

Integrated Experts in Afghanistan

In order to improve the management skills of Afghan Government ministries, key institutions and administrative bodies, the German Government is assisting with the placement of integrated experts on the Afghan labour market.



Situation

The last few decades have seen the country lose much of its knowledge and educational provision. War and unrest have resulted in the destruction of Afghanistan's infrastructure and also led some well- educated managers, experts and academics to emigrate. There is also a lack of clear structures within the public administration for creating employment and income incentives and thus counteracting this situation.

Objective

Qualified experts and managers can be successfully placed and work as integrated experts for employers in Afghanistan. They assist Afghan Government, ministries, key institutions and administrations to improve their management skills.

Background information

Integrated experts ...

are highly qualified German managers and experts from the civil service,

AT A GLANCE



Activities in the provinces of:
Balkh, Kabul, Herat, Kandahar,
Khost, Nangarhar.

Programme: Integrated and returning experts

Commissioned by: German Federal Foreign Office

Partner: Afghan ministries and institutions

Implementing organisations:
Deutsche Gesellschaft für
Internationale Zusammenarbeit
(GIZ) GmbH

Provinces: Balkh

Provinces: Herat

Provinces: Kabul

Provinces: Kandahar

Provinces: Khost

Provinces: Samangan

Provinces: Nangarhar

Programme objective: Develop effective state administrative structures.

private sector or civil society placed upon request by the *Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH* with employers in partner countries. The employer concludes a local employment contract, works with the expert to determine goals for his or her deployment period, and pays him or her a typical local salary which is topped up by GIZ.

Measures & Results

Integrated experts are employed directly on a local basis which means they enjoy the confidence of the Afghan partners. Because many of these experts come from an Afghan background, they often fill key positions, help to shape key regulatory and structural change processes and at the same time promote policy dialogue between Afghanistan and Germany. They work in the fields of good governance, security, domestic and foreign policy, business, transport, education, higher education, and culture and media, passing on their specialist knowledge to their colleagues. Since 2002, GIZ has worked on behalf of the German Government to place 116 integrated and returning experts in total in key positions in Afghanistan. There are currently 13 integrated experts working in Kabul and Balkh Provinces.

Afghan graduates who have studied in Germany are also being placed and financially supported as returning experts in development-related positions in Afghan ministries and authorities as part of the *Return of Talents Afghanistan* programme which is being run in cooperation with the *German Academic Exchange Service (DAAD)*. There are 22 returning experts currently employed in Afghanistan.

One example from the Afghan Ministry of Foreign Affairs involves an integrated expert who heads up the Ministry's Office of Human Rights & Women's International Affairs. Her wide-ranging tasks include optimising the process for reporting on international human and women's rights treaties, introducing relevant national legislation and ensuring the professional development of her staff.

Overall term: January 2010 – June 2020

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