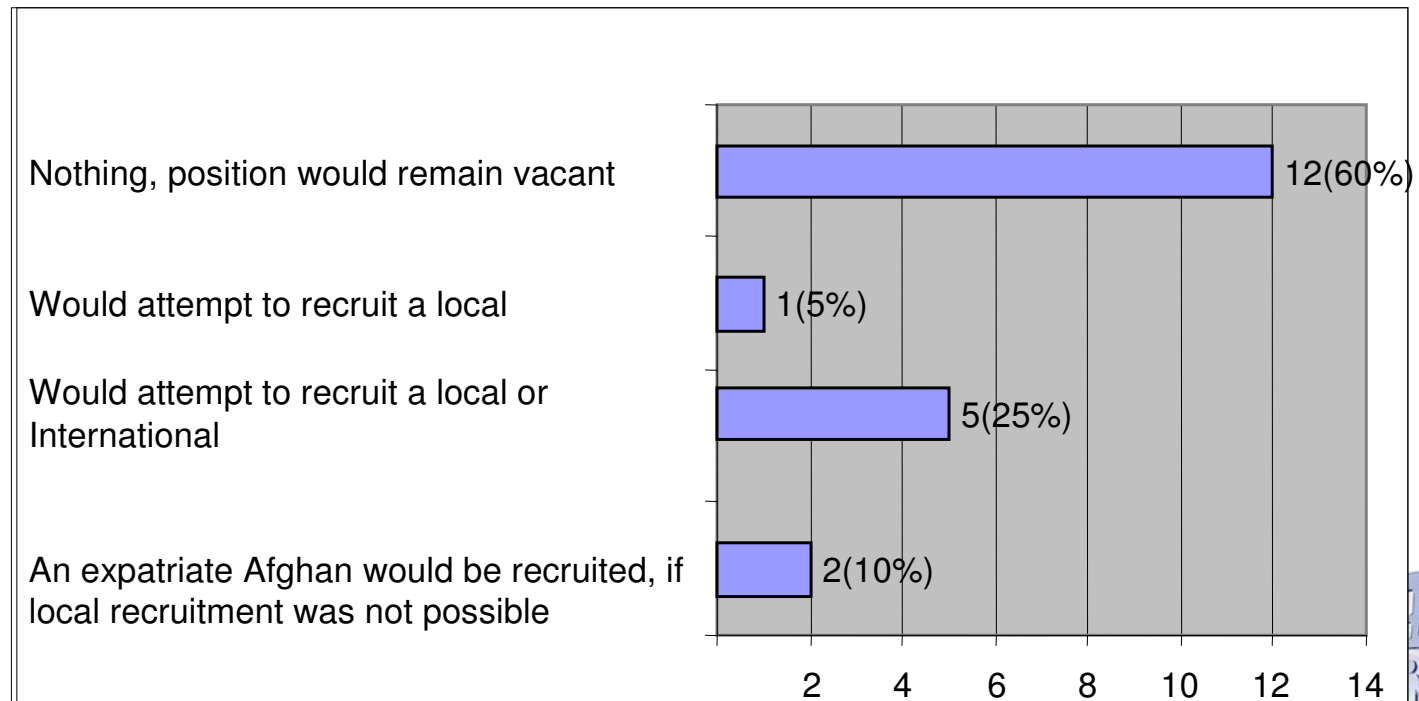
Question: What is/was your main task at your work?



EU-RQA Programme

Results of the employers' evaluation

Question: If this programme had not existed, or qualified Afghans living abroad were not available, what measures would be taken by your administration/organization to fill the position?



EU-RQA Programme

Results of the employers' evaluation

Question: How would you rate the importance /contribution of the EU-RQA candidates' skills and knowledge at the workplace?

