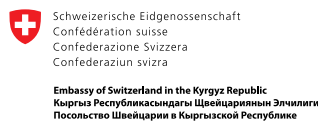




Mapping of Kyrgyz diaspora abroad and expert roster of Kyrgyzstan's expats

Research and analysis report

Bishkek,
Kyrgyz Republic
2015



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We are also grateful to all those who, in representing their ministries, state authorities, services, and self-government bodies, have assisted us to improve our understanding of

reforming and innovations that are required in the public, voluntary, and private sectors in Kyrgyzstan, for Kyrgyz diasporas abroad to live and work better worldwide without weakening their ties with Kyrgyzstan and to remain informed about issues, news, ideas, and projects related to the development of their home country and home towns, and to contribute to prosperity and wellbeing within and outside Kyrgyzstan.

Special thanks also to the donors and the IOM Office in the Kyrgyz Republic, for their expertise, and their administrative and financial support.

ABBREVIATIONS

EEU – Eurasian Economic Union

EU – European Union

IOM – International Organization for Migration

LSGB – Local self-government bodies (of the Kyrgyz Republic)

MFA – Ministry of Foreign Affairs (of the Kyrgyz Republic)

ROI IPF – “Roza Otunbayeva Initiative” International Public Foundation

SCA – State Construction Agency (of the Kyrgyz Republic)

SRS – State Registration Service (of the Kyrgyz Republic)

UAE – United Arab Emirates

USA – United States of America

SUMMARY OF RESEARCH

Research on mapping diasporas and experts, residing abroad, is aimed at studying a potential of Kyrgyz migrants, living abroad, and diasporas with whom there is an opportunity to establish a mutually beneficial cooperation through formal (diplomatic missions) and informal (personal) contacts.

During the study, the main issues were raised regarding demographic and professional characteristics of migrants; their recourses (material and financial), which could be used in development of economy of the Republic; perceptions and attitudes of state agencies towards compatriots; state authorities' mechanisms of liaising with compatriots residing abroad; as well as other issues.

During preparation of methodology, developed by sociologists with support of IOM experts, three instruments were developed (modified and prepared in Russian and Kyrgyz languages by the working group of «Forum Mekendeshter» project) in form of survey questionnaire for compatriots and semi-structured interviews with representatives of state agencies and LSGBs as well as with representatives of diasporal organizations and compatriots.

Analysis of results of semi-structured interviews revealed a problem of «leakage» of working-age population abroad; absence of cooperation of relevant ministries and agencies with diasporas and Kyrgyzstanis who left the country; as well as absence of unified vision and definition of «compatriot». The research showed that it is necessary to adopt a broader definition of «compatriot» with categories of division, depending on motives of migration. It was noted that existing normative legal acts

recognize as compatriots only citizens of Kyrgyzstan, who are residing in a host-country by official documents, but do not cover another category of persons - ethnic Kyrgyzs and former citizens of Kyrgyzstan.

Also, issues were raised regarding return of compatriots and related to this difficulties such as accommodation, pensions, social and medical services. As of today, these problems were not properly reflected in national legislation. Nevertheless, according to compatriots, their return to Kyrgyzstan is quite possible in case of creation of certain conditions such as improvement of infrastructure/life conditions; provision of opportunities for opening a business and decrease of corruption.

Regarding initiatives of development of the country, majority of respondents expressed interest in improvement of quality of education and tourism development. Compatriots also interested in organization of various charity activities, aimed at provision of one-time and permanent help. According to results of the survey, improvement of political situation is one of the main factors which influence on decision of compatriots regarding participation in such kind of initiatives.

Ongoing research contributes to preparation of analytical materials regarding existing conditions, participation, liaisons between state agencies and compatriots - Kyrgyzstanis residing abroad. Thus, in the future, diaspora mapping and analysis will serve the Government of the Kyrgyz Republic as a basis for development of policy and mechanisms of engagement of Kyrgyzstanis and Kyrgyz-diasporas abroad in events, related to social, cultural and economic development of the country.

FOREWORD

"A diaspora is a community living abroad but simultaneously feeling at home, as if they were still in Kyrgyzstan"

"Kyrgyz diasporas abroad are the soft power for Kyrgyz diplomacy"

A migrant, Kyrgyz diaspora in Turkey

Migration and Kyrgyz migrants abroad should become a cornerstone for elaboration of Kyrgyzstan's strategies for development and international cooperation as soon as possible, and hold a prominent position in efforts to implement the country's development strategy over the next decade. This is not just because of the increased global focus on migration in policy development, as demonstrated by the Global Forum on Migration and Development, held in Istanbul in October 2015. In Kyrgyzstan's context, the outflow of the sections of the population most able to work, including "brain-drain", is a phenomenon that will have far-reaching effects for the community and economy over the next 15-20 years. A lack of governmental vision and preventive policy for migration processes and management of its consequences exposes Kyrgyzstan to a risk of wasting its most valuable resources: human capital and the future capacity of the country.

As of yet, there is no policy or state programmes in place for job creation that will lead to salary and employment benefits for Kyrgyz migrants that are at least the same, equal or better than those offered in the most popular host-countries of the last 20 years (the Russian Federation, Turkey, Germany, Kazakhstan, the United States of America, South Korea, Canada, and Australia). However, the highest risk is a lack of policy goals and specific steps to put in place conditions that will lead to the return of Kyrgyz migrants and Kyrgyz diasporas either temporarily or permanently. This causes additional difficulties in attracting their financial and human resources back to their home country and hometown. The widespread opinion that Kyrgyzstan may become rich as a result of remittances sent by its migrants abroad – which are equivalent to one third of the Kyrgyz Republic's gross domestic product – is wrong. Most often

remittances sent from abroad are not held as savings, and even less are invested (in education, healthcare or entrepreneurship). To the great regret of many Kyrgyz migrants, remittances sent by them and earned by hard, backbreaking work – often in an environment posing risks for the health and well-being of the migrants and their families – is spent on family consumption, on socially symbolic weddings, funerals and jubilees, or "black cash box" which allow Kyrgyzstanis to stay afloat and in social network (not to be outdone by people, by nation). Therefore the remittances figure for 2012-2013 only loosely reflects the extent to which this phenomenon is unsustainable and temporary. However, public budget programming should account for the status of Kyrgyz diasporas abroad and migration policy should take into account the engagement of Kyrgyz nationals abroad in development strategies and mechanisms in the capital, regions, rural areas, economic sectors, civil society and civic space, in organizations and local self-government bodies, in business and entrepreneurship as well as in social provision. It should take into the mentality of Kyrgyz who thirst to leave and return from abroad to make own contributions to the development of their country. In this context, efforts have been made to conceptualise the "diaspora" of Kyrgyzstanis abroad within this diaspora mapping.

The diaspora as a phenomenon, as a construct, and as well as a reality experienced by our compatriots in different countries of the world has been studied, and the picture has taken shape.

Specifically, over one and a half million of Kyrgyzstan people who are former and current citizens, as well as ethnic Kyrgyz who live as formal and informal communities in various parts of Central and East Asia, the

Russian Federation, the European Union, and North America are already a transnational diaspora living their own lives in need of recognition and study, who create discourses and narratives, and construct a reality for their subjects. They require communion or affiliation with a sometimes "mythic", but sometimes quite real, homeland that is intertwined geographically, spatially, culturally, and linguistically with today's Kyrgyz Republic. Migration as a process is the main producer of

Kyrgyz diasporas abroad, and the research and analysis offered for your attention in this report are merely an attempt to capture the diaspora's evolution abroad to find out what we can expect from our compatriots who are still tied to Kyrgyzstan by genes, history, memory, and emotion. We hope that the readers and users of our report will try to glimpse a reflection of much deeper processes than the phenomena, figures, analysis and conclusions presented here.

METHODOLOGY

ROI IPF sociologists developed the mapping methodology with the support of IOM experts in Vienna and Geneva. Although the mapping methodology for diasporal organizations and Kyrgyz compatriots abroad was developed in December 2014, data collection actually began in May 2015.

Three tools were developed in the course of methodology elaboration, and later during team discussions within a Mekendeshter Forum think tank. The following outputs were updated and finalized in Kyrgyz and Russian languages: i) An online survey questionnaire for Kyrgyz nationals abroad (Annex 1), ii) Semi-structured interviews with representatives of state authorities and local self-government bodies (LSGBs) (see Annex 2), and iii) Semi-structured interviews with representatives of Kyrgyz diasporal organizations abroad and with prominent compatriots.

The following data were collected during the course of the survey:

- 627 completed online questionnaires,
- 28 interviews with representatives of state authorities and LSGBs,
- 30 interviews (questionnaires answered and interviews) with representatives of diasporal associations and expat experts.

Key issues and area of analysis

The main topics of research were:

- 1) What are the demographic, professional, and business characteristics of active Kyrgyz nationals abroad who keep in touch with their country of birth and hometowns?
- 2) In what ways could the resources of Kyrgyz nationals abroad be useful in development processes? For example, what skills, knowledge and competences do active Kyrgyz nationals abroad have, and do they wish and are they able to use

these skills, knowledge, and competences in their native country and home town in Kyrgyzstan? What are the financial and material resources of active Kyrgyz nationals abroad? How are they already involved into development of their country and town (for example, through activities, contributions, projects, charity, investment and so on)? Are there any barriers and challenges to this? What mechanisms and approaches to implementation of development initiatives in their country and town do they use?

- 3) What are the perceptions, understandings, and treatment expressed by state authorities and LSGBs towards Kyrgyz compatriots abroad? What are the legal regulations, resources, existing or planned activities undertaken by state authorities and LSGBs to maintain relationships with Kyrgyz nationals abroad? Which strategic objectives and tasks of state authorities and LSGBs may have synergy with the tasks and objectives of Kyrgyz diasporal organizations abroad?

The following analysis has been conducted in the survey:

- ♦ Analysis of stakeholders involved in the Kyrgyz diasporas mapping process,
- ♦ Analysis of discourses in semi-structured interviews,
- ♦ Comparative analysis of understanding and awareness of migration, the diaspora, and Kyrgyz nationals among representatives of state authorities based on articulation of legal regulation and, definitions, vision, treatment, policies, as well as initiatives and actions proposed for the Compatriot Liaison Council under the Prime Minister of the Kyrgyz Republic,
- ♦ Comparative analysis of understanding and awareness of migration, diaspora, and Kyrgyz nationals among the nationals themselves and diasporas through ideas, projects, contributions, and recommendations for the Compatriots Liaison Council under the Prime Minister of the Kyrgyz Republic.

Stakeholders in mainstreaming migration into national development programmes

An intermediate outcome of this study is understanding and classifying various participants in migration processes as stakeholders in regulation and development of policy related to migration of Kyrgyz nationals. Conceptually and by default, stakeholders of migration mainstreaming into national development programmes all take part in the Mekendeshter Forum (a forum held every two years) and engage in promotion and addressing of problems experienced by Kyrgyz compatriots abroad between the forums through a web-based platform, projects, and the Compatriots Liaison Council under the Prime Minister of the Kyrgyz Republic. This is confirmed by our study. Thus, a common vision among stakeholders on interaction between Kyrgyz nationals abroad, within diaspora associations, as well as with state authorities in the Kyrgyz Republic and host-countries, is taking shape.

At the point of this report's drafting, the key stakeholders in mapping of the Kyrgyz diaspora abroad are the following:

- Active Kyrgyz nationals abroad (who keep up with news from Kyrgyzstan and their compatriots in their

host-country and other host-countries outside Kyrgyzstan);

- Leaders and active members of diasporal and public associations based on clans, cultural associations, exchange, and development;
- Active partners from the Zamandash Association;
- The Compatriots Liaison Council under the Prime Minister of the Kyrgyz Republic and its members;
- Members of the Project Council of the Global Joint Programme to Mainstream Migration Into the Development Strategy of the Kyrgyz Republic;
- State authorities that have mandates relating to migration, youth, labour, international relations, education, culture, healthcare, communal services, social development, state registration, the economy, and agriculture;
- Civil society representatives who study and deal with migration and development in Kyrgyzstan and in partner countries through the IOM's Global Joint Programme to Mainstream Migration Into Development Strategy;
- ROI IPF and staff of Mekendeshter Forum Project.

LITERATURE REVIEW

In order to ensure that our mapping takes into account existing research by scholars and experts with a wide range of interests and understandings of the concepts of "diaspora", "migration and development", and "compatriot", we have referred to few respected sources. The collection *Diasporas: Concepts, Identities, Intersections* edited by Kim Knott, and Sean McLoughlin, 2010 was the source of the main conceptual findings which have shaped the basic definitions in our approach to diaspora study. In particular, four essays from the section on Theories and Concepts: Home And Memory (by Stock, F.), Migration (Van Hear, N.), Transnationalism (Levitt, P.), and Diasporas and Development (Page, B., Mercer, C) were reviewed in details. Another three essays from the section Empiric and Metamorphic Diasporas were also used: How the Japanese Diaspora in Brazil Became the Brazilian Diaspora in Japan (Lesser, J.), Migration Inside China (Christiansen, F.), and Above Tibet (Anand, D.).

Books edited by diasporas expert Kathleen Newland also helped us to shape our study. The publication *Diasporas: New Partners In Global Development Policy* (ed. Newland, K. 2010) and *Developing a Road Map for Engaging Diasporas in Development* (eds. Rannveig Aguinias, D., Newland, K., 2012) helped to generate the questions and tools of the study. Conceptual constructs include a diaspora as a transnational phenomenon, as well as a diaspora as a spatial phenomenon stretched between points on a map that are constructs of our intellect and perception and are actually "mythical" places which we wish to call our "home" or "motherland". Thus, instead of discussing an individual migrant or member of a diasporal association, we have to see the (integrated) construct, rather than its components individually. Synthesised dialogues from semi-structured interviews may provide us with data about our migrants, their relationship to the diaspora and to "graduates of the diaspora", and their plans to return to Kyrgyzstan.

Kathleen Newland

As declared at the 2014 Mekendeshter Forum, research on Kyrgyz diasporas abroad, their cooperation and devel-

opment-related work and their entry to the governmental and municipal level were inspired by worldwide approaches (Philippines, Mexico, Poland, Ireland, and so on) described and presented in her case studies presentation by Kathleen Newland, Director of the Migration Policy Institute and author of concerned publications.

Kathleen Newland presented the roles of diasporas in the development of home countries to more than 300 participants at the 2014 Mekendeshter Forum. Since very Forum participants were experts on the topic, her presentation did not resonate greatly and was not well understood by decision makers, but was a critical "hook" for civil society activists and adventurous private sector entrepreneurs. However, her books and manuals were added to the libraries of IRO IPF and Mekendeshter Forum project to inform key stakeholders on migration processes in Kyrgyzstan and also to encourage diasporal associations to continue to be focused, purposeful, and efficient suppliers of service and products that public and municipal sectors in Kyrgyzstan currently fail to provide for Kyrgyz migrants abroad.

Two of the main conceptual and practical tools outline by Newland in her publications are: i) addressing the problem of missing representation in discussions and discourse about diaspora fate through wide use of a Road Map for Engaging Diasporas in Development, and ii) the Five Levels of Commitment to Diaspora Entrepreneurship: networking, training, mentoring, investment, and venture capital, and partnership. Both books are very informative and should be read carefully.

Policy paper on establishment of the Turk Administration Abroad in Turkey

The participation of Mehmet Kose, Deputy Head of the Turk Administration Abroad at the 2014 Mekendeshter Forum allowed the Mekendeshter Forum Project and ROI IPF to arrange cooperation with the Turk Administration Abroad and establish working relationships with staff members and departments at this organization. A study tour for project staff took place in early 2015, and

subsequently project officers met experts from the Turk Administration Abroad at the Global Forum on Migration and Development in Istanbul. As part of the cooperation agreement it was agreed that the Administration would provide us with their policy paper that provided the conceptual framework for establishing the Turk Administration Abroad in 2010. The project staff studied this conceptual paper to help develop policy for further efforts of the Compatriots Liaison Council under the Prime Minister of the Kyrgyz Republic.

Global Forum on Migration and Development

The Global Forum on Migration and Development (GFMD) that has taken place annually in various cities around the world for 10 years was held in Istanbul on 12-16 October 2015). The Mekendeshter Forum Project and ROI IPF officers participated in it for the first time. This was a key stimulus to developing a new approach to organizing and hosting the 2016 Mekendeshter Forum (MF 2016).

It was recommended that the MF 2016 host committee study the GFMD 2015 concept, the preparatory work for the forum, the use of panel discussions, work in sections, activities during the forum (such as exhibitions, events, lectures, and conceptual art) as well as the summaries of forum findings in presentations; written, published and informal sources; literature; and policy papers.

It is critical that Kyrgyzstan engage with global trends for learning, reporting and addressing growing migration-related challenges worldwide. We have to keep a close eye on best practice and understanding of migration that has accumulated all over the world in various geographic, demographic, and political contexts.

This allows us to view data that needs to be studied to improve national migration policy and create tools to regulate migration. The forum's principal emphasis became human mobility and the wellbeing of migrants: this focused attention on female migrants and their children, and also linked these categories of migrants with development factors in both home and host-countries.

Meanwhile, concepts of diasporal development and strengthening of links between sending countries and migrants themselves have become increasingly prominent in the work of many organizations in the public, municipal, civil, and private sectors. Policy in Kyrgyzstan needs in detalization, namely in work with compatriots and Kyrgyzstanis, residing abroad. In development of a policy on liaison with compatriots, it is essential to take account of the experience of countries with similar processes. The Global Forum on Migration and Development is exactly the platform and school through which Kyrgyz policymakers on migration not only obtain an overview of diasporal development but also make important contacts with organizations that operate in this area; and find out about positive experiences of introducing these policies in different countries, and donor initiatives (for instance those of the Governments of Switzerland and the Netherlands) on development of diasporal traffic at international level.

The forum was a reminder that entering the wider world should be accompanied by an open mind and comprehension skills, so that useful lessons learned and example-sare perceived as such and can be utilized in addressing specific problems in our country based on the example of other countries. Such experience sharing at the levels of country and organization occurred at least three times at this forum:

- 1) Private sector-government partnerships to support migrant/diaspora entrepreneurship and job creation, with a focus on small and medium enterprises Round Table;
- 2) From engagement to cooperation: Diaspora development in Africa and Europe side event;
- 3) Beyond Xenophobia and exclusion: Local partnerships and action for the social inclusion of migrants and diaspora common space session.

The outputs of all the plenary, workshop and side events at the forum will be studied to develop the vision and concept for the 2016 Mekendeshter Forum.

CHAPTER 1.

Online survey, findings and analysis

Online survey sampling

Of all the Kyrgyz nationals that migrated out of Kyrgyzstan, a significant proportion left the country more than one year, five years, or even 20 years ago. Most of them have settled down in their host-countries; obtained residence permits and permits for employment, entrepreneurship, expertise and other activities; and invested in property, education, projects, enterprises, small and medium business, trade, and so on. More than 2,500 active Kyrgyz nationals are Mekendeshter Forum page subscribers in the Facebook social network (<https://www.facebook.com/mekendeshter?fref=ts>), and/or readers and users of the websites of the Mekendeshter Forum project (www.mekendeshter.org) and the "Roza Otunbaeva Initiative" (ROI) IPF (www.roza.kg). These 2,500 active users of social networks and online and mobile applications were the sampling frame of active compatriots (0.35 per cent of the 718,186 Kyrgyz nationals abroad) (United Nations Department of Economic and Social Affairs, 2013: Trends in International Migrant Stock: Migrants by Destination and Origin). Of the 2,500 active compatriots in the sample, the survey collected answers from 627 respondents, who made the decision to take part in the online survey (thus the sampling is made up of 20 per cent of Kyrgyz nationals abroad who are active users of social networks and electronic mail systems).

Piloting and online questionnaire update

The questionnaire was created on the Survey Monkey online application and was made up of 43 questions. It was tested for two days on 11 to 13 May 2015: some modifications were made to four questions, but the questionnaire was left fundamentally unchanged.

Links to the online survey was placed on all available databases and sent to contact email addresses of Kyrgyz nationals abroad, including on Facebook, the project and the Foundation's websites, personal contacts with Kyrgyzstanis abroad, and in videos posted on the project and the Foundation's websites, as well as through the websites and contact lists of partners, sponsors, embassies, and consular services.

More than 250 complete questionnaires (more than half of the initial target) were collected in the first three weeks of the online survey. As of 30 June 2015 500 questionnaires had been completed, while approximately 150-200 questionnaires were not answered in full. Therefore the survey was left accessible online for the next two weeks until those 150-200 questionnaires were completed. In total 627 questionnaires were collected by mid July 2015.

The sample of respondents in the online survey who had lived in Kyrgyzstan within the last 12 months was limited. In other words, the sample was valid for those who had already been living for 12 months or more outside Kyrgyzstan at the time of the online survey, or international migrants as defined by the International Organization for Migration. Those migrants who indicated Kyrgyzstan as their place of permanent residence were not intended to be respondents for further online survey. However, some respondents selected Kyrgyzstan as their permanent place of residence, though they had left the country more than one year before the time they complete the questionnaire.

Encrypting of data in questionnaires and semi-structured interviews for analytical tables

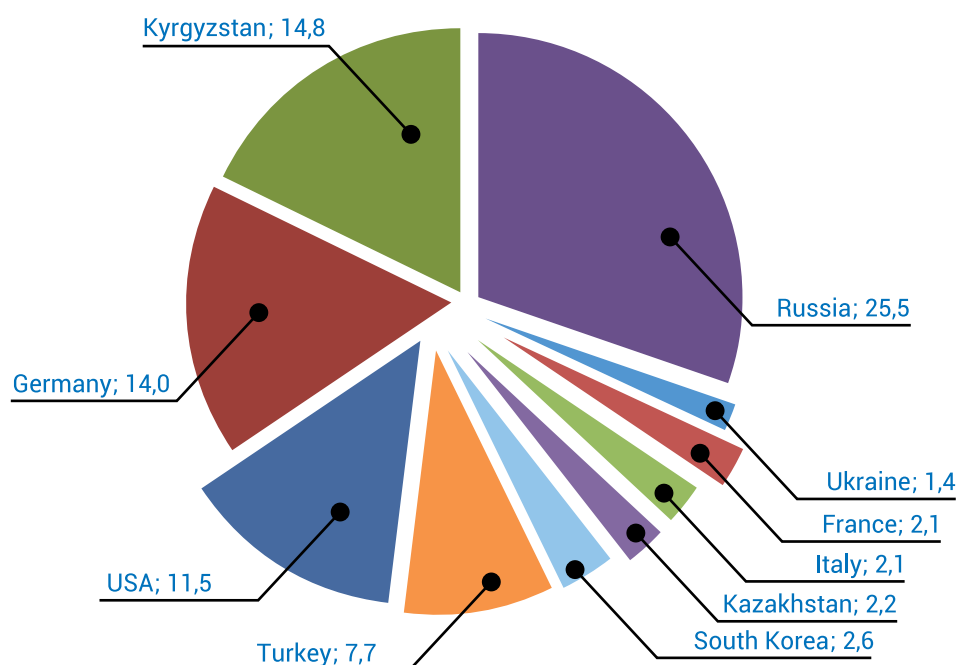
A certain level of encrypting and online survey scrubbing, as well as encrypting of data gathered using the qualitative tools, was required. With regard to the quantitative approaches, first of all, encrypting was necessary for SPSS data gathered online to allow for separate analysis of the questionnaires answered in full and questionnaires filled partially. In addition, data was scrubbed in the answers to "Others", and additional answers of respondents were also grouped, to calculate the frequencies of similar answers. In addition, the cross-tabulations were also reviewed.

