

In the Name of God, the Most Merciful, the Most Kind



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Forced Migration Promotes Human Smuggling

The social issues within a society are mostly interrelated. If there is a particular problem, it has the tendency to give rise to many other social problems or sometimes it plays a part in strengthening the other problems that already exist within a society. Suppose, poverty is a grave issue and it has the capability to generate other issues or influence the ones that already exist. Poverty, for example, can strengthen terrorism or it can increase the ratio of crime within a society.

Forced immigration is also one of the similar types of issue. It, in its nature, is a grave issue; however, it can influence many other issues as well. One of the major problems that a country, wherein the people tend to migrate to other countries, faces is the shortage of manpower, which is basically an asset for the country. If the young and energetic people who can support the country at the time of crisis decide to leave the country, the country would further plunge in difficulties.

Moreover, it can create problems for the countries wherein the people move. Their main challenge is the compensation of the large number of people who move there. In addition, they would be faced with the challenges that may arise because of the cultural differences among the people with different backgrounds.

One of the major issues that is strengthened or is given birth by forced migration is human smuggling. Mostly the people who tend to migrate do not follow the legal means and, therefore, they would require the services of the human smugglers. And, this gives a sort of advantage to the smugglers to generate income by playing the lives of the people.

Currently, Afghanistan is largely hit by this problem and there are many human smugglers in the country, particularly, in the capital Kabul who take advantage of the feelings of those who are desperate and have some sort of inclination for moving towards Europe.

Reports reveal that human smuggling has now taken an organized form and remains unattended by the government, while the people have nothing to do except crying in vain. The reports also reveal that people mostly blast government for not doing anything to curb the human smuggling problem and not bringing the perpetrators to justice. People say that human smugglers go about their business freely and openly smuggle people to Europe and a number of money exchangers are also involved in the business; they help human smugglers by holding on to money paid to the smugglers by would-be migrants. This money serves as a type of guarantee and that when a migrant reaches his destination, the money exchanger hands over the money to the smuggler.

The most disturbing aspect of human smuggling is that it includes the risk of life. The illegal ways that are followed within the process include very risky attempts within which the people can easily lose their lives. The border control police or forces in different countries can even shoot the people who try to cross the border illegally. However, the facts show that people consider this choice much better than the lives they are having in their own countries and happily agree to opt it. Another fact is that the people being smuggled do not always involve young men. They also include children, women and even old people and this makes the process even more pathetic.

The government, in this regard, must take tangible measures to curb the situation. It requires adopting both short-term and long-term policies. In its short term policy, it must have no tolerance for the smugglers and strive to bring them to justice. It must make sure that the groups that are active at the moment must not be able to dodge the law-enforcing agencies and must not carry their activities without hesitation. In the long-run, the government can take steps to improve the situation that is compelling the people to leave their country. It can concentrate on the security situation, provide employment opportunities to the people and raise their standard of life.

Government, though, says that it has the issue in consideration, in practice, it has not shown anything tangible. The Ministry of Interior (MoI) has said on many occasions that it considers the issue important but there are no considerable measures taken by it. Moreover, the law enforcement institutions are also not capable enough to track down the networks of human smugglers and bring them to justice. In certain cases, people are tricked by the smugglers, who take their money but never turn up again to fulfill their promise of moving the people towards their desired destinations.

Human smuggling is really a serious crime and all the ways that strengthen the process must be checked properly through strong legal measures. At the same time, Afghan government must make sure that ordinary people are provided the rudimentary requirements of life and stable political and social circumstances so that they should not go for this option.



Weak leadership and weak organizations

By Sakhi Rezaie

The issue of Capacity is one of the key terms that from the Bon Agreement has been in the center of capacity building and institutional building in Afghanistan. Millions of USD has been spent to build the leadership capacity at the Afghan public sector. However, as the performance of the most Afghan public institutions show, lack of basic leadership and management capacity is one of the key challenges in these organizations.

Administration scholars believe that leadership is the most important competitive advantage of an organization and it holds for the other human resource of an organization too. Leadership team also play a key role in the success of an organization, an issue that is a matter of concern in Afghan public administrations as well; because nobody cares about the qualifications a leadership shall poses to lead effectively. The only issue which is important for establishing a team including a leadership team in Afghan public offices is commitment of the team to the person who is at the top of the organization and not to be committed to the common interest of the nation. Such approach has caused many Afghan public offices to fail.

Lack of strategic alignment and continued failure

One of the basic issues one may observe in Afghan public administration is lack of strategic alignment in the office. Research findings show that sustaining high business performance is a product of strategic alignment. Strategic alignment can be only achieved when all teams across the organization communicate and work closely.

What we may observe in an Afghan public administration is the opposite. It is too difficult if not possible, to create an organizational environment conducive to communicate and work closely as team.

Because, first of all there is no team work in most of the Afghan public administrations and if there is such a team work it just happens among specific sections and people with specific personal gains that it acts as communication barrier among different sections itself. In other words, strategic alignment is getting all the people in an organization rowing in the same direction.

Performance diagnosis checklist

Bad internal politics and unproductive work habits that eventually lead to declining performance are the two major performance challenges in most Afghan public administrations. The main reason behind these issues is management focus on one management area and having no time to manage the internal organization challenges, weak per-

formance creeps in and takes hold.