Survey findings

1.1. Country of residence

The largest groups of respondents live in the Russian Federation (25.5%), Kazakhstan (almost 15%), Germany (14%), the USA (11.5%), Turkey (7.7%), and South Korea (2.6%).

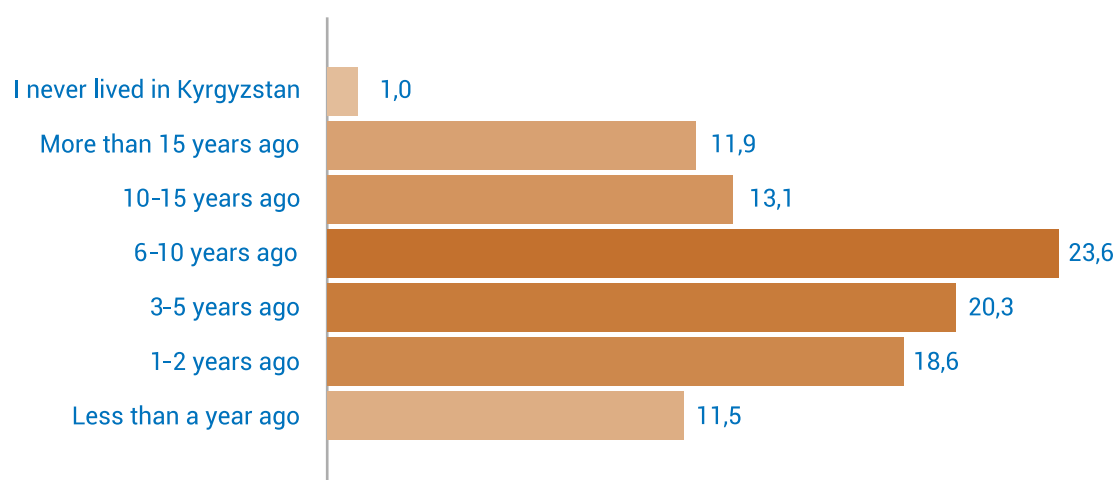
Chart 1.1. Country of permanent residence (%)



1.2. When did you leave Kyrgyzstan?

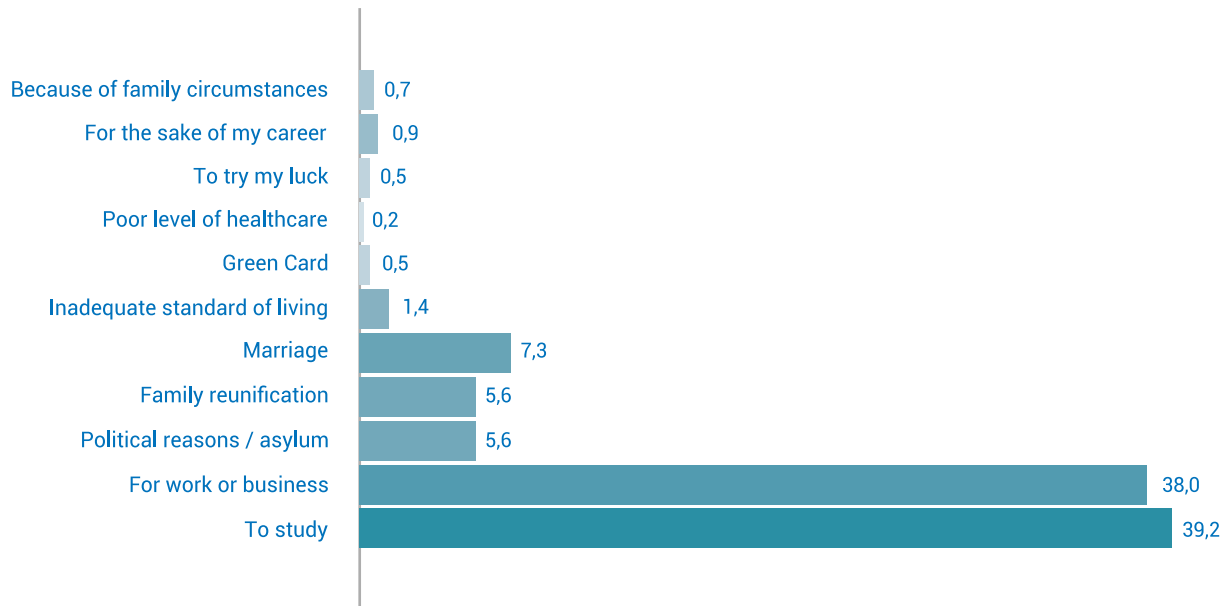
More than 21 per cent of respondents have not lived in Kyrgyzstan for more than 10 years. About 36 per cent of respondents have not lived in Kyrgyzstan for more than 3 years, while almost 20 per cent of respondents left Kyrgyzstan six to 10 years ago. Fifteen per cent of respondents left the country 1-2 years ago. Almost 10 per cent left Kyrgyzstan less than one year ago. Thus, more than 90 per cent of the respondents were international migrants by the IOM definition (they have lived in a foreign state for more than 12 months).

Chart 1.2. When did you leave Kyrgyzstan? (%)



Thirty-nine per cent of respondents stated that they left Kyrgyzstan for reason of "Education" while 38 per cent stated "Employment/Business", 7 per cent "Marriage", 5.6 per cent "Family Reunion" and 5.6 per cent "Political convictions/Asylum".

Chart 1.3. Reason for leaving Kyrgyzstan (%)



2.1. Gender and age related data

The respondents were 52 per cent male and 48 per cent female. More than 30.9 per cent of respondents are aged 18 to 30 (17 per cent of males and 23.9 per cent of females), while more than 35 per cent are aged 30 to 40, 16 per cent 40 to 50, and 8.2 per cent 50 or older.

Chart 2.1. Gender of respondent (%)

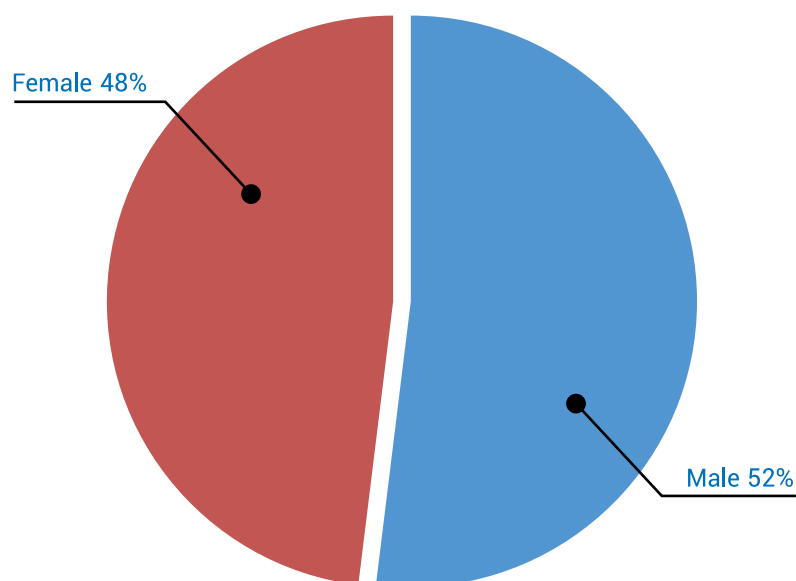
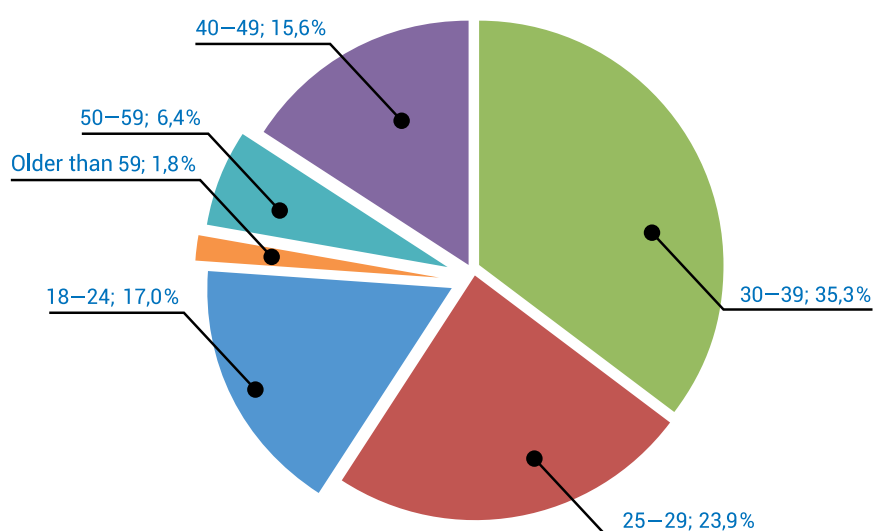


Chart 2.2. Age of respondents (%)



3. Marital status of respondents

More than half the respondents (56%) are married and 32 per cent are single. Meanwhile 3 per cent of respondents are in relationships that are not officially registered, 6 per cent are divorced, and 3 per cent are widowed (see Diagram 3.1.)

Fifty one per cent of respondents have children less than 18 years of age. Of these, more than 76 per cent have children who live with them in their host-countries, while 20 per cent have children residing in Kyrgyzstan. Five per cent of respondents have children living in third countries such as Germany, Russia, China, Kazakhstan, the United States, and Switzerland (see Diagrams 3.2. and 3.3).

Chart 3.1. Marital status of respondents (%)

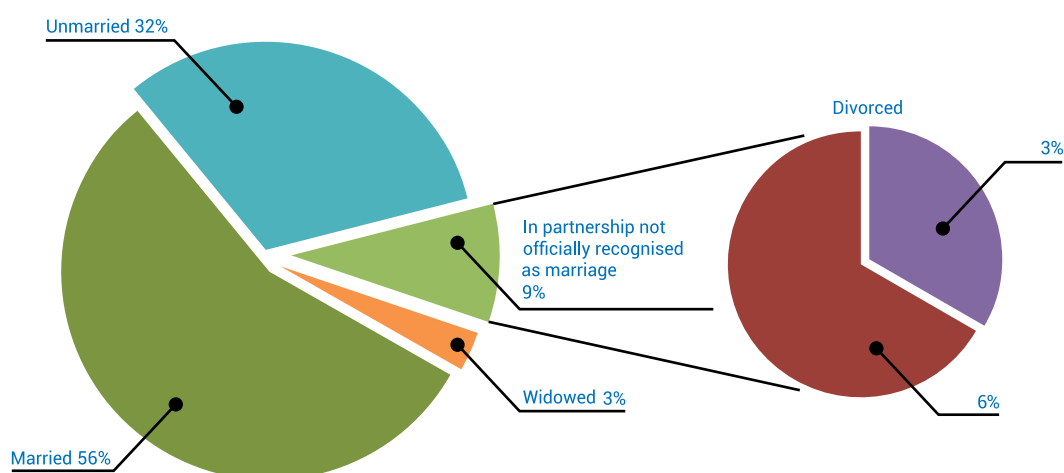


Chart 3.2. Children younger than 18 (%)

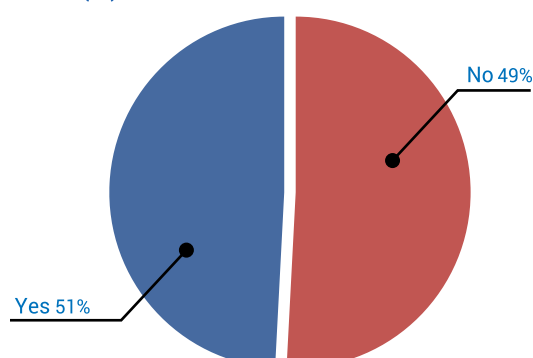
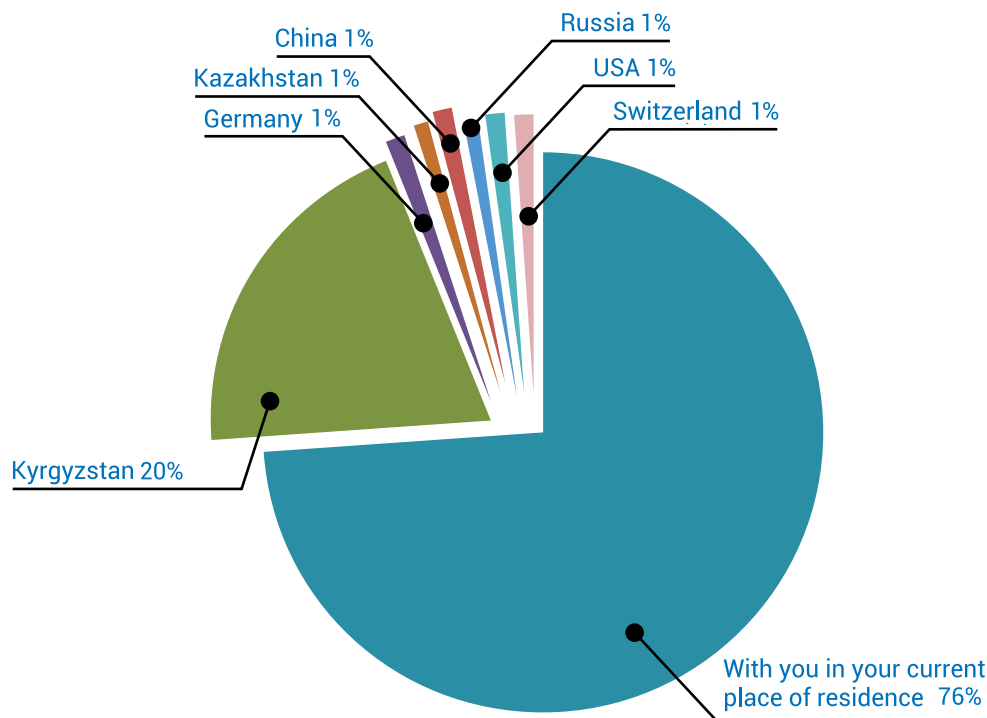


Chart 3.3. Where do minor children live? (%)



4. Big and small motherland of respondents

Over 91 per cent of respondents reported Kyrgyzstan to be their country of birth, 2 per cent - Russia, 6 per cent of respondents stated the USSR, 1 per cent Uzbekistan, and less than 1 per cent said Poland, Kazakhstan, Tajikistan, and Turkey.

Chart 4.1. Place of birth (%)

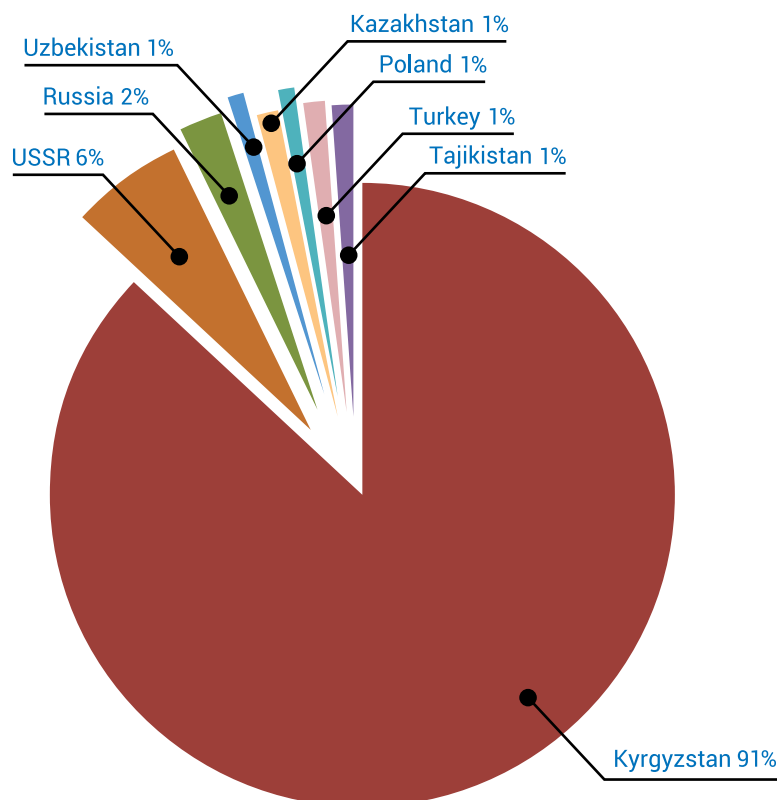


Chart 4.1. Where did respondents live before turning 18? (%)

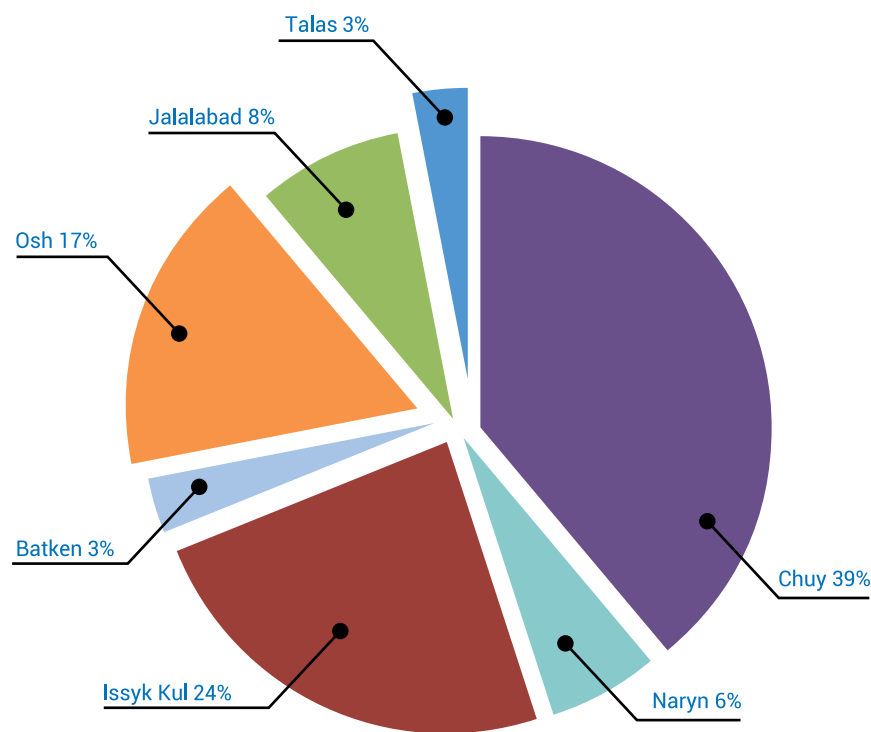


Chart 4.3. Hometown of respondents from Chuy (number)



Chart 4.4. Hometown of respondents from Naryn (number)

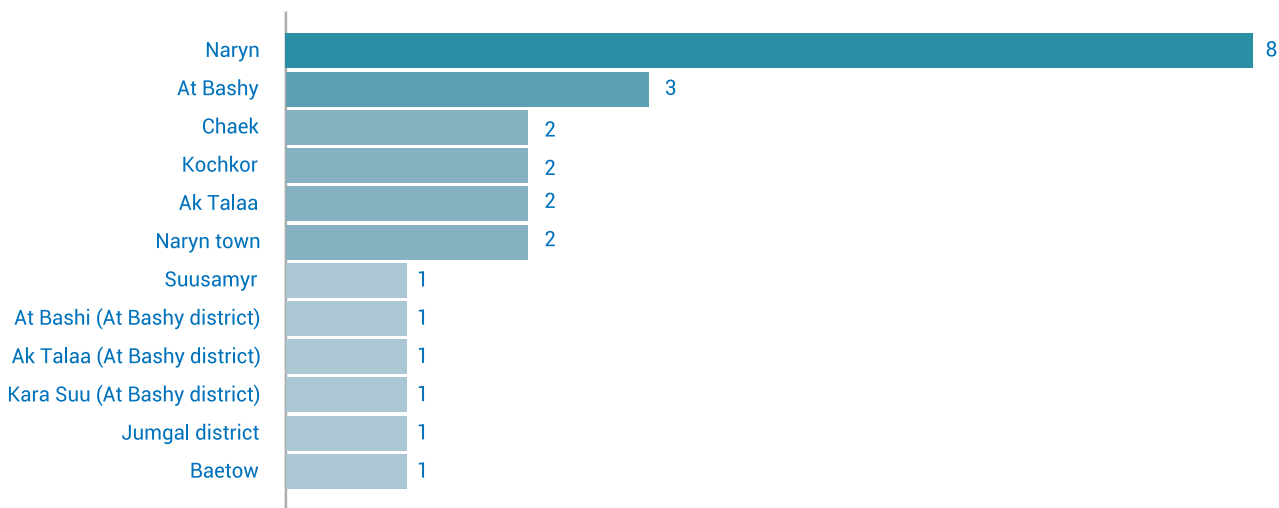


Chart 4.5. Hometown of respondents from Issyk-Kul (number)

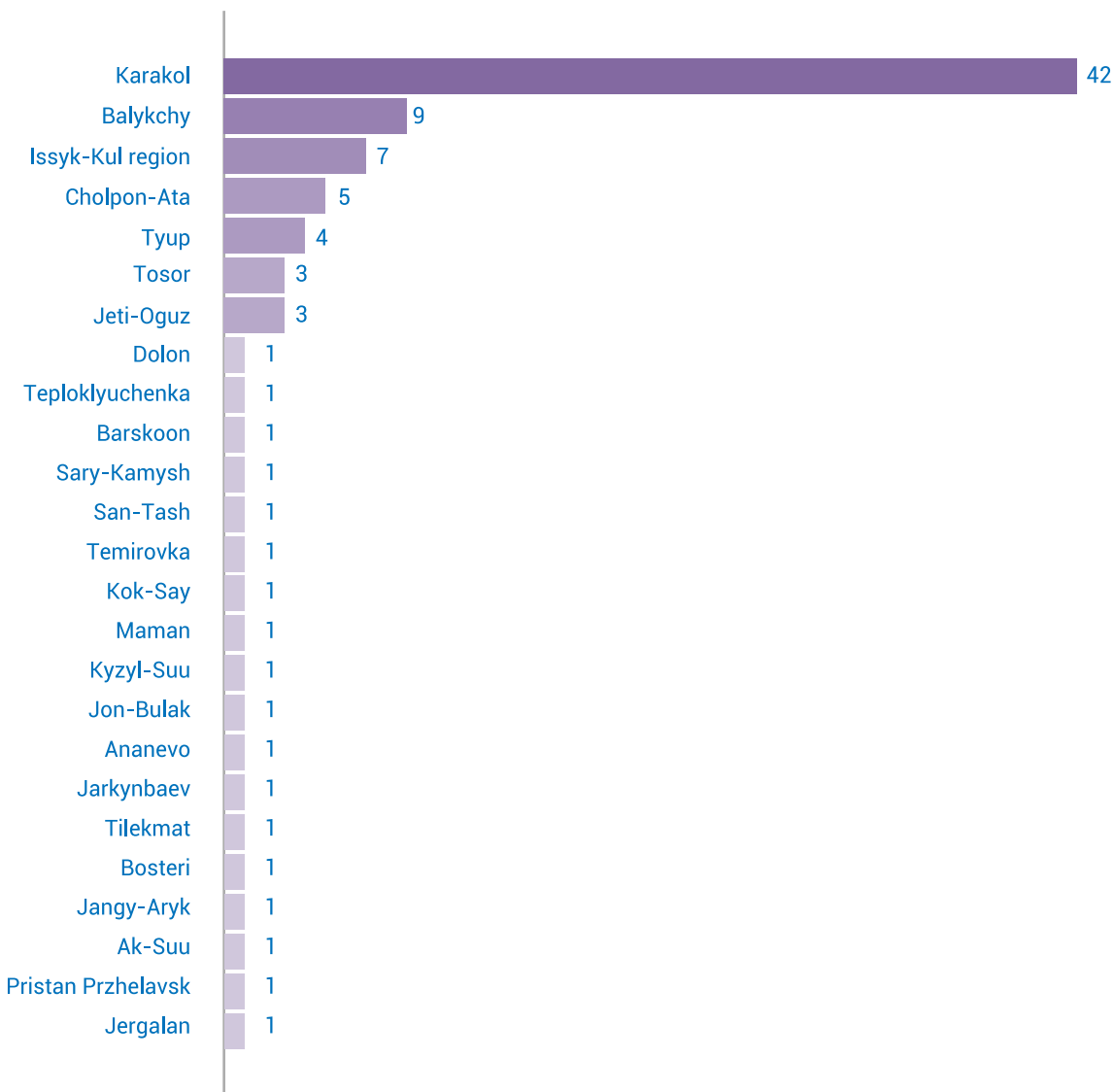


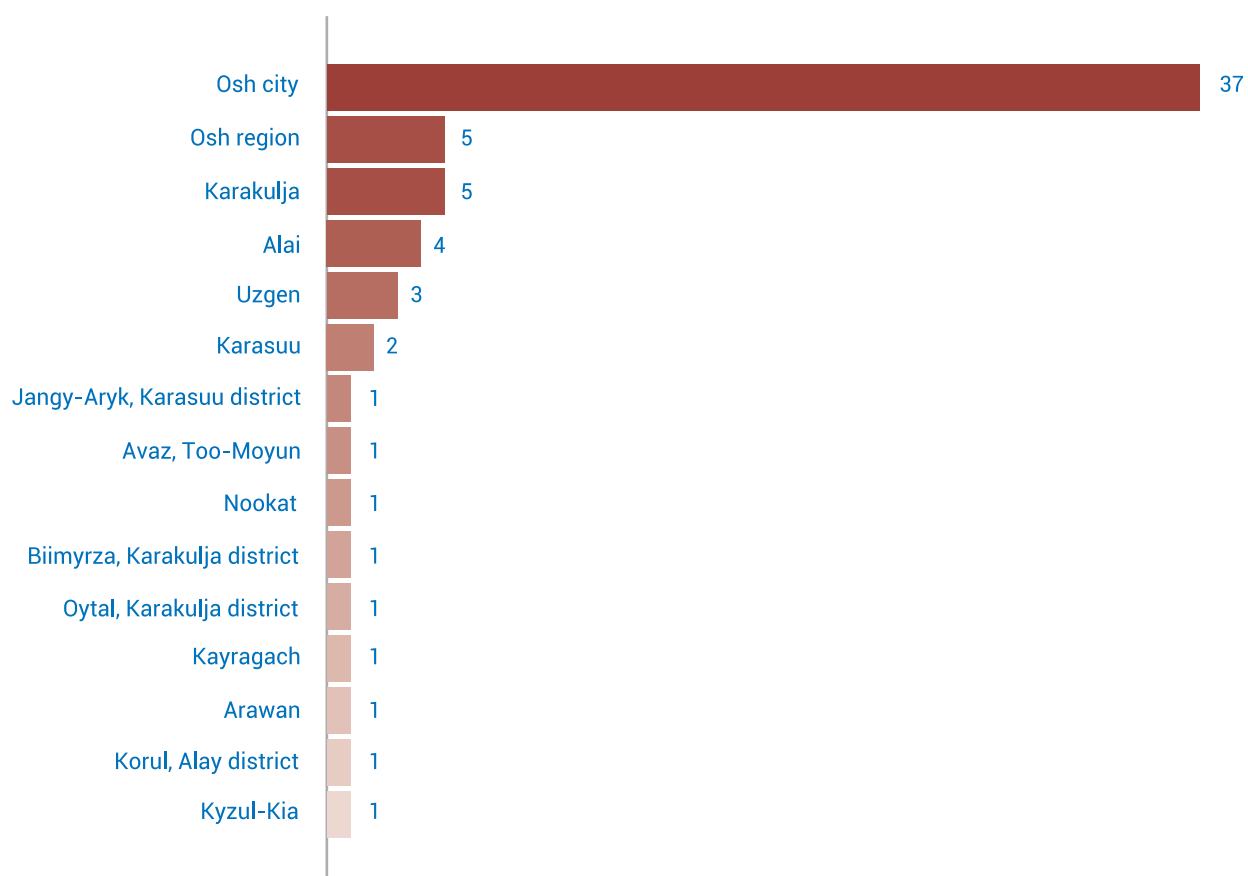
Chart 4.6. Hometown of respondents from Talas (number)**Chart 4.7. Hometown of respondents from Osh (number)**

Chart 4.8. Hometown of respondents from Jalalabad (number)

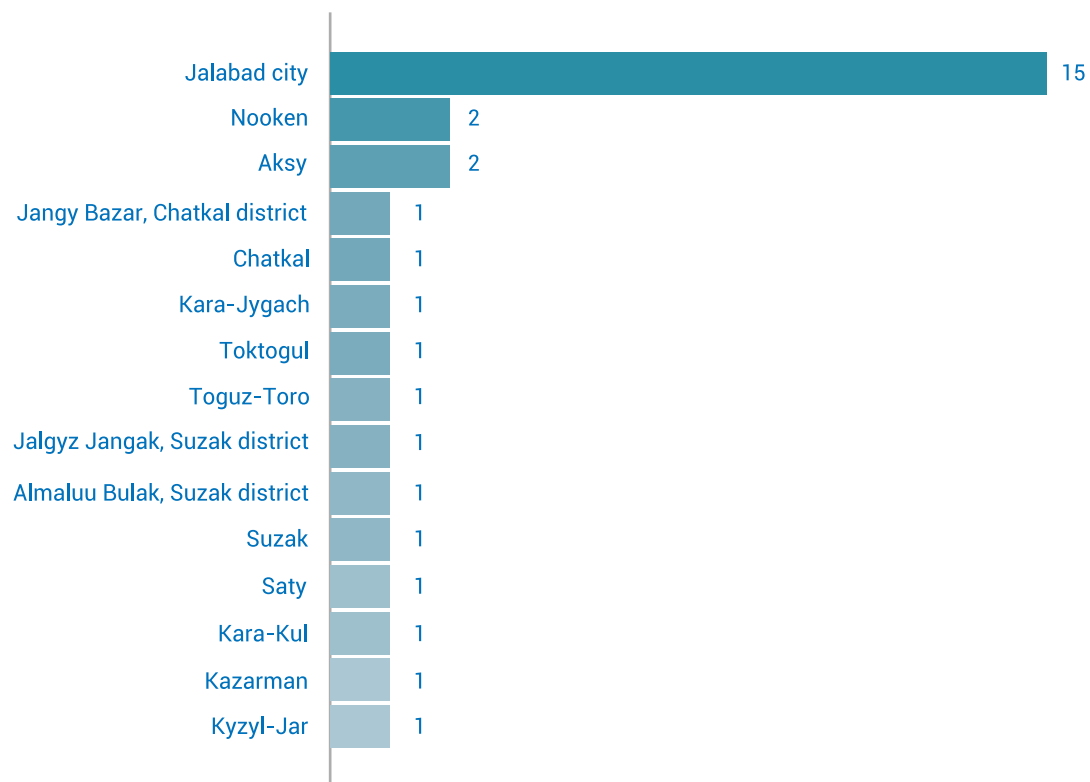
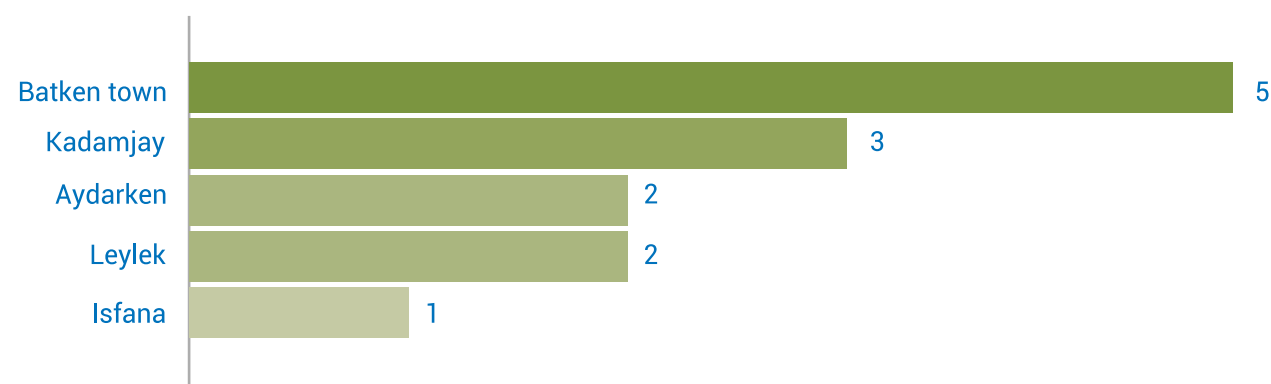


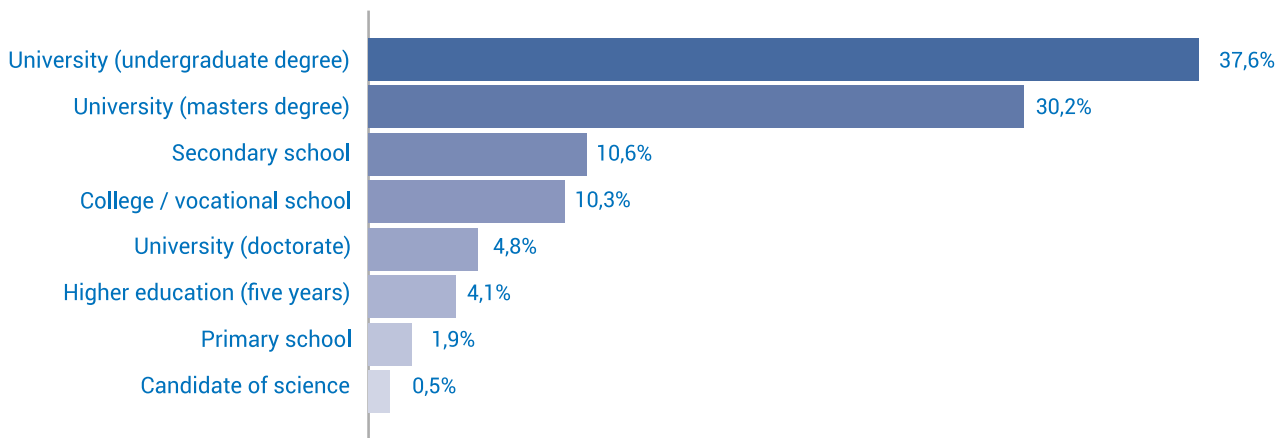
Chart 4.9. Hometown of respondents from Batken (number)



5. Education

Five per cent of respondents have doctorates. The plurality of respondents has completed Bachelors degree (38%), and only 4 per cent of respondents indicated their educational level as higher education (five years or basic university level). Just over 30 per cent have Masters degrees. Vocational schools graduates make up 10 per cent of respondents, and 11 per cent completed their education with secondary school.

Chart 5.1. Educational attainment (%)



Study

Of the respondents 26 per cent are students. For a list of universities and educational facilities, see below. It is particularly interesting to note that several are students of respected universities for the professions that have suffered the highest brain drain from the Kyrgyz Republic in the last 20 years.

Chart 5.2.1. Are you studying now (%)

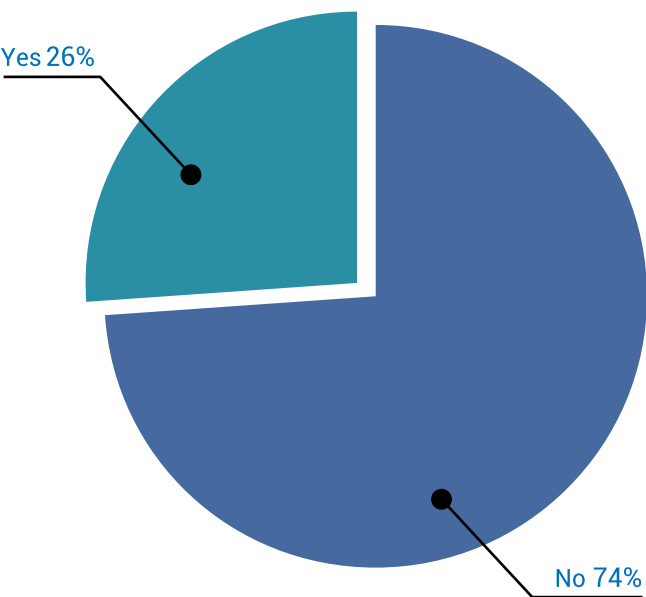


Diagram 5.2.2. List of universities/educational facilities where respondents get education

| Name of educational establishment in alphabetical order | Number of respondents |
|---|-----------------------|
| Academy of Labour and Social Relations, Moscow, Russian Federation | 1 |
| Akademie für Gesundheitsberufe in Heidelberg, Germany | 1 |
| Altai State University, Barnaul, Russia | 3 |
| Bayreuth University, Germany | 1 |
| Bielefeld University, Germany | 1 |
| Bologna State University, Italy | 1 |
| Bremen Hochschule, Germany | 1 |
| Cascadia college, Washington State, USA | 1 |
| Charles University, Prague, Czech Republic | 1 |
| Cologne University, Germany | 1 |
| Diplomatic Academy of Kyrgyz MFA, conducting PhD on: Main aspects of cooperation between the Kyrgyz Republic and United Arab Emirates | 1 |
| European University Viadrina, Frankfurt on the Ode, Germany | 1 |
| Fachhochschule, Flensburg, Germany | 1 |
| Folk High School, Germany | 1 |
| Fordham University, New York, USA | 1 |
| Frankfurt University of Applied Sciences, Frankfurt am Main, Germany | 1 |
| Freie Universität Berlin, Germany | 3 |
| Gaziantep University and in parallel Eskişehir Anadolu University, Turkey | 1 |
| George Washington University, Washington DC, USA | 1 |
| German language training courses | 1 |
| Hacettepe University, Turkey | 1 |
| Harold Washington College, Chicago, USA | 2 |
| Heidelberg University, Germany | 1 |
| Hochschule Osnabrück, Germany | 1 |
| Hohenheim University, Stuttgart, Germany | 1 |
| ICOGES, France | 1 |
| International Business College Hetzendorf, Vienna, Austria | 1 |
| International Institute of Entrepreneurship and Law, Kyrgyzstan | 1 |
| International IT University, Almaty, Kazakhstan | 1 |
| International University of Health and Welfare, Otawara, Japan | 1 |
| International University of Kyrgyzstan, Bishkek, Kyrgyzstan | 1 |
| Kazan Technology and Design College, Russia | 1 |
| Korea University, Seoul, South Korea | 1 |
| Korean language training course | 1 |

| | |
|---|---|
| Korean language training course, mainly occupied with work | 1 |
| Leipzig University, Germany | 1 |
| Ljubljana University, Slovenia | 1 |
| Loyola University, Chicago, USA | 1 |
| Marunouchi Business College, Japan | 1 |
| Maryland University, USA | 1 |
| Middle East Technical University, Ankara, Turkey | 1 |
| Moscow Pre-school Education Academy, Russia | 1 |
| Moscow State Medical University, Russia | 1 |
| Moscow State University, Russia | 1 |
| National Tomsk Research Polytechnic University, Russia | 1 |
| Nizhniy Novgorod State Linguistic University, Russia | 1 |
| Northern Arizona University, USA | 1 |
| Omsk Police Academy, Russia | 1 |
| Osh Technical University, Kyrgyzstan | 1 |
| Pedagogical Institute, Luzern, Switzerland | 1 |
| Peoples' Friendship University of Russia, Moscow, Russia | 1 |
| Pforzheim, Germany, | 1 |
| Political Science University, Shanghai, China | 1 |
| Pontifical Catholic University, Brazil | 1 |
| Potsdam University, Germany | 1 |
| Public Administration Academy under the President of the Republic of Kazakhstan, Astana, Kazakhstan | 1 |
| Pukyong National University, Busan, South Korea | 1 |
| RSFSU | 1 |
| Ruhr University Bochum, Germany | 1 |
| Russia Customs Academy, Saint Petersburg, Russia | 2 |
| Russian Medical Academy of Postgraduate Education, Moscow, Russia | 2 |
| Russian State Social University, Osh, Kyrgyzstan | 1 |
| RWTH Aachen University, Germany | 1 |
| Saarland University, Germany | 1 |
| Sakarya University, Turkey | 1 |
| Sapienza University, Rome, Italy | 1 |
| Science and Technologies Institute of People's Liberation Army, China | 1 |
| SIGONDA | 1 |
| Social Teacher, Switzerland | 1 |
| Syamin University, China | 1 |
| Truman College, Chicago, USA | 2 |

| | |
|---|------------|
| Ulsan National Institute of Science and Technology, South Korea | 1 |
| University of California at Berkeley, USA | 1 |
| University of Hamburg, Germany | 1 |
| University of Kassel, Germany | 1 |
| University of Waterloo, Canada | 1 |
| University, Germany | 1 |
| UT1 Toulouse Capitole, France | 2 |
| VHS | 1 |
| Vocational school | 1 |
| Westfälischen Wilhelms-Universität Münster (WWU), Germany | 1 |
| Westsächsische Hochschule Zwickau, Germany | 1 |
| Wuppertal University, Germany | 1 |
| Language training courses | 1 |
| Other universities (no name) | 8 |
| Total | 101 |

Our compatriots mainly have their specialization in intellectual professions, though 10 per cent of respondents have no diploma (see Diagram 5.2). At the same time 27 per cent of respondents have indicated that are employed in the areas they studied (see Diagram 5.3). Half the respondents are employed in organizations, 15 per cent are business people (employers), while 10 per cent are self-employed (possibly small business) who work to support their families.