The only option to overcome these challenges is to keep an eye for the following symptoms and the treat the root causes before it is too late. These symptoms include: dictatorial leadership, no 360 degrees feedback, personal agendas, political compensations, ineffective use of resources, empire building practices, unequal workload distribution, fragment organization efforts, ineffective meetings, morale deterioration and etc.

Bad politics as a trigger of low performance

When employees feel discriminated against, abused or unappreciated, as it is common in Afghanistan public administration, they may resort to one or more of the these options: defection to competition, resort to sabotaging the organization, become emotionally distant and have no interest in the success of the organization, display passive-aggressive behaviors, work less and produce substandard results, key talents leave organization and even the country, public administrations develop a reputation for being political and unpleasant place to work, employees lose faith an motivation.

Treatment challenges in Afghan public administration

Why is it so hard to treat low performance in Afghan public administration?

It is clear that in most public administrations leadership is part of the political game, they put first their politic interests to serve the people as the supreme, and also there is a lack of consensus on the correct strategy and it is mostly evident when one high ranking official leaves the office and another public servant is in the office, and worse than that new leaders are not able to asses who is right or wrong because of lack of information and misinformation which the latter is more common in our institutions.

In sum, Afghan public administration suffers heavily frm the lack of a team work, and lack of strategic alignment. Personal and political interests presides the national interests and political games have nearly paralyzed the Afghan public administration. Low performance in Afghan public administration is a common phenomena and calls for urgent decisions to develop committed leadership and leadership teams with new leadership and management qualifications. More importantly, the origins of our public Administration challenges are the Afghan mindset; a mindset with a historic background of discrimination and skepticism which acts as the main barrier of inclusive team formation and teamwork at both macro and micro levels.

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The 'Untold Sorrow to Mankind' Continues

By Hujjatullah Zia

The protracted war and violence have generated horrible consequences in human societies. People endured the scourge of war for many decades, which resulted in heavy casualties and mammoth destruction. The pain and sufferings caused by historical wars are indescribable. Scores of civilians, including women and children, were killed in cold blood both in international conflicts and civil unrest.

Considering the adverse implications of global conflagration, the world approved Charter of the United Nations with the view of preventing from human fatalities. The reason behind the approval of the Charter is stated in its preamble as, "To save succeeding generations from the scourge of war, which twice in our lifetime has brought untold sorrow to mankind, and to reaffirm faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women and of nations large and small, and to establish conditions under which justice and respect for the obligations arising from treaties and other sources of international law can be maintained, and to promote social progress and better standards of life in larger freedom." It further urges all nations to exercise tolerance and live together with the spirit of brotherhood.

To live a peaceful and prosperous life, people of the United Nations need to exercise tolerance, practice upon moral principles and principle of equal rights and self-determination, and respect the fundamental freedoms and inherent dignity of one another.

It is self-explanatory that war on the basis of religion, race, and ideology killed a large number of people and destroyed countries throughout the history. One nation degraded another through claiming superiority on the grounds of their race or religion. That is to say, ideological and racial superiority and degradation of a nation or an ethnic group were the main reasons behind global conflagration.

Despite the fact that the Charter of the United Nations and the Universal Declaration of Human Rights (UDHR) were enacted on the basis of democratic principles and advocate the rights and dignity of all individuals and nations, the scourges of war still inflict indescribable pain and sufferings upon nations. Human fatalities continue unabated as a result of escalated war and militancy.

The bloody, historical wars, which outraged the conscience of the public, were not an eye-opener for the world and people still suffer in the wake of regional disputes. The ideological tension has not been ended despite its hor-

rible consequences. The rights and freedoms of people are violated to a great extent. One's life is no more respected as streams of blood are spilled in every nook and cranny of the world. Children's throats are sliced and women's dignity isdisrespected. Scores of people, particularly women and children, undergo unspeakable anguish in war-ravaged countries such as Afghanistan, Iraq, Syria, Yemen, Palestine, Libya, etc.

The emergence of militant groups, which claim to fight for ideological reason and religious faith, has generated further turbulence and compounded violation of human rights. Militant fighters show no respect to international instruments and target civilians indiscriminately. For instance, the Taliban guerilla fighters spilled the blood of civilians in Afghanistan and the self-styled Islamic State of Iraq and the Levant (ISIL) practiced the same in Iraq and Syria and also discriminated people on the grounds of their race and beliefs. Yazidi women bore the brunt of their radical ideology and inhuman treatment. They fell the victim of rape simply for not adhering the warp minds of the ISIL group which flagrantly trampled upon the rights and dignity of people.

The war and violence still wreak havoc on human societies and increase human fatalities. Both states and militants are involved in human casualties. A number of people lose their lives as a result of bombings and airstrikes carried out by states. Meanwhile, militancy is boundless and has transcended all national and international restrictions. To put it succinctly, the cycle of war never stops and a vacuum for the spirit of brotherhood is widely felt around the globe.

To sum up, the world void of violence and bloodshed has not been formed and the utopia where people could exercise their rights and freedoms remains elusive. We live in the world which is filled with violence, fear, and hatred. The inherent and inalienable rights and dignity of mankind violated flagrantly around the world. Civilians are highly susceptible to cruelty, injustice, and insurgency. The gory incidents, which fill one with an outpouring of grief, is a stain on the conscience of the public.

That is we live in a real dystopia in which individuals suffer from unspeakable pain and anguish. The "untold sorrow to mankind" has not been ended and "freedom from fear and want", which was proclaimed as the intense desire of people of the United Nations, did not come true.

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