Chart 5.2.3. Area of professional qualification (%)

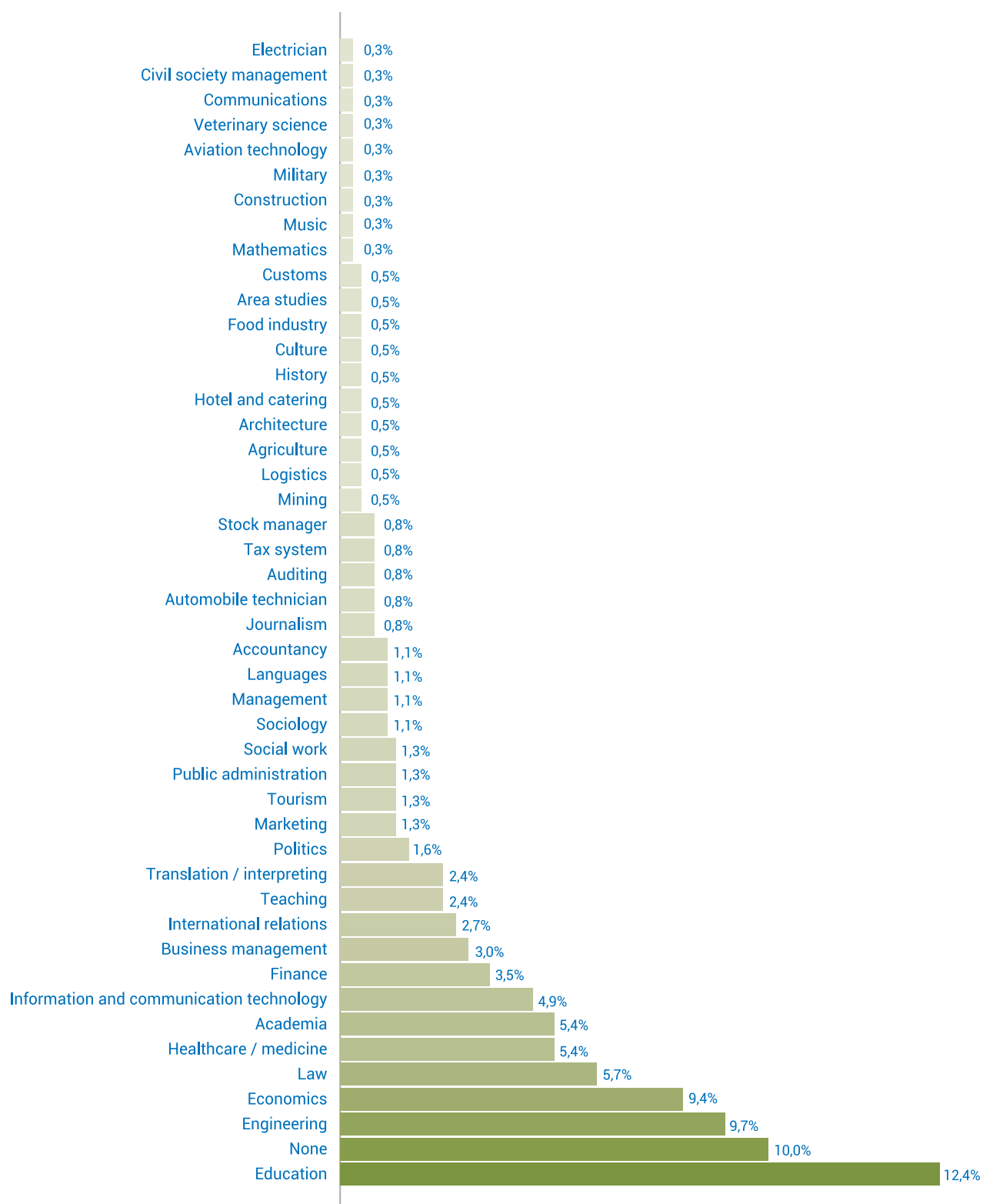


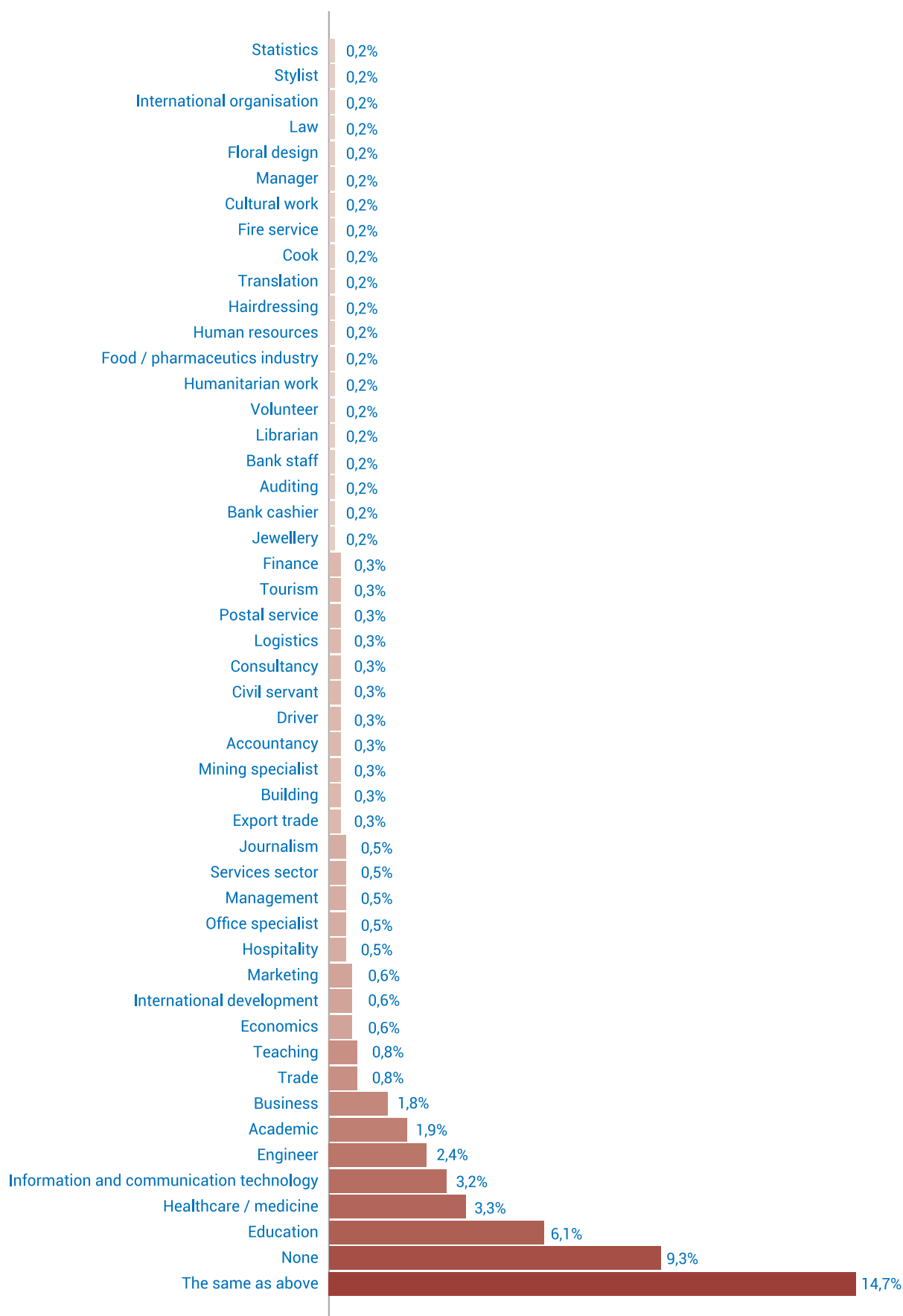
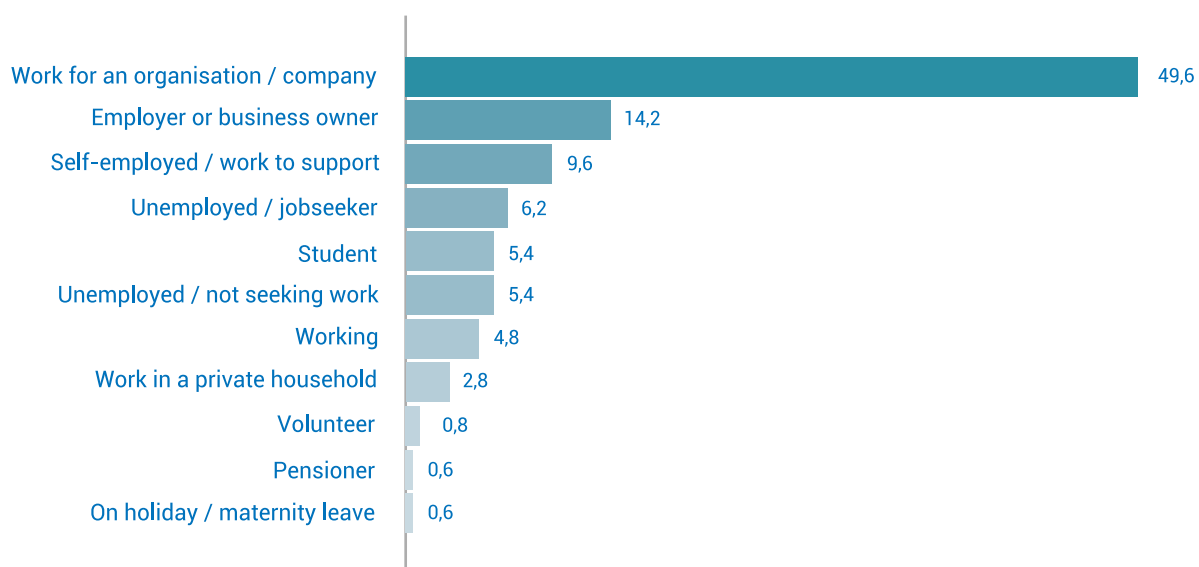
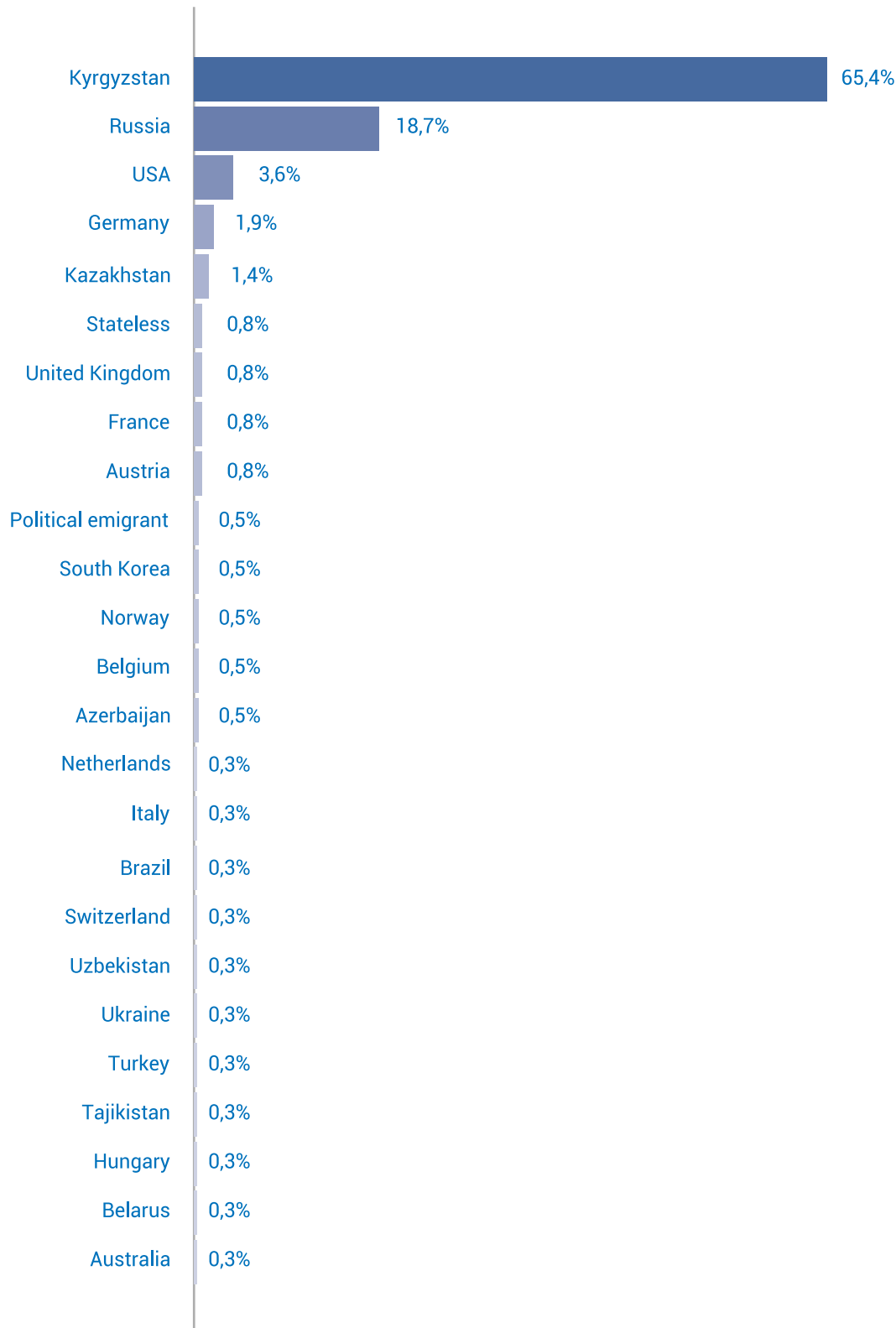
Chart 5.3. Area of work (%)

Chart 5.4. Current employment status (%)

6. Citizenship, return and motivation for return

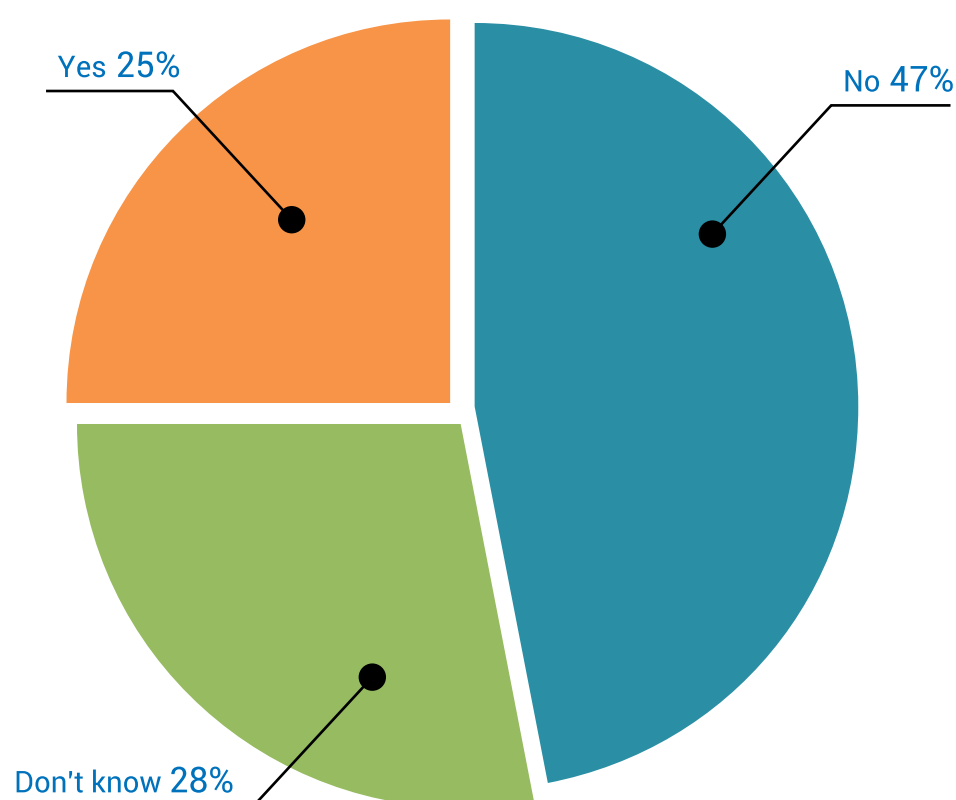
Sixty-five per cent of respondents are Kyrgyz citizens, 19 per cent Russian citizens, 4 per cent US citizens, 2 per cent German citizens, and 1.4 per cent citizens of Kazakhstan.

Chart 6.1. Citizenship (%)



A quarter of the respondents (25%) responded firmly “No” to the question of whether they would return to Kyrgyzstan. Twenty-eight per cent are not sure whether they will return or not, while 47 per cent said that they planned to return to Kyrgyzstan after some time.

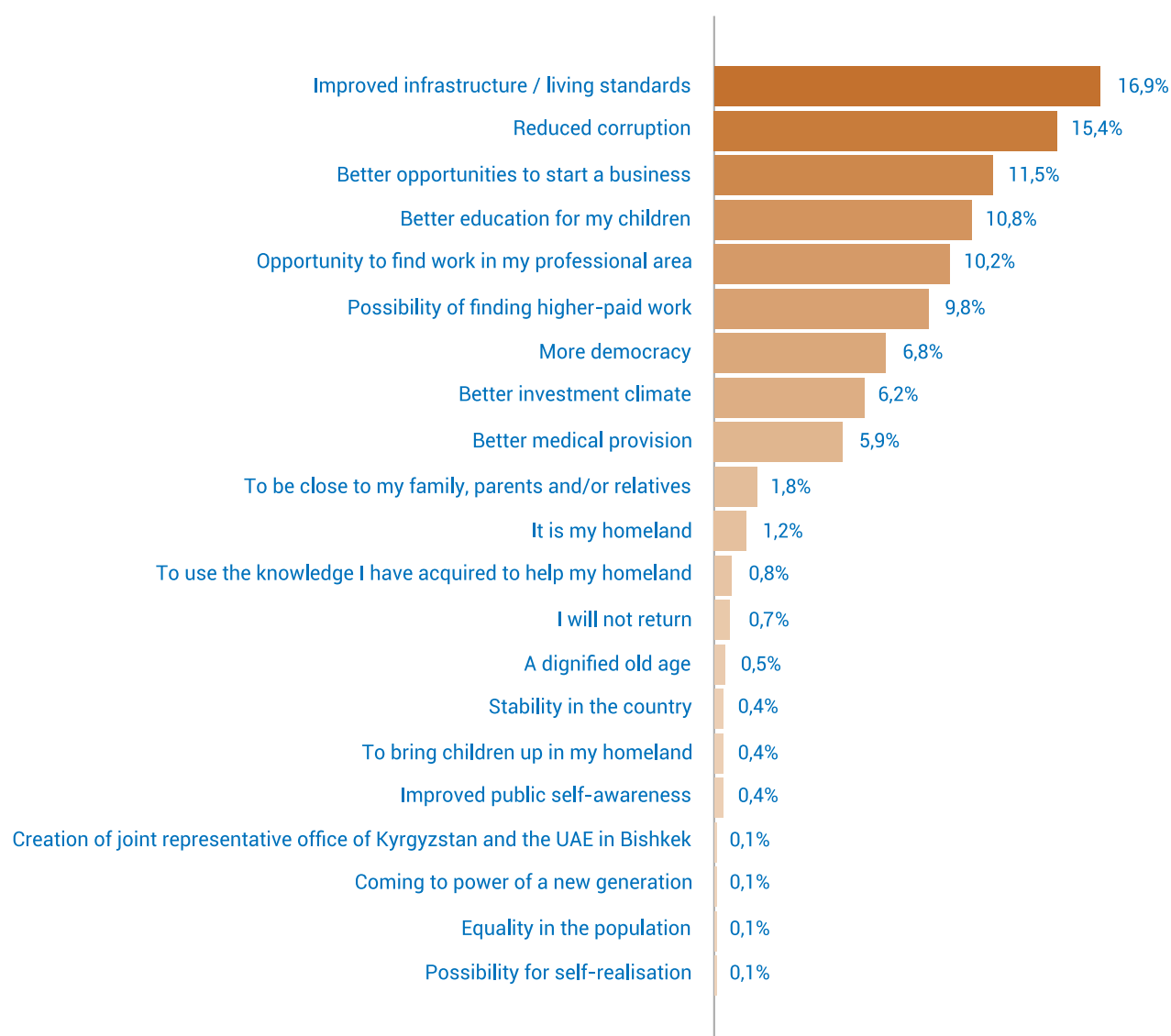
Chart 6.2. Will you return to Kyrgyzstan? (%)



The ten most popular reasons that could motivate our compatriots to return to Kyrgyzstan are as follows:

- 1) Improved infrastructure/ better living standards (16.9%)
- 2) Reduced corruption (15.4%)
- 3) Better possibilities for start-ups/business (11.5%)
- 4) Better education for children (10.8%)
- 5) Job opportunities in my field of specialization (10.2%)
- 6) Well-paid job opportunities (9.8%)
- 7) More democracy (6.8%)
- 8) Better investment climate (6.2%)
- 9) Better health services (5.9%)
- 10) To be close to family, parents, family members (1.8%)

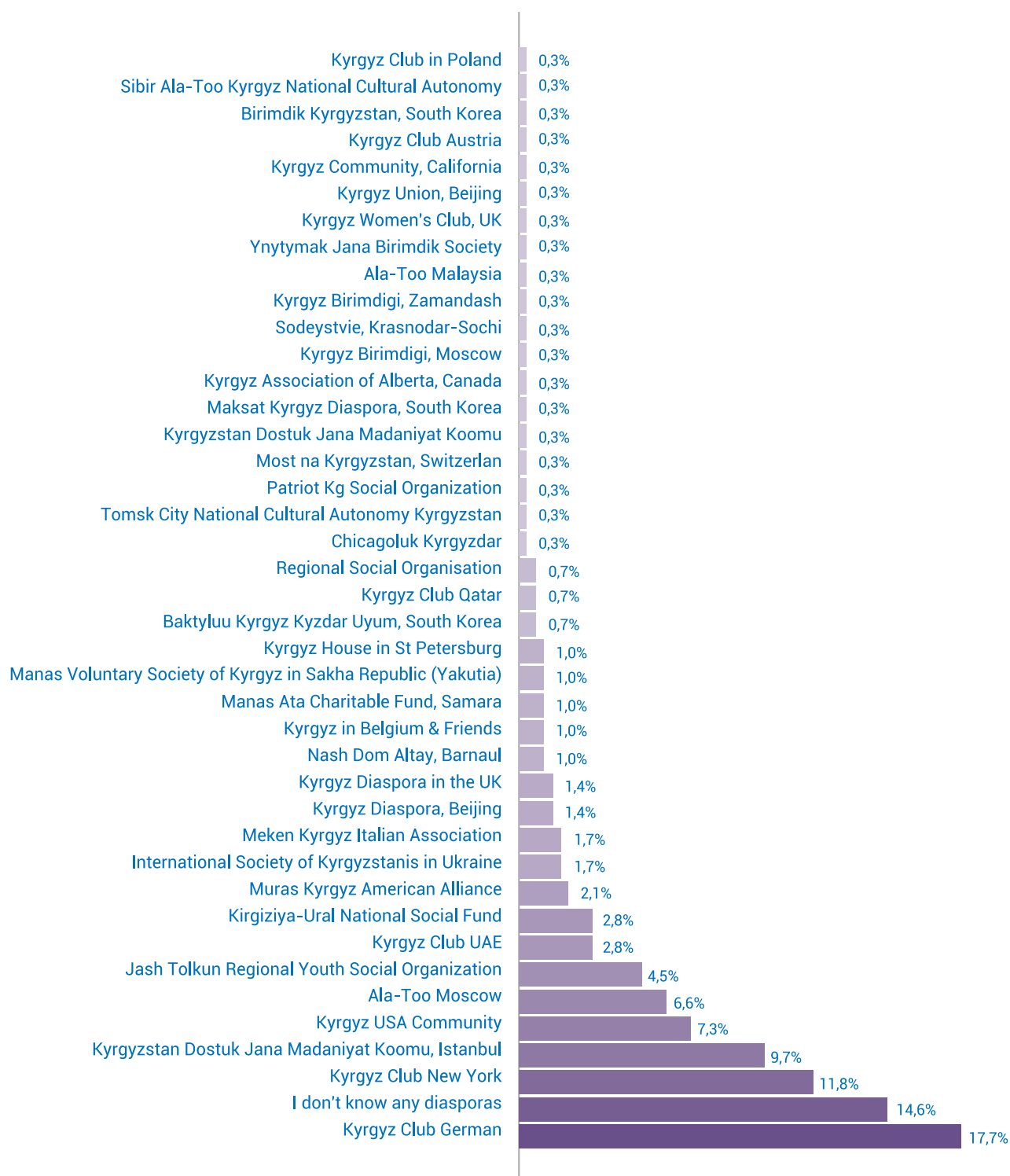
Chart 6.3. Motivation to return to Kyrgyzstan (%)



7. Diaspora associations abroad

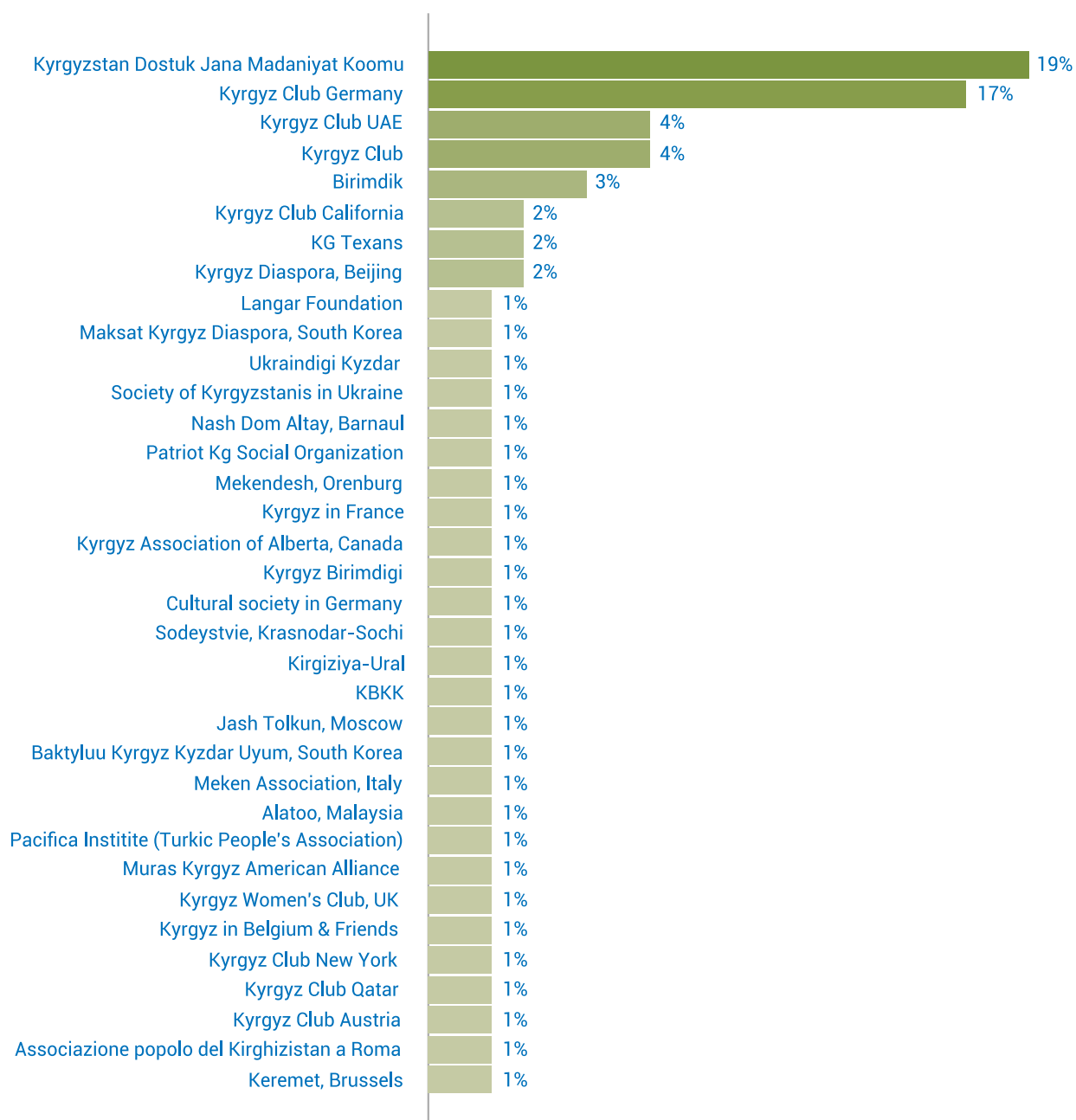
The most wellknown diasporal associations are the Kyrgyz Club Germany (which 18 per cent of respondents are aware of), the Kyrgyz Club New York (12%), Kyrgyzstan Dostuk Jana Madaniyat Koomu (Kyrgyzstan Friendship and Culture Community, Istanbul: 10%), Kyrgyz USA Community (7.3%), and Ala-Too Moscow (6.6%).

Chart 7.1. Awareness of diaspora organizations (%)



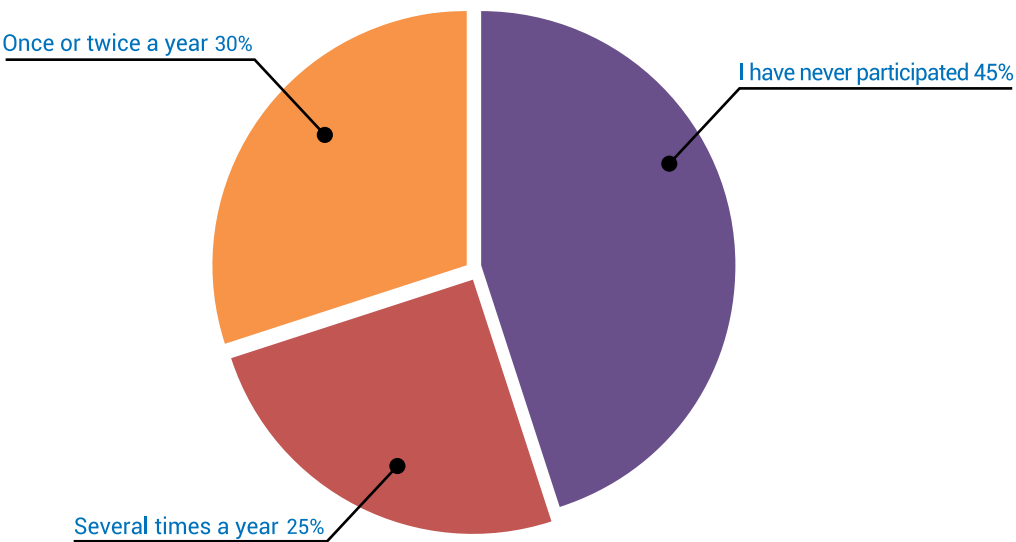
The largest groups of Kyrgyz diasporal associations among active respondents surveyed are the Kyrgyz diaspora in Turkey “Kyrgyzstan Dostuk jana Madaniyat Koomu” (19 respondents) and the Kyrgyz diaspora in the European Union “Kyrgyz Club German” (17 respondents).

Chart 7.2. Are you a member of diaspora (number of respondents)?



About half of the respondents (45%) have never participated in diasporal associations in their host-countries. This is a significant proportion of compatriots not covered and a great area for pertinent activities. However, a quarter of the respondents participate regularly in diasporal activities, and a third-participate once or twice a year.

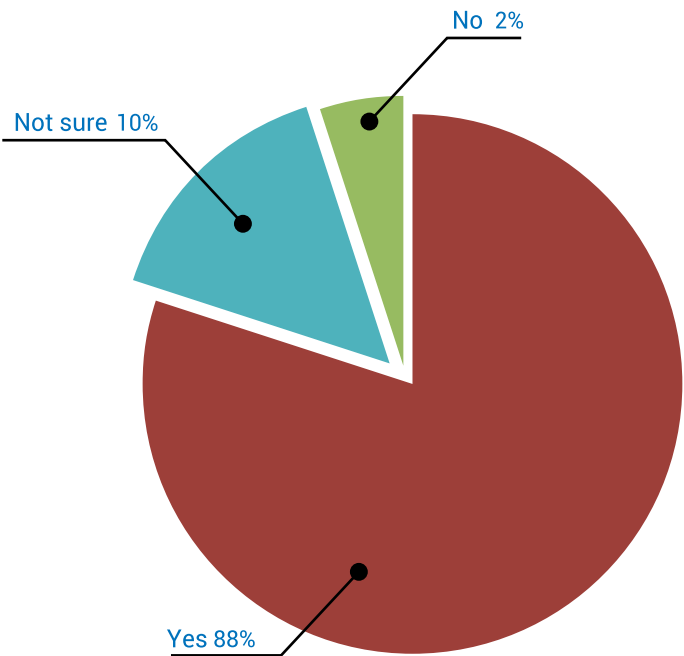
Chart 7.3. Participation in diasporal activities (%)



8. Participation in the Kyrgyz Republic development initiatives

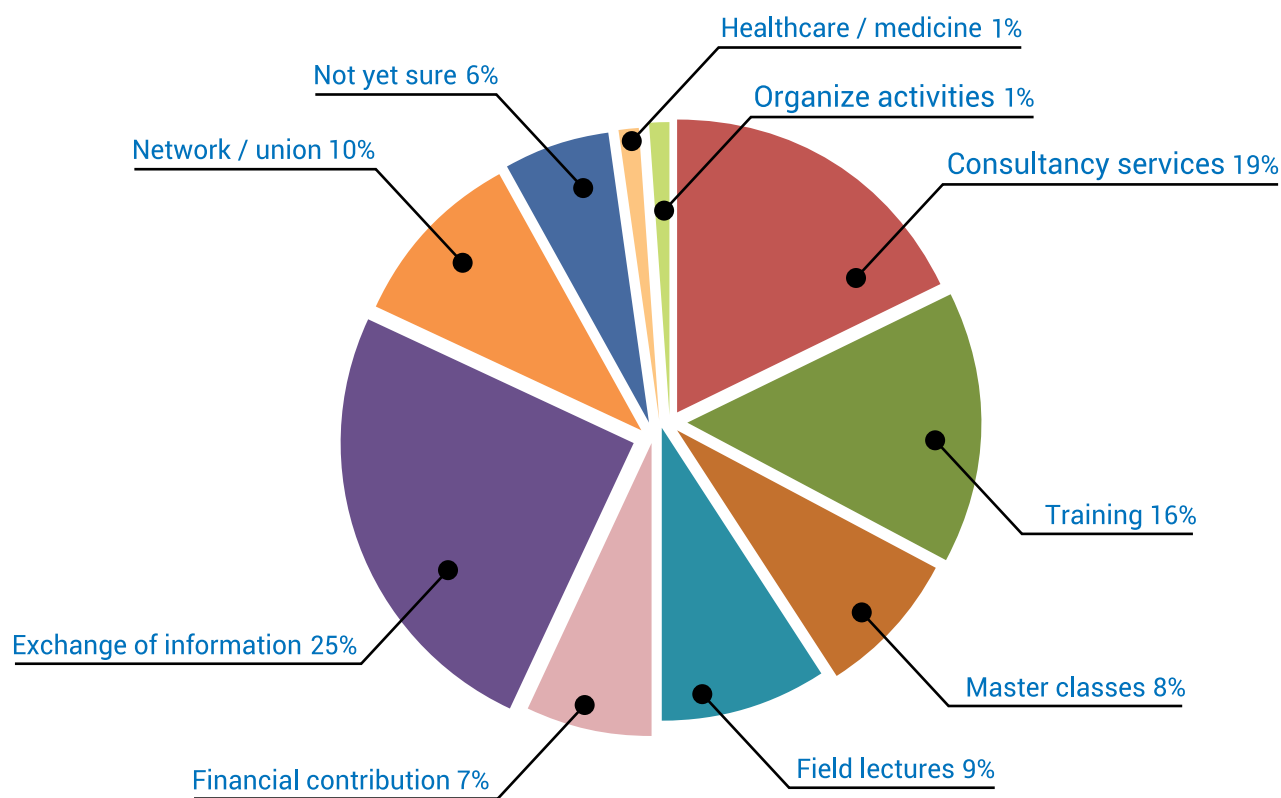
Eighty-eight per cent of respondents would like to participate in development initiatives concerning Kyrgyzstan, and 10 per cent are not sure, while only 2 per cent of respondents answered "No" to participation in any such initiatives.

Chart 8.1. Interest in supporting development initiatives in Kyrgyzstan? (%)



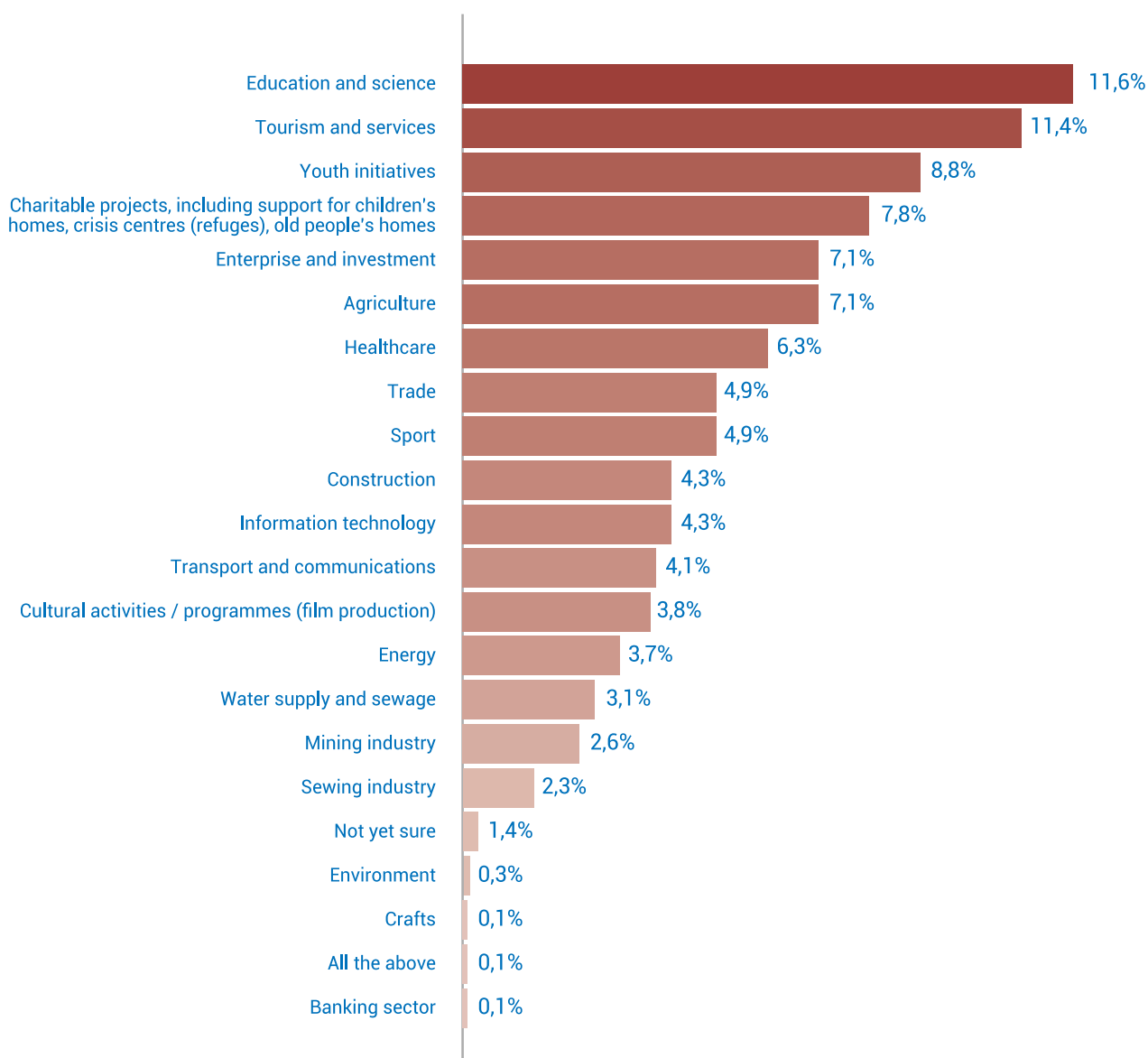
Of those interested in supporting development initiatives for Kyrgyzstan, respondents are willing to make contributions in the form of information sharing (25%), consultancy services (19%), training (16%), networking (10%), master classes (8%), field sessions (9%), and funding (7%). But 6 per cent of respondents are not sure about how to support development initiatives in Kyrgyzstan.

Chart 8.2. Personal contribution to support initiatives?



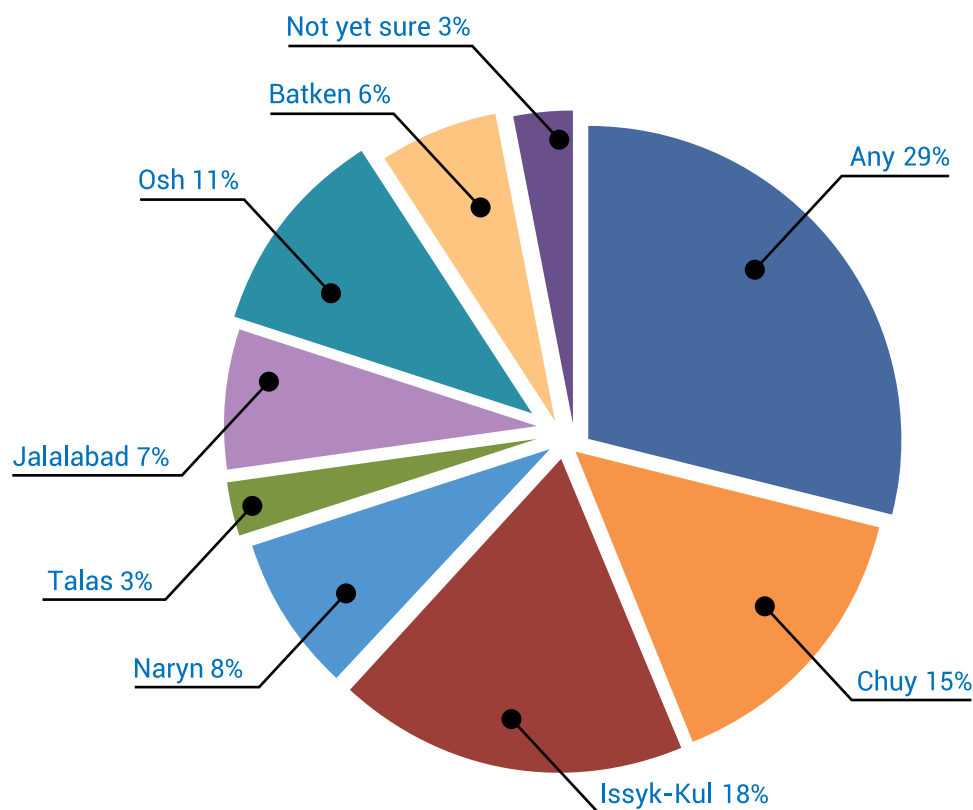
Potential economic and social sectors to be supported by the respondents include education (12%), tourism and services (11%), youth initiatives (9%), charity projects (8%), entrepreneurship and investment (7%), agriculture (7%), healthcare (6%), trade and sports (5%), construction (4%), IT (4%), transport and communications (4%), culture, and energy (3.7%), while 3 per cent would support water and sanitation and mining.

Chart 8.3. Which development sectors would you like to support? (%)



A third of the respondents are willing to contribute to any regions of Kyrgyzstan irrespective of their regional origin. Eighteen per cent would like to contribute to Issyk Kul region, 15 per cent Chui region, 11 per cent Osh region, 8 per cent Naryn region, 7 per cent Jalal-Abad region, 6 per cent Batken region, and 3 per cent Talas region. Another 3 per cent of respondents are not sure which regions they would like to contribute to.

Chart 8.4. In which regions would you like to contribute? (%)



The most frequent factors motivating our compatriots to take part in development initiatives in Kyrgyzstan are:

"improving the political situation" (23 per cent of respondents),

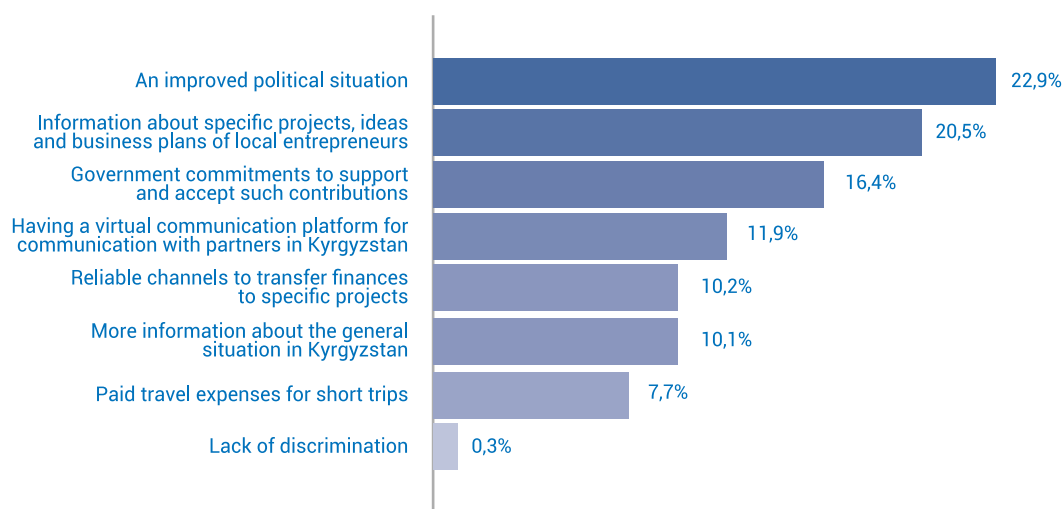
"timely information about specific projects, ideas and business plans of local entrepreneurs" (21%),

"state/government commitments" (16%)

"the existence of an online communication platform to cooperate with partners" (12%)

"the existence of trustworthy channels/hubs to transfer funds for project initiatives" (10%)

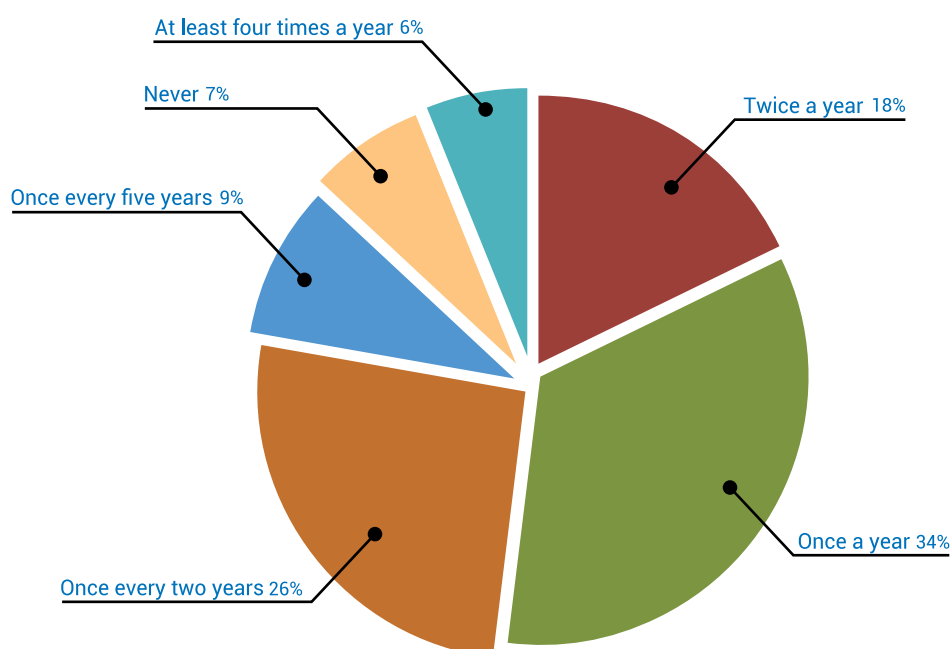
Chart 8.5. Factors that would motivate you to contribute to development initiatives in Kyrgyzstan (%)



9. Regularity of visits to Kyrgyzstan

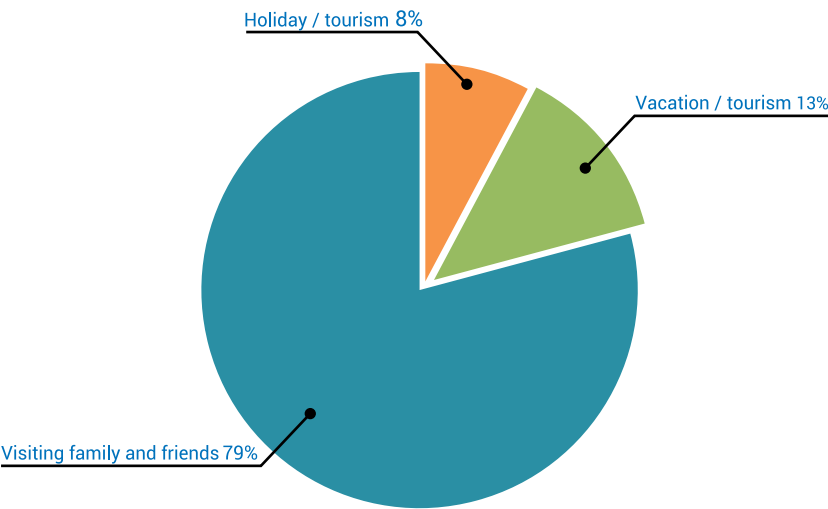
Most respondents visit Kyrgyzstan once a year (34%), slightly more than quarter visit the country every two years and 9 per cent come every 5 years. A lucky 18 per cent of respondents visit Kyrgyzstan twice a year and 6 per cent come every three months.

Chart 9.1. Frequency of visiting Kyrgyzstan? (%)



But 79 per cent never visit their home country. Seventy-nine per cent of respondents visit Kyrgyzstan to see their families and friends, only 13 per cent for holidays, and 8 per cent for business and current employment related affairs.

Chart 9.2. Reasons for visiting Kyrgyzstan? (%)



Ninety per cent of respondents have family members living in Kyrgyzstan. A total of 20.4 per cent of respondents sent USD 1,001-10,000 in financial support to family members in Kyrgyzstan in 2014. Twelve per cent sent up to USD 1,000 to family members in the previous year. Almost 9 per cent have never transferred any funds to family members in Kyrgyzstan.

Chart 9.3. Do you have close relatives living in Kyrgyzstan? (%)

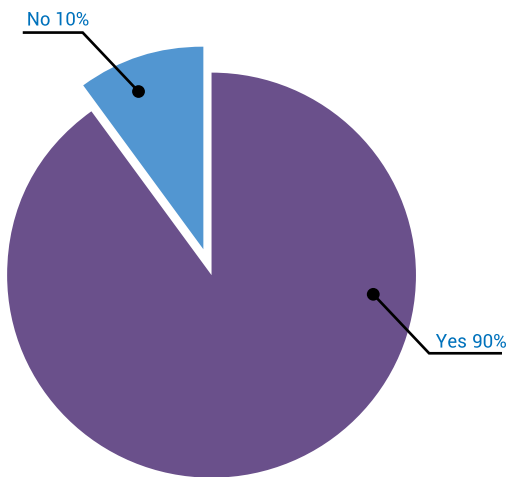
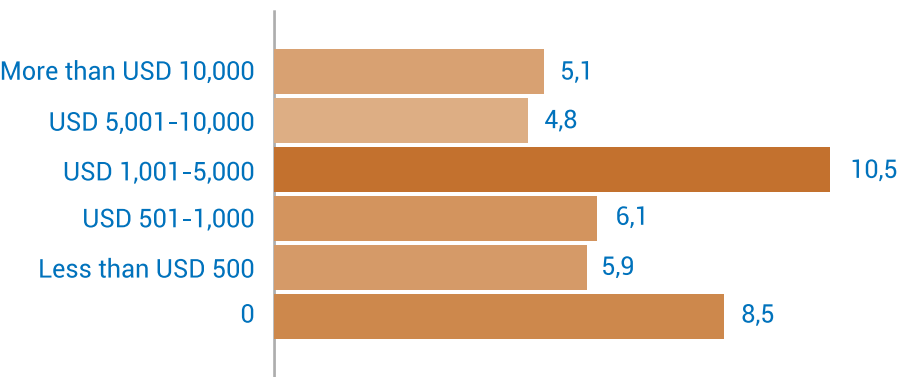
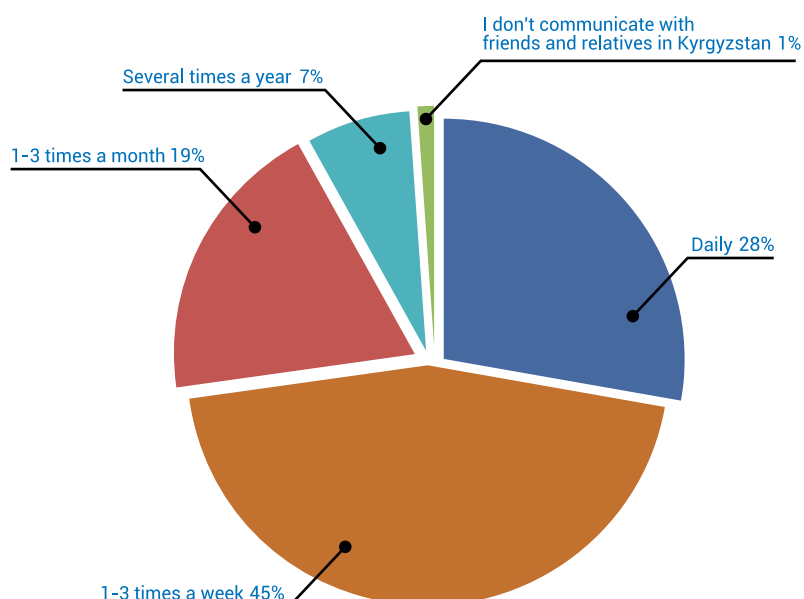


Chart 9.4. Financial assistance to relatives in the last year (%)



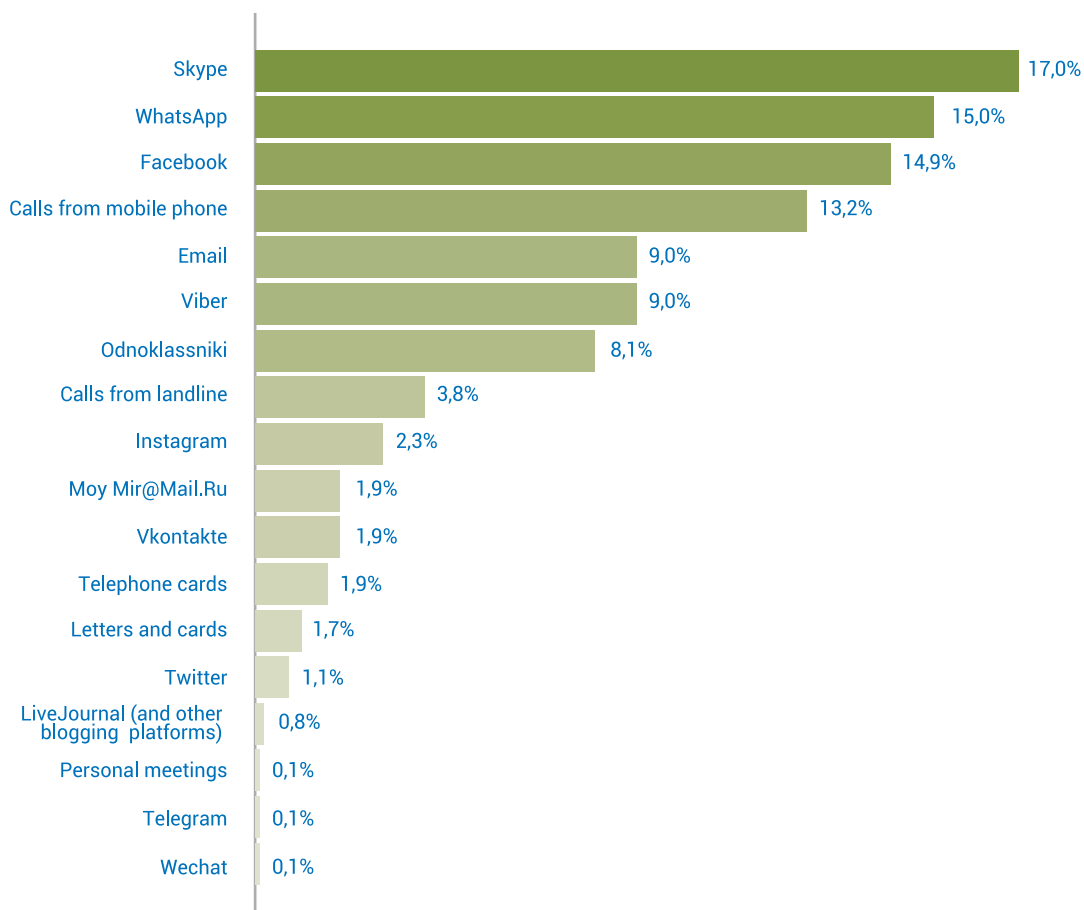
The frequency of communication between Kyrgyz nationals abroad and family members and friends is quite high. Twenty-eight per cent communicate daily with their family members, 45 per cent have one to three talks per week, 19 per cent communicate one to three times per month, and 7 per cent talk several times a year.

Chart 9.5. Frequency of communication with friends and relatives (%)



Our compatriots use electronic, information technology, social and mobile media to communicate with families in Kyrgyzstan. Seventeen per cent of respondents use Skype, 15 per cent WhatsApp, 15 per cent Facebook, 13.2 per cent mobile phone calls, 9 per cent emails, 9 per cent - Viber, 8 per cent Odnoklassniki, and 4 per cent landlines.

Chart 9.6. We communicate using... (%)



10. Assistance provided to entrepreneurs and organizations in Kyrgyzstan

Twenty-six per cent of respondents have been supporting organizations and social entrepreneurs in Kyrgyzstan over the last 5 years. Of these 23 per cent support individual entrepreneurs, 20 per cent orphanages and shelters, 17 per cent schools, 13 per cent small and medium businesses, 6 per cent mosques, and 4 per cent charitable foundations.

Chart 10.1. Have you provided support to an organisation or enterprise in Kyrgyzstan in the last five years?

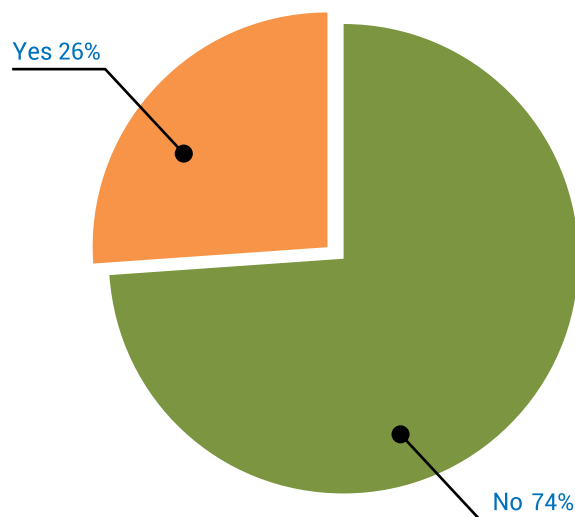
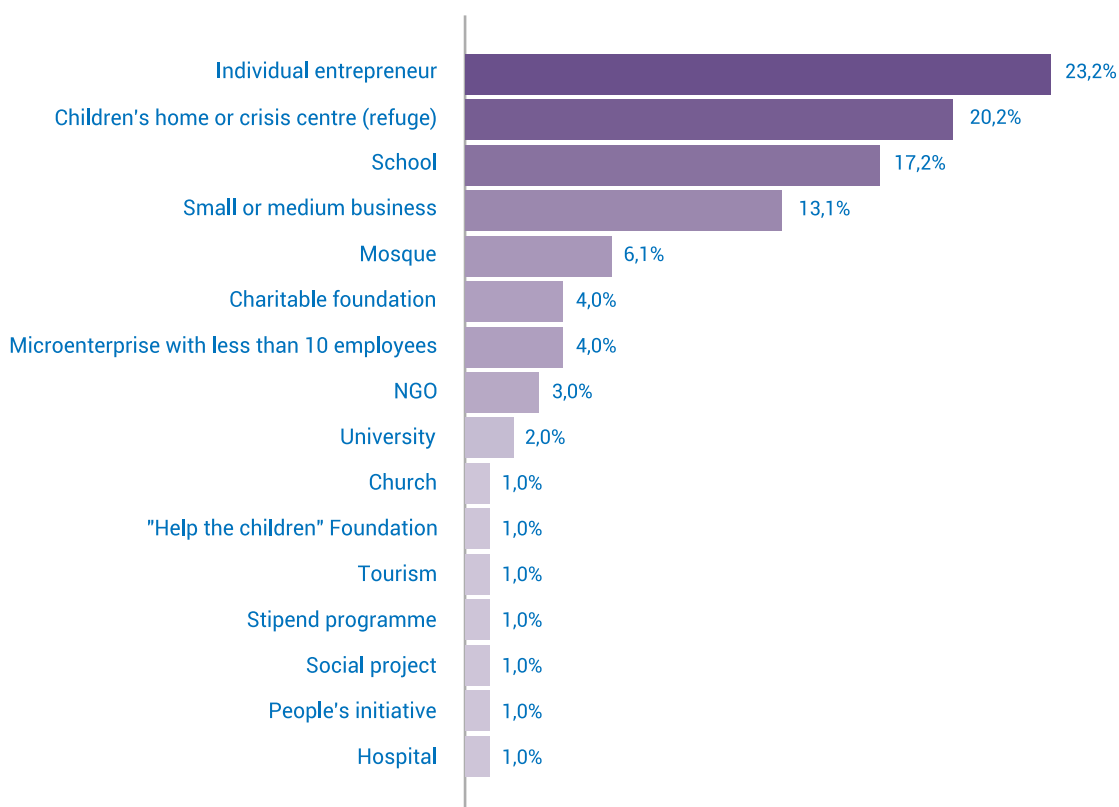
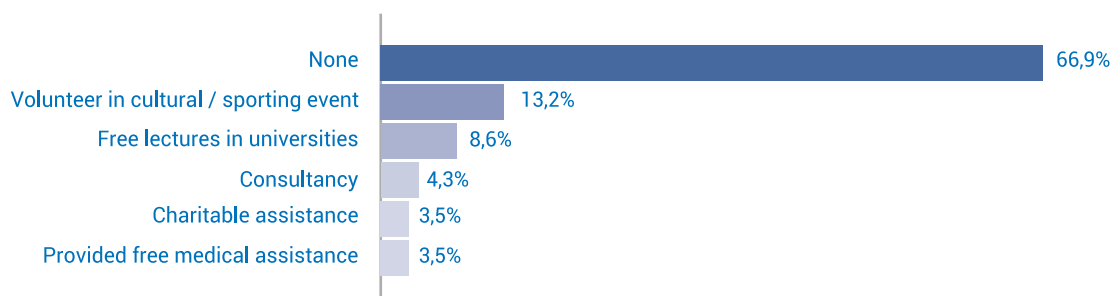


Chart 10.2. Types of organisation and business supported (%)



About 70 per cent of respondents provide no assistance to any organizations in Kyrgyzstan. The remaining third of respondents indicated that they deliver non-financial support to partners in Kyrgyzstan, such as volunteering, free lectures in educational facilities, consultancy and charitable assistance, and free medical assistance.

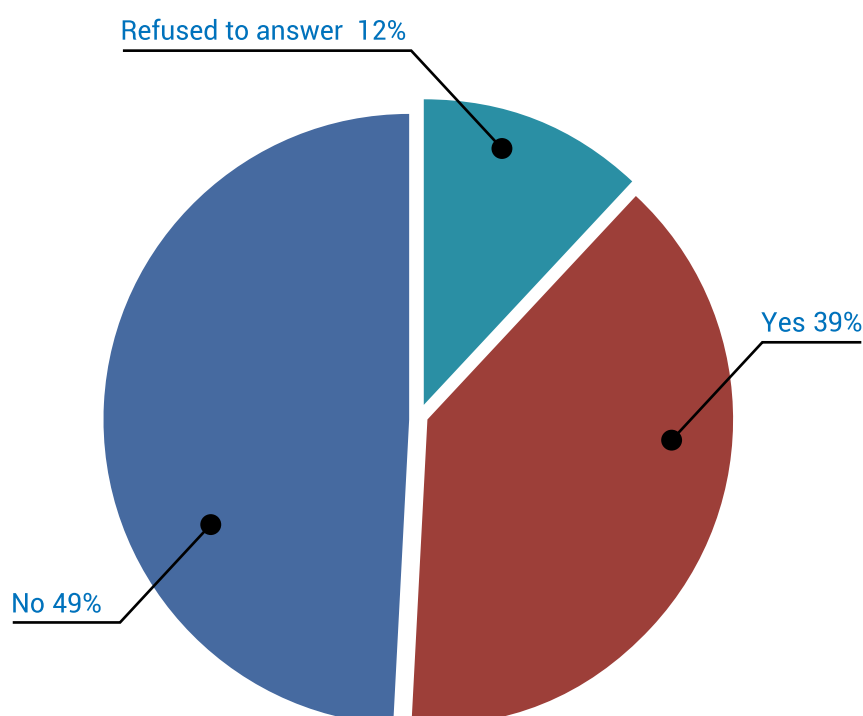
Chart 10.3. What non-financial support have you provided to partners in Kyrgyzstan? (%)



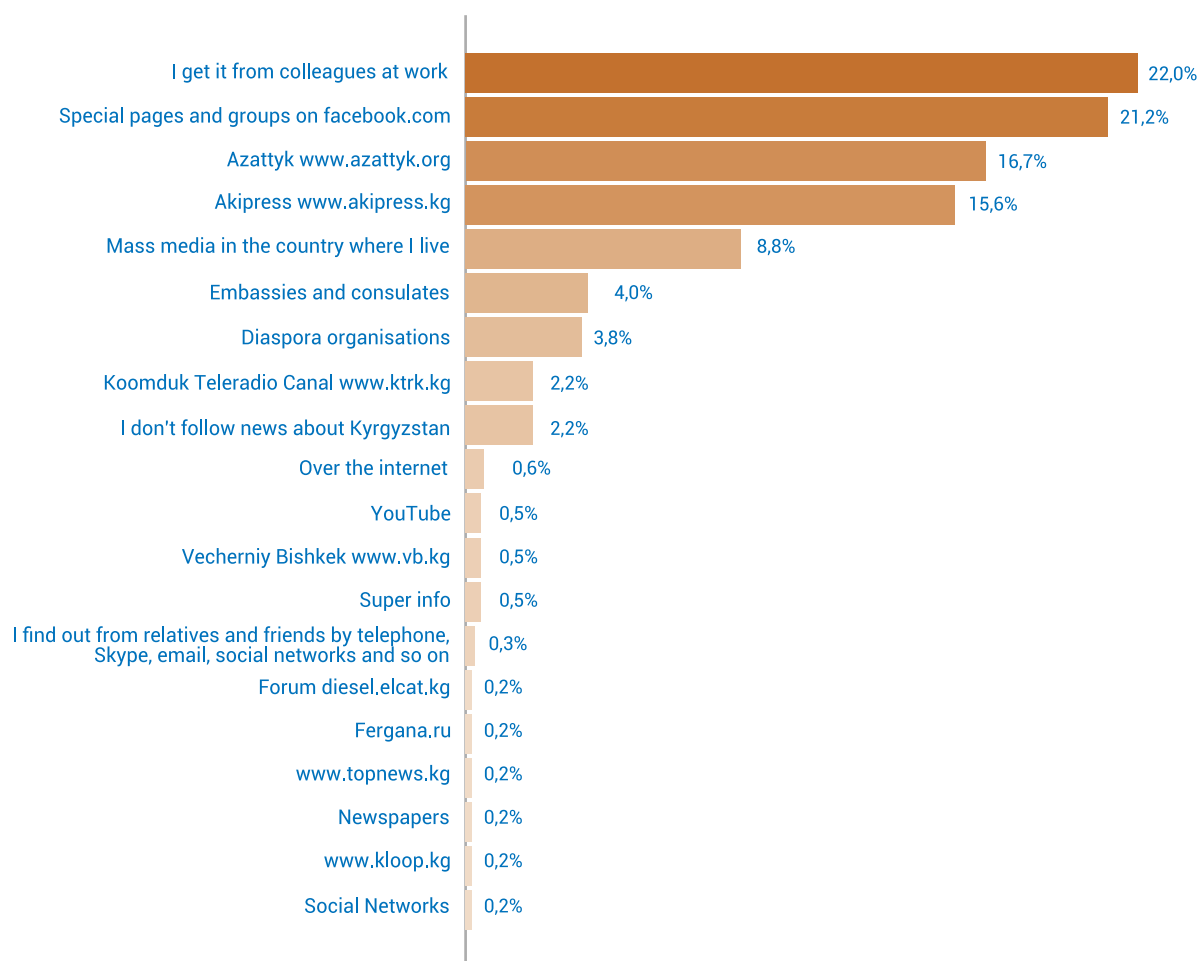
11. Other

Almost 40 per cent of respondents reported ownership of property in Kyrgyzstan, while 12 per cent refused to answer this question, and almost 50 per cent stated they had no property in Kyrgyzstan.

Chart 11.1. Do you have property in Kyrgyzstan? (%)



Twenty-two per cent of respondents update themselves on Kyrgyzstan by phoning family members and friends. Twenty-one per cent use pages and groups in Facebook, 17 per cent Azattyk website, 16 per cent Akipress website, and 8 per cent the mass media in their host-country. Only 4 per cent of respondents learn news through embassies and consular offices, and another 4 per cent through diasporal organizations.

Chart 11.2. How I get my news about Kyrgyzstan (%)

Conclusions on the survey findings

The questionnaire reaffirmed that migrants usually settle in countries hosting large flow of migrants (according to UNFPA materials): Russia (25.5%), Germany (14%), the USA (11.5%), Turkey (7.7%) and South Korea (2.6%).

The demographic "bomb" for the Kyrgyz Republic is in fact that men and women who have left and are leaving the country are mature, capable and educated people of reproductive age. Many of them take their children with themselves (also grown and ready for work and development). Meanwhile 20 per cent of respondents have left children in Kyrgyzstan (these children are left without parental control, care, and upbringing, which leads to risks for both the children and their parents in the future years). Almost a third of respondents are single, which means that there is a high probability that they will marry outside Kyrgyzstan and thus will influence on their decision to stay in countries of residence.

Less than a half of the respondents left the country to study and work. A small number have left for purpose of family reunification and marriage. The same survey showed that more than half of the respondents are citizens of the Kyrgyz Republic. However, number of Kyrgyz citizens willing to return to the country was less than a half, and a quarter of the respondents said a firm "no".

The survey revealed the most frequently called reasons that can motivate Kyrgyzs to return. The followings are leading with a small margin: improvement of infrastructure/ living conditions, decreased corruption, better opportunities for opening a business, better education for children and opportunity to find jobs in professional field.

Also, according to the survey, about a half of the respondents have never participated in the activities of diasporal organizations of compatriots in their countries of residence and only a quarter of respondents are actively involved in life of diasporal organizations. Nevertheless, the majority of the respondents expressed a desire to

contribute to the development of Kyrgyzstan in form of exchange of information, advisory services, trainings, workshops, lectures and financial contribution. Thus, respondents are willing to support, among other, education, tourism and services, as well as charitable projects and entrepreneurship.

The most common factors motivating our compatriots to participate in development initiatives in Kyrgyzstan are: improvement of political situation, timely information of specific projects, ideas, business plans of local entrepreneurs and commitments from state/government.

Unfortunately, over the past 5 years less than a half of those surveyed have financially supported organizations and social entrepreneurs in Kyrgyzstan. One third of respondents is providing non-financial support to

its partners in Kyrgyzstan, such as volunteer assistance, free lectures in educational institutions, consulting and charitable assistance, and free medical care.

Citizens, even staying away from home, are willing to share their experience and to invest in Kyrgyzstan. In its turn, the state must create all necessary conditions and to motivate compatriots to collaborate not only with state but also with private enterprises.

Thus, we can speak about the pressing issue of lack of quality of education and conditions for employment, which becomes a primary motivation for Kyrgyz citizens to leave the country. Nevertheless, in case of proper policies, a certain number of migrants, who will be able to make material and non-material contributions to economy and overall development of the state, are likely will return to their homeland.

Chapter 2.

Semi-structured interviews for roster of experts, analysis of prevailing discourses proposed development initiatives and compatriots as stakeholders of those initiatives

Vision of Kyrgyz diaspora mapping and experts roster of Kyrgyzstan's expats

After holding two high-level international meetings with Kyrgyz nationals abroad under the official aegis of "Mekendeshter Forum 2012" and "Mekendeshter Forum 2014", the topics to be raised and developed in the Kyrgyz diaspora mapping survey were elaborated. Speakers at these two forums represented both state bodies and Kyrgyz diaspora associations abroad, while others were experts in various economic, political, and social sectors.

Preparation of the expert roster (database) related survey tool for Kyrgyz nationals abroad (who are active members of diasporas) was carried out **from July 10 to August 26, 2015**. The study of Kyrgyz diasporas abroad has not yet been undertaken, and information from Kyrgyzstan's diplomatic missions is updated from time to time and sporadically. In addition, because of the institutional instability of many diasporal associations, there is little understanding of their mission, targets and objectives, they lack databases of members, services, assistance to and support for migrants, information or experience exchange, activities and so on among the wide range of stakeholders that planned to include migration processes in the strategic vision and development policy of Kyrgyzstan, to engage Kyrgyz nationals who have migrated to other countries in national, regional and local development initiatives and projects.

The first phase data collection on diasporas and expat experts was a letter sent to more than 280 email addresses taken from the Mekendeshter Forum database. The letter, signed by the ROI IPF Director, was drafted as an invitation to participate in the "Three Steps of the Compatriots Roster" campaign (creating a database of expat experts). The first step was participation in an interview (answers could be given online or in a downloaded Word document). The second step was submission of the expert's CV. The third was optional submission of a written or video essay on the assigned topic (in the form of a selfie).

In the entire process of mapping the Kyrgyz diaspora abroad, creating the expat expert roster is a key issue. It was proposed to use the roster as a screening platform to select the most qualified and committed compatriots who are able to contribute to development of their home country and home town through taking active positions, painstaking work, as well as ability and will to cooperate with large numbers of stakeholders and highly-qualified experts.

It was expected that data would be collected through semi-structured interviews with sampling from no more than 20 representatives of diasporal organizations abroad and outstanding Kyrgyzstan's expats who are experts in their fields of specialization.

Analysis of semi-structured interviews (through online survey and individual interviews)

The thirty members of Kyrgyzstan's Expat Roster database include 15 men and 15 women. Almost all are university graduates with the exception of three members who are students or have completed vocational education. Roster members are experts in their field of expertise, who are proud of their skills and recognition, and are also ready to share their knowledge and experience to help those who require it. Some of the experts are entrepreneurs and managers with wide experience of large-scale organizations, projects, and activities. Table 4.1 contains the prototype of the Roster, containing sampling data from the semi-structured interviews. This table is also an example of how the Expert Roster may look by country and area of expertise (please note that only some data on every expert is given here to illustrate the example). However, the Roster can also be structured by other indicators (including gender, age, education level, membership in diasporal organizations, work experience, duty station and so on). Mekendeshter Forum Project and ROI IPF are going to continue routine data collection for the Kyrgyzstan's Expat Expert Roster based on the same approach designed during diaspora mapping.

Table 4.1. Prototype of the Kyrgyzstan's Expat Expert Roster

| Nº | Current Host-country | Expertise area | Age | Gender m/w | Education level | Duty station | Initiative |
|----|----------------------|---|-----|------------|---|--|---|
| 1 | UK | Lawyer | 45 | w | Law, KSNU (Kyrgyz State National University) Graduate Diploma in English Law, BPP Law School Postgraduate Diploma in Legal Practice Course, BPP Law School LLM, University College of London | Hamblins LLP, Associate | Lecturer/Blog |
| 2 | Germany | Banking and Finance | 47 | m | 1992: Kyrgyz National University 1993: Philips Universität Marburg (one year exchange program) | HSBC, Frankfurt am Main, Germany, director | Lecturer, diasporas, and finance |
| 3 | Germany | Medicine | 60 | w | Higher education, Dr | Entrepreneur, Medical consultant/ Translator | Compatriots Liaison Council, master-classes |
| 4 | Germany | Medicine | 35 | m | Higher education, Dr | Fexter Hospital, University of Göttingen | Lecturer, projects |
| 5 | Germany | Musical, educational, management of festivals | 55 | m | Higher education | Lions Club | Biennale Music Fest |
| 6 | Germany | HRM | 30 | w | Incomplete higher education | Mercuri Urval, HR Manager (Recruiting) | Lecturer/blog |
| 7 | Germany | Lawyer | 40 | w | Master of Law | ETL, Lawyer | Lecturer/blog |
| 8 | Georgia | Management | 26 | m | Higher education | Japanese company, Office Manager | Lecturer/blog |
| 9 | Kazakhstan | Banking and finance | 30 | m | Higher economic education | Bank, Sector manager | Lecturer/blog |
| 10 | Kazakhstan | Diasporal development, construction, entrepreneurship | 65 | m | Higher education | Construction company and Kyrgyz diaspora in Kazakhstan | Experience sharing visit to Astana of the Compatriots Liaison Council |

| Nº | Current Host-country | Expertise area | Age | Gender m/w | Education level | Duty station | Initiative |
|----|----------------------|---|-----|------------|---|--|---|
| 11 | Qatar | Event management, conferences | 40 | w | Higher education | Conference centre in Doha | Lecturer/blog |
| 12 | China | Diasporal development, transportation, logistics | 47 | m | Higher education | Kyrgyzstan Friendship and Culture Community | Masterclasses and lectures on diaspora of domestic migrant and system of public organizations in Turkey |
| 13 | China | Teaching, science | 43 | w | PhD | Nanjing University, professor | Lecturer/blog |
| 14 | UAE | HR, retailing | 35 | w | Higher | Alshaiya Company | Master classes on HR and personal growth |
| 15 | Pakistan | Teaching, science | 37 | w | Kyrgyz Russian Slavonic University, Residency training, 2 years | University of Punjab, Lahore, Pakistan, Lecturer | Lecturer/blog |
| 16 | Russia | Business | 30 | m | Higher education, KSNU) | birge.ru, Director | Lecturer/blog |
| 17 | Russia | IT | 42 | w | Higher education, KSNU | Temporarily unemployed | Lecturer/blog |
| 18 | Russia | Medicine | 28 | m | Higher education at Russian University of People's Friendship | Moscow city, OOO Sanmedvostok, Surgeon | Lecturer/blog |
| 19 | Russia | Translator, MIA (Police Department) | 49 | w | University | Russia MIA, translator | Lecturer/blog |
| 20 | Russia | Sports, entrepreneurship | 30 | m | Higher education | Business Auditorium, Aikol Sport Club | Lecturer/blog experience exchange visits, working with international business association |
| 21 | Russia | Entrepreneur, children development, family values | 35 | w | Higher education | Las Mammas Family Club | Experience exchange visits. Masterclasses and lectures |

| Nº | Current Host-country | Expertise area | Age | Gender m/w | Education level | Duty station | Initiative |
|----|--------------------------|---|-----|------------|---|---|---|
| 22 | Russia, Chelyabinsk town | Diasporal development | 54 | w | Vocational technical school | Russia, Chelyabinsk region, Chelyabinsk town. Chairperson of Chelyabinsk municipal public organization of Kyrgyz national cultural autonomy "Mekendeshter" (Compatriots), Chairperson of Kyrgyz Diaspora in Chelyabinsk | Lecturer/blog |
| 23 | Slovenia | IT, tourism | 24 | m | Higher education (MBA), Ljubljana University, Slovenia) | SecretCloset IT project, Key Partners Relations Manager | Lecturer/blog |
| 24 | USA | Diasporal development, mass media, transportation and logistics | 45 | m | Higher | Media Lab, Kyrgyz American Alliance | Compatriots Liaison Council, master-classes, blogging |
| 25 | USA | Film production | 35 | w | Higher education, Master degree | New York Academy of Film | Lecturer/blog |
| 26 | USA | Musical education, festivals, management | 50 | w | Higher education | Palo Alto Music School | Contest on sheet reading Lecturer/blog |
| 27 | Turkey | Diasporal development, air transportation logistics | 47 | m | Higher education | Kyrgyzstan Friendship and Culture Community | Compatriots Liaison Council, masterclasses and lectures on diaspora, domestic migrants and system of public organizations in Turkey |
| 28 | Turkey | Student | 20 | w | Student | Unemployed | Lecturer/blog |
| 29 | Switzerland | Periodical press, charity for children's institutions | 45 | m | Higher education | Bridge of Hope, Switzerland-Kyrgyzstan | Joint charitable work for children, online fundraising |
| 30 | South Korea | Plant worker | 22 | m | Vocational school | Korea, Osan town, unskilled worker | Lecturer/blog |

Discourse of “compatriots abroad and diaspora representatives analysis”

The range of the Expert Roster is quite wide, representing the diversity of expat experts with regard to their reasons for migration, living and employment abroad right up to their achievements and attitude to successes achieved over time far from their home country and town. At the same time, there hold similar attitudes to many phenomena and processes, which suggest there are dominant discourses that drive and guide Kyrgyz migrants, including discourse relating to migration, motivation for returning to Kyrgyzstan, initiatives and ideas as well as recommendations on how to cooperate with migrants, and Kyrgyz nationals in every single host-country.

As host-countries do in fact differ from each other, it is useful to classify our compatriots by country of residence. The characteristics of the host-countries often shape the migrants' experience. For example, the composition of Kyrgyz migrants residing in Russia and Kazakhstan is similar. Likewise the composition of Kyrgyz nationals living in the USA and European countries such as Germany, Switzerland, the United Kingdom and Slovenia are similar. The third group is made up of Asian countries such as Turkey, the UAE, Pakistan, China, and South Korea. The characteristics may include approaches to migration policy, requirements for residence in the country and for accessing social welfare, and public infrastructure and services. These three groups of countries may be more or less similar to each other but still have significant differences in characteristics. Firstly, better economic indicators in some countries may directly

provide jobs that are more successful not only for Kyrgyz professionals, but also for labour migrants. Secondly, countries with more tolerant treatment of foreigners and also lower able-bodied fertile age populations (the USA, some EU countries, Russia and Kazakhstan) may be more welcoming of labour migrants who arrive seasonally or for unskilled work. On the other hand, countries with sustainable programmes to train specialists (university student and teaching staff exchange programmes) and to introduce new technologies require any number of specialists from the countries of the former USSR countries and socialist bloc where education was stronger (for example, Eastern European countries, India and China). Meanwhile, countries with growing economies and ad hoc training and youth support programmes (China, the UAE and Turkey) provide unique opportunities for Kyrgyzstan's people, and these countries have already proved themselves to be good jumping-off points for further growth (or for onward migration to countries with better living standards and educational and professional opportunities).

The citations below are taken from interviews with Kyrgyz nationals who agreed to be included in Kyrgyzstan-Expat Expert Roster. The quotations are taken from the following topics/theme sectors:

Direct speech (i.e. “voices”) of respondents is given in boxes indicating their host-country, some information about their area of employment or activity and/or their relationship with a diasporal organization.

Note: some quotations have the Interviewer indicated as I and the respondent as R.

Part 2.1. Why migration? Experience of residing abroad, challenges and overcoming them; language and identity related problems experienced by the second generation of migrants such as weakening of ties with their motherland.

Respondents' experience of living abroad is connected to several aspects of self-perception, survival and adaptation:

- illusions and hopes for a better life and so-called “might-have-beens”;
- realizing dreams on demand and achieving professional and personal success;
- overcoming challenges and disappointments in people because of fraud or cheating experienced in the host-country;
- experiences gained, wisdom and innovative approaches to addressing problems;
- post-traumatic feeling from leaving Kyrgyzstan and impossibility to overcome trauma outside Kyrgyzstan;
- need for self-improvement and self-development for association and collective survival in diasporal reality of a foreign country and culture;
- cultural, ethnic, racial, and religious self-consciousness and inclusion in the conditioned internal culture of

“Kyrgyz” and “non-Kyrgyz” culture, adherence to global and universal values and approaches.

On overcoming challenges and disappointments because of fraud or cheating experienced in the host-country.

These challenges are typical, and therefore the list of problems frequently emerging soon after moving abroad can already be drafted, and information can be provided for departing or just arriving persons: this is a “job” ideally suited to the diasporal network.

Challenges have been overcome through adaptation and integration into the host-country by means of building new ties, improving and maintaining old ties, the identity and language of a national residing abroad and links with the home country and hometown. Moreover, an open mind to global values and a sense of place in a globalised world have sprung from an identity of nomadic legacy as well as through affinity to the history of the greatest ancient trade way – the Silk Road– which traverses the space, memory, culture, and languages of Kyrgyzstan.

On dreaming on demand and achieving professional and personal success

During semi-structured interview our compatriots noted that more favourable conditions for professional growth were created in the host-countries. Compatriots, residing in the Russian Federation and the United States, believe that they were able to realize themselves professionally and to achieve success only outside of their home country.

"The most interesting thing is that we (my husband and I) cannot afford to be employed (in Kyrgyzstan) in our field of specialization. But here in Moscow, in Russia, we have been working precisely in our fields of specialization (I am an economist; my husband is a lawyer), because it is our calling, and needless to say, we have chosen work that we studied for at our universities. This is a problem in Kyrgyzstan not only for us, but also for many others."

Female entrepreneurship expert (Russia)

Kyrgyzs, leaving their motherland in search of better conditions for life and realization of their potential, are facing another problem - difficulty to adapt to a new environment. There are problems not only with language barrier but also with integration into local community, which in its turn may distrust migrants and treat them suspiciously.

"Migration is not as easy as the TV implies: most people who have migrated have faced difficulties. Before you settle in, before you get used to your new life, before you win local people's recognition...anyway we are repatriates..."

Musical education and festivals, expert (Germany)

Thus, moving to another country is always accompanied by a certain kind of difficulties. Therefore, no one can predict how he will be met on a new place, whether he will be able to adapt to a new lifestyle, local traditions and society. Some migrants (for instance our expert-compatriot) could use professional or personal contacts to adapt and integrate less painfully into local community. However, according to expert in musical education and festivals, in most cases migrants suffer since they do not take into consideration such factors as motherland longing and nostalgia. All this should be kept in mind when making a decision to move abroad.

On facilitating integration in a host-country through migration best practice

During the interview, it became clear that adaptation process has not been fairly easy for most of our compatriots. Some of them were able to adapt to a new culture

but some was not. Our compatriots noted that people too often go abroad unprepared and face difficulties of integration into new community.

"There are many who have been living in Europe for 15-20 years but have failed to adapt to their new life and have not integrated into the community."

Expert in Charity and Mass Media (Switzerland)

Quite often migrants need help and advice. In this situation, diasporal support is invaluable. Many compatriots have expressed their willingness to share their experiences and provide help in integration on a place of residence. However, nobody asked compatriots for such kind of assistance.

"...those who overcame them [difficulties] have valuable knowledge that others need. But unfortunately neither diplomatic staff nor diasporal associations have asked me to share my experience. I have excellent contacts in the Kazakh state authorities: personal and professional contacts that have been tried and tested over the years. These contacts need to be strengthened and used to address the problems of migrants: this would contribute to the success of migration for our compatriots..."

Expert in Construction and Diasporal Activities (Kazakhstan)

Also, expert expressed his willingness to share his knowledge and experience in form of workshops and lectures and asked representatives of state services to visit Kazakhstan to share experience.

Another problem that migrants may face is a lack of knowledge of local laws. Expert in Charity and Mass Media came up with interesting idea – creation of online platform which could help Kyrgyzs to get acquainted with laws of host-country.

"...[to] develop[p] an online platform for people from Kyrgyzstan containing different countries' legislation accessible to all, so that migrants will be able to integrate better, better understand laws and regulations, and thereby be in touch with our diasporas."

Expert in Charity and Mass Media (Switzerland)

We should also individually pay attention to integration of women-migrants. Our compatriot, residing in the United States, focused on this issue. The main aim of her initiative "Kyrgyz ayaldar koomu – California" (Kyrgyz women in California) is not only to communicate

with women-compatriots but also to discuss various topics related to education of women-migrants living in California. She stressed importance of ability to plan finances on one of there meetings. According to her, due to ignorance of such kind of planning, migrants do not take into account risks or concatenation of circumstances and as a result cash disbursements are inevitable. Thus, migrants could not only be able to integrate into local community but also to acquire skills which will be useful in the future.

Such kind of initiatives from diasporal organizations or individuals will improve conditions of migrants living abroad as well as to contribute to their all-round development.

Achievements abroad and what is to be a successful Kyrgyz abroad

The question about achievements often mildly discomfited our interviewees "lightly stumped". Maybe this was because they were very modest, careful, and sometimes had low opinion of themselves. In some cases, it is very critical for our compatriots to have greater self-confidence and self-belief, in order to live their daily lives with dignity in any country. The achievements mentioned were mainly professional, and only a few mentioned personal achievements. This itself highlights the extent of immersion in global and quite advanced discourse on self-realization, the value of every single minor experience or lesson learned, summarising and rewarding ourselves for efforts made, bravery and heroism, and so on, as often expressed in books and training seminars on personal development.

On financial independence as a launchpad to be the best in your field and to offer the best product or service, to be valuable for your clients, and to associate such quality with the "Kyrgyzstan" brand

Financial independence has become a launchpad for our compatriots to develop their own business and to contribute to image of Kyrgyzs and Kyrgyzstan as a whole. Thus, representative of diaspora in Russia, entrepreneur and business manager, reaching financial independence, was able to support athletes-compatriots by organizing sport clubs. Moreover, a gymnasium was opened for athletes in 2010. Undoubtedly, the athletes manifested themselves by winning international tournaments and getting awards as a result of such kind of support.

"...we have managed to raise the Kyrgyz flag across the whole Russia; and we, Kyrgyz sportsmen, are respected."

Representative of Kyrgyz diaspora in Russia, entrepreneur and business manager

In addition, diaspora is issuing "Delowaya auditoriya" magazine. This initiative also contributes to development of image of Kyrgyzstan. According to

entrepreneur, he wanted to create an image of Kyrgyzs, to present them from good side by using a good-quality brand.

Compatriot from USA, reaching financial independence, is also planning to develop his own small business in Kyrgyzstan. He believes that small businesses will stimulate country's economy.

Thus, our compatriots are ready not only to help in integration and adaptation in host-countries but also to invest in development of image and economy of the Kyrgyz Republic.

On personal success of migrants

Our compatriots also shared their personal achievements: way to personal success through human resources-related work experience; success in education and the field of specialization, to be universal and beyond narrow national, geographic, ethnic, and cultural frameworks that is to be an innovator and achieve creative and commercial success in your field of specialization; or just be proud of students' achievements.

Migration opened new opportunities for a HRM expert-compatriot from UAE. By changing occupation, she not only realized herself on a new place but also perfected herself. On the other hand, expert in musical education opened a musical studio together with her husband in USA where children are taught. She plans to develop the studio to conservatory. In addition, they are engaged in teaching activities in non-profit organization "School of music art". Integrated into local culture she nevertheless does not forget about her origin. She is very proud of speaking her mother tongue.

The main achievement of compatriot from Germany is his students. They went on a good level by continuing their musical education and winning prizes at various German and international musical competitions. The expert does not forget his native country and comes with his students to festivals in Kyrgyzstan.

In his turn, expert in filmmaking (USA) thinks that successful person is a person who was able to adapt to conditions on a new place and to achieve success in professional sphere. She told her story of success – directed a short film which was presented in Venice. Talking about future plans, she expressed a desire to film in different parts of the world, do not be constrained by geographical and cultural boundaries. That's how she understands a professional growth and success.

Part 2.2. **Diasporas understood as a metaphor for a homeland far away (the motherland): Kyrgyz nationals about themselves and about diasporal associations, initiatives and projects in host-countries and in Kyrgyzstan, self-consciousness and identity in diasporal development.**

Leaving Kyrgyzstan is almost always believed to be temporary and homecoming is subconsciously connected with gaining financial security and returning to establish one's own business.

Through personal or professional links among Kyrgyz nationals currently living outside the country, a network of mutual support, awareness and growth is established, which does not only focus on basic survival, but also representation, comfort zones, solidarity and feeling in touch: not necessarily very close, but affiliated.

In the last 16 years – 10 years of informal and 6 years of official diasporal associations – substantial experience has been accumulated by the most developed diasporal associations that can be shared with diasporas in other countries. This experience is also valuable for domestic migrants who move from rural areas to urban areas in Kyrgyzstan. As recounted by representatives of the Kyrgyz diasporas in Turkey and China, there are many domestic migrants in Bishkek who keep in touch or wish to keep in touch with their home villages. This is another, miniature, model of diasporal associations and connection.

More developed diasporas may share their experience of developing conceptual frameworks and strategic objectives and understanding the specifics of diaspora management to make it more organized and successful in meeting its targets and completing its tasks.

Networking for moral mutual support, integration into the host-country through purposeful acceptance of reality as a diaspora at 'home' far from home and with the opportunity to establish a new home in the host-country

In 2007–2008 migrants were leaving to Russia chaotically – not knowing where to go and what to expect on a new place – but now the situation has changed. The network of relatives and friends is used to find a job or to be invited to a certain job. According to a representative of diaspora from Russia, such kind of network is considered as a moral support for newly arrived migrants. He also told about reportage, filmed by "Mir" tv channel, which showed the life of Kyrgyzs in Russia. As it turned out, there are Kyrgyz restaurants, network of "Aikol" sport clubs, healthcare institutions, which are visited only by our compatriots. During the reportage, was raised a question regarding unwillingness of Kyrgyzs to integrate into local community. In his turn, the representative of Kyrgyz diaspora pointed out that it happens not because they do not want to be integrated into Russian society, but because it is an easy and comfortable from them.

Experience of Kyrgyz diasporas in Turkey: Student Councils as the first public experience or a basic unofficial association of compatriots abroad

Representative of Kyrgyz diaspora in Turkey told about creation and peculiarities of Student Councils' running. According to him, this informal association is responsible for organization of social life of students. Basically, compatriots are meeting and communicating in small groups depending on graduation year from university. Also, diaspora representative mentioned Kyrgyz particularity a need to meet with compatriots at least once a year. That is how compatriots celebrate significant events (i.e. Tushoo-Toi) or just organize picnics. Notification about a place and date of the meeting is sent by phone.

The diaspora story, first and next generations, specialization, activities, membership of a diasporal association, and ideas for solidarity

Diasporal organization "Kyrgyz Club Germany" became a unifying element of all compatriots living in different cities of Germany. Compatriots had an idea to meet and create contacts, which will be useful in the future to assist and support Kyrgyzs. The first join event of diasporal association was celebration of Nooruz in 2009. Nevertheless, officially "Kyrgyz Club Germany" began its activity after registration as a legal entity in 2011. Therefore, as of today, apart from organization of compatriots' meetings, the association is engaged in realization of projects, organization of events and charity events.

The representative of diaspora in Germany and European Union told about plans of cultural events of diasporal association. Apart from events, dedicated to celebration of national holidays, football and tennis tournaments are arranged as well as trips to Stuttgart for grill party and to Frankfurt for annual Oktoberfest festival. In addition, the compatriots are trying to invite Kyrgyz stars and organize joint screenings of Kyrgyz movies. All this is done to keep in touch with Kyrgyzstan. Besides cultural and entertainment events, "Kyrgyz Club Germany" is engaged in social (charity) projects which is divided into one-time and permanent assistance. The former is provided to those compatriots who need medical treatment abroad or at home. In this case, diaspora is carrying out activities and is transferring received money. On an ongoing basis, the club is supporting rehabilitation center for children in Bishkek. Recourses are collected during the year as a result of charity events as well as on individual basis and transmitted to rehabilitation center.

Diasporal associations in USA began to emerge as a result of meetings with compatriots on events such as celebration of Nooruz. According to representative of Kyrgyz diaspora in USA, people have come together to support and to help each other. Trigger for such kind of associations was homesickness. To keep in touch with Kyrgyzstan, compatriots began to invite Kyrgyz celebrities. According to representative of diaspora,

as of today, there are diasporal organizations in many states. They are organizing football tournaments, joint trips, and cinema tours, creating families and helping each other. Also, was created a youth wing which joined "Kyrgyzs in New York". Members of this association are business newcomers, engaging in small business and helping each other. Young compatriots do not distinguish someone as a leader but each of them makes proposals. Representative of diaspora from USA believes that such compatriots are the future of diaspora.

Also, in Washington, our compatriot created a commune "Kyrgyz Children Futures" which engaged in work with children adopted by Americans.

Since problems of compatriots living in Turkey are differ in their specifics, diasporal association has begun to send requests to state authorities to be heard and also planned to open a representative office in Bishkek to engage in charity activities. However, according to representative of diaspora, such kind of need disappeared due to cooperation with local initiatives and associations (Mekendeshter, Zaman-dash, Egemendik).

"The diaspora is actually the community, it is being abroad with a feeling of still being at home in Kyrgyzstan."

Representative of a Kyrgyz diaspora in Turkey

Thus, diasporal association is considered by compatriots as a part of homeland and because of that they are still feel connection to Kyrgyzstan regardless divisive kilometres.

Risks and problems in diasporas, and the need for a leadership which helps them to overcome them

Representative of diaspora in Turkey thinks that in case of association of a large number of people, they need someone who will lead them. Thus, there is a need to create a diaspora. However, ambitions of some members of such communities have negative impact on diasporal organizations.

"There are many ambitions in diasporal organizations, and this spoils the diasporal movement...Public association must have a common basis."

Representative of a Kyrgyz diaspora in Turkey

Representative of diaspora in Germany told that the main problem of diasporal members is a lack of time. Many members of diasporal team are students who not only study but also work. Nevertheless, compatriots are trying to find time for diasporal activities.

"We like... that people communicate; gathering together we have chance to be in a domestic Kyrgyz environment where friendliness prevails: many people are happy and that is why we are happy, too."

Representative of a Kyrgyz diaspora in Germany

Mutual support within Kyrgyz diasporas abroad and the 'Kyrgyz code of honour' are peculiarities of Kyrgyz people: "Kyrgyz mobilize quickly".

Representative of Kyrgyz diaspora in USA told about "Kyrgyz mobilize quickly" – support of compatriots in difficult situations. Support, material and moral, is provided not only for the members of diasporal organizations but also for those compatriots who decided not to be associated with any organizations. He gave an example of two years ago, when as a result of an accident a Kyrgyz died. Our compatriots, after receiving the message, not only helped in organization of funeral but also raised funds for the widow. This is a distinctive feature of Kyrgyzs, thinks the representative of diaspora, in sorrow and in joy Kyrgyzs are mobilizing quickly and helping without any ulterior motives.

Valuable experience from Kazakhstan in legislative and institutional initiatives by diasporas, the prioritization of diaspora problems by Kazakh state authorities.

"There is no great difference between diasporas in Kazakhstan...and external diasporas. A single legislative framework regulates all these things."

Expert in construction and diasporal work, Kazakhstan

According to expert, issues of diasporas are of a priority for state authorities and they try to find a solution in timely manner. Thus, attention is paid to diasporas and their problems. Moreover, he noted that high level international conferences are held on these topics.

The expert thinks that our compatriots could have certain rights and priorities, working through diasporas in Kazakhstan. In his opinion, it is very important to be integrated into local community, but ties with Kyrgyzstan should not be forgotten on the other hand. Diaspora in Kazakhstan is helping Kyrgyz children by arranging holidays, buying gifts, organizing language courses. In addition, books for children of Kyrgyz migrants, who find themselves in difficulties, were issued with support of diaspora.

There is value in cooperation between Kyrgyzstanis abroad and/or diasporal organizations with specific

economic sectors; public, cultural, and social initiatives; and regions or local self-governments in Kyrgyzstan

Representative of Kyrgyz diaspora in Russia, being of origin of Issyk-Kul oblast, is interested in development of tourism in Kyrgyzstan. Having business and personal communications in Russia, he could contribute to tourism industry of his country and also attract investments.

"Now I am trying hard to mobilize more investors to Kyrgyzstan. In the last 18 months I have been focusing on this task alone. In other words, if I visit Kyrgyzstan, I will invite two or three entrepreneurs to travel with me."

Representative of the Kyrgyz diaspora in Russia, entrepreneur and manager, co-founder of a business association

Such kind of initiatives from the side of Kyrgyzs, living abroad, could have a positive impact on economic situation in the country. Thus, government agencies need to take a note that cooperation with compatriots and diasporal organizations could play an important role in attracting foreign investors and in development of tourism.

Personal or professional contacts with Kyrgyz people and local communities in Kyrgyzstan

Links in the medical sector between Kyrgyzstan and Germany

Representative of Kyrgyz diaspora in Germany thinks that in Kyrgyzstan human resource is reasonable good since we have qualified doctors who are struggling to save the lives. However, level of medical training in Germany is better due to new technologies. He also noted that if there are opportunities and conditions for his professional experience in Kyrgyzstan, he will use this opportunity to return to the country. Thus, by creating conditions for return of our compatriots, the country could have not only qualified staff but also will facilitate introduction of new trends in medicine. Kyrgyz medics will be able to learn from experience of their colleagues returned to the country, thereby increasing level of medical service.

Even being in Germany, our compatriot could facilitate establishment of communication in area of medicine between two countries. This will give the Kyrgyz doctors good opportunity to acquire invaluable experience from German colleagues and also, to learn best practices for future use in the country.

There is a certain benefit from constant cooperation and strengthening of contacts with Kyrgyz nationals abroad. For instance, they can provide ideas for projects that seek to support the development, sustainability, and welfare of their homeland and hometowns.

Examples of successful cooperation are similar to the specialisation and branching out that are on going in diaspora associations.

One of such ideas is realized in form of musical festival. According to our compatriot and expert in musical education from Germany, the festival is planning to be held every 2 years. Participation of Lion's Club members could contribute to popularization of our Republic in issues of tolerance, openness and attention to cultures. The expert thinks that organization of festival in Kyrgyzstan is a unique example that this kind of events could be arranged on the basis of public organization. And if in other countries it is necessary to engage an administrative recourse in order to organize big events, in our country it is possible to organize a festival by using own funds as well as help from musicians. Expert hopes that by 2017, the format of the festival could be considered as an international with participation of youths from 200 countries. Moreover, it will undoubtedly contribute to development of cultural aspect of country's life as well as to share experience not only among young musicians but also among professionals. Expert also told about German bandmaster who was invited to the country to deliver master classes.

In its turn, presence of Kyrgyz Club in Germany helps Kyrgyzs, recently arrived in the country, in adaptation process. This diasporal organization has its own website, group in Facebook social network, where basic information could be found and questions could be asked.

According to representative of diaspora, the main contingent of compatriots in Germany are students not labor migrants. Kyrgyz Club provides an opportunity for sharing experience between compatriots during events, arranged by diaspora. Thus, the contacts with compatriots as well as mutual help are established.

Kyrgyz diasporas evolve organically and contribute to development – there are many positive examples.

"If there is any concept for diasporal cooperation, this should improve matters within diasporas. But without such a concept, our work goes on...our compatriots do not sit in idleness and wait for such laws."

Representative of the Kyrgyz diaspora in the USA

Even without concept our compatriots make contributions into development of their small homeland. According to representative of diaspora, a new library, built with help of compatriot, was opened in one village. Also a gymnasium was opened with help of such contributions. Thus, compatriots are trying to make better those aspects of life in which they have interest.

Representative of diaspora expressed willingness to establish communication between twinned towns in order to develop Kyrgyz villages and cities.

In her turn, HRM expert from UAE plans to give a big seminar in Kyrgyzstan. She wants to share acquired knowledge and gathered information with local students which will help them to learn about new tendencies, will create prerequisites for building of successful career. The presence of qualified staff keeping up with current trends undoubtedly will have a positive impact on development of the country.

Medicine is very expensive sector, but it is essential to invest in it, especially in the rehabilitation of patients and healthcare for export. Thus, international experts talk about rehabilitation clinics, but the Kyrgyz Deputy Minister of Health talks about preventive medicine and healthy lifestyles.

The expert in medicine from Germany thinks that it is necessary to attract investments to healthcare sector. According to her, in Germany (unlike in Kyrgyzstan) great attention is paid to rehabilitation of patients. She believes that in spite of successful surgery, success also depends on post-surgical care, especially when it comes to rehabilitation of musculoskeletal system. Establishment of cooperation in medical sector, share experience between Kyrgyz and German doctors will improve the quality of healthcare services.

She also raised issue regarding the training of staff abroad. In her opinion, in order to keep professionals,

who were educated abroad, in Kyrgyzstan, the state should set conditions for return to the country. Thus, qualified staff will return to Kyrgyzstan and will work to improve quality of healthcare services as well as share acquired experience.

While abroad, our compatriots actively involved in charity, engaging not only diasporal organizations but also using professional contacts and personal skills. Expert in Charity and Mass Media from Switzerland told about support of Petrovskaya hospital for children. According to him, a choice of this hospital is justified by the fact there are treated children from orphanages, children of socially disadvantaged groups from all over country. In order to provide help to hospital, expert is dealing with donors who are getting acquainted with projects, based on the needs of the hospital. Besides help from organizations, the expert proposes to introduce a practice of crowdfunding – national funding of such kind of projects.

Expert in musical education from USA also promotes ideas of charity. She organized a charity concert, funds received as a result of this charity event were used to help a school in which she was studying. Moreover, our compatriot initiated a musical competition of sheet reading. She thinks that not only young participants should be motivated to take part in this competition but also teachers. Thus, not only growing generation will be interested in cultural development but also teachers themselves. Which in its turn will contribute to improvement of musical education

Part 2.3. Vision of diasporal development and cooperation with various sectors in the prism of "Migration as a component of the development of the Kyrgyz Republic"

Vision of diasporas and charity

Expert in musical education regrets that children in Kyrgyzstan are not taught to help the needy, to organize charity events (such as sale of homemade cookies) proceeds from which will be used to help socially disadvantaged groups. She noted that different organizations are engaged in charity activities by organizing charity concerts and collect donations in Germany as well as all over the world. Expert thinks that this kind of activities (slightly adapted to our conditions) could be organized in Kyrgyzstan.

Vision of diasporas as a network to facilitate adaptation to life in a new country

Human resources expert, UAE:

I think everyone would like to gather together, to go out together. But this is a land of temptation, so to

go out would be quite pricey. What's more, if you go somewhere with a group of friends, it needs a lot of organization. That's why everyone interacts in small groups. We don't meet as a large group, a diaspora that organizes meetings of 100 people where they sit and discuss their lives and share their experience. Although I do believe it would be great to meet all our compatriots from Kyrgyzstan at least once a month, for example, and listen to each other, share our progress that month. For instance, someone changed jobs, but how did they do it? Where did they find the new work? How did they put draft the CV and other documents? Or someone else has bought a car with a good discount. How did they buy it? How did they get credit? And how will they pay it back? Which documents need to be prepared? In other words, this would be experience-sharing between people, who have achieved something good in their lives, and who are ready to share this with others.

Participation, expectations, and outcomes of the 2012 and 2014 Mekendeshter Forums and other forums of Kyrgyz diasporas abroad

Representative of the Kyrgyz diaspora in Russia:

When I was at the Mekendeshter Forum, I made many contacts in Kyrgyzstan and abroad: this is a bonus for me. It was very useful for me. I got to know many people: that is, you supported me to extend my network of contacts, business contacts and so on. However, the guidance was not only about entrepreneurship, but also for social life. I am talking about new friends I met at Mekendeshter Forum, who now know that they have a friend in Russia. They can turn to me with any questions and I will try to help. It used to be that someone called me and said: "Kubanychbek, please help: my friend (or someone else) is arriving, could you please meet them, help them find the way or find the medicines they need..." I am always happy to help all my compatriots abroad wherever they are. If I can help, I will always be happy to do so. I believe that they like it too.

The Mekendeshter Forum should continue, every two years. First of all this raises the profile of ROI IPF, because the Foundation carries out good work and really does unite people. The Mekendeshter Forum has become an international phenomenon. We meet all sorts of people there, from various diasporas: we are interested in their activities in their host-countries. Therefore, this is first of all, a platform for association. It is not like Zamandash, which only invites its own people and runs its own forums.

Expert in musical education from Germany thinks that it is necessary to create a basis for businessmen and compatriots, for instance in form of real but not statistical forums. Such kind of forums should cover variety areas and provide opportunities and advantages for compatriots. He believes that in this case Kyrgyzstanis will seek to establish as much contacts as possible and propose ideas and initiatives.

Representative of diaspora in Germany and EU said that contacts are maintained not only with Medical Academy but also with Ministry of Health. It allows sharing information regarding medical education and specialization in Germany as well as making proposals regarding improvement of healthcare system. Thus, in his opinion, Kyrgyzstan needs to take into account experience of developed countries. He also proposed to create alternative healthcare system that follows Western quality model, in order to increase level of domestic medicine.

"We need to create an alternative: to establish a health centre, a sort of base where foreign specialists can be employed and our specialists can learn from their experience."

Representative of Kyrgyz diaspora in Germany and the European Union

Thus, national and alternative healthcare system could be compared in order to subsequently draw a conclusion regarding necessity of stage-by-stage changes. According to representative of diaspora, there is a need of stage-by-stage rather than radical changes of existing system. He emphasized necessity of attraction of investments to this area since the area is quite expensive. Also, he expressed hope that ideas proposed on "Mekendeshter" and "Zamandash" forums could be implemented with assistance of Compatriots Liaison Council.

Discourse on the capacity of diasporas to transform Kyrgyzstan

Development and transformation of Kyrgyzstan depends not only on Kyrgyzs living in the country but also on our compatriots residing abroad. Even being far from homeland they could make contribution by sharing gained experience. Undoubtedly, acquired knowledge of representatives of diasporal organizations may help to take the country to a new level of development. As of today, this potential remains unimplemented due to lack of attention from governmental agencies in relation to diasporal associations.

"The human capacity available abroad is an engine that could transform our country for the better."

Expert on charity and mass media from Switzerland

Expert from Switzerland is sure that creation of Compatriots Liaison Council, which will interact with compatriots and diasporal organizations, will have a positive effect on development of the country.

Vision, diaspora, and business network

Compatriots are helping each other in development of their businesses. For instance, "International association of Entrepreneurs", registration of which is pending, has already gathered under its wing Chinese, Kazakh and Russian diasporas. They are planning to attract diasporal organization from Dubai as well. According to representative of diaspora in Russia, this association will become a platform for entrepreneurs, on basis of which (in the future) it will be possible to export Kyrgyz production to Russia. Moreover, on the basis of association, a public fund "Boordoshtor" was established, which aims to provide charitable (medical) help. Thus,

by using diasporal liaisons not only a mutually beneficial business is built but also created conditions for provision of assistance to compatriots.

Representative of diaspora in Turkey, in his turn, made a proposal regarding creation of rural diasporal organizations in cities. In his opinion, when moving to a city, a connection (roots) with village is lost which could be detrimental to young generation. Having connection with diaspora young Kyrgyzstanis could develop their inner "I" and preserve their identity. In addition, these organizations will contribute to solution of problems of internal migrants.

"There should be a network of community organizations with representation in every single village... Experience sharing and approaches to address problems and challenges, local difficulties or self-governance issues: for all these things needs could be articulated, passed to the legislative level, and then their implementation monitored."

Representative of the Kyrgyz diaspora in Turkey

He also told about creation of public organization "Tosor-Kolundo" in Issyk-Kul oblast. According to him, a lot of propositions and requests concerning infrastructure have been received since formation of this organization. He says that such kind of practice is successfully implemented in Turkey. The needs of citizens are identified and specific demands regarding improvement of conditions are put forward with assistance of such organizations.

Discourse of valuable experience from abroad, useful experience for state bodies in the Kyrgyz Republic in for creation of business conditions

Expert, female - entrepreneur from Russia thinks that it is quite complicated to have a small business in Kyrgyzstan. According to her, it is due to lack of support of young professionals. In its turn, residence in foreign country facilitates achievement of invaluable experience. She also told about support of small business and young professionals in Russian, which is, unfortunately, lacking in Kyrgyzstan. Expert thinks that young Kyrgyzstanis will not be able to successfully develop in our country. Thus, appropriate conditions need to be created in Kyrgyzstan to attract and develop small and medium-sized enterprises.

Part 2.4. The role and capacity of state and municipal authorities and diplomatic missions of the Kyrgyz Republic in assisting Kyrgyz nationals abroad and mutual support within diaspora networks abroad.

Diasporal organizations and Kyrgyzstan's diplomatic missions and resolution of migrants' problems.

State policy and development of a culture of recognition of diasporas and their contribution to the development of the Kyrgyz Republic through financial independence and returning as a winner

In opinion of representative of diaspora in USA, encouragement of compatriots is a way to attract investments in the country. He thinks that after securing their financial independence, compatriots are seeking ways to realize their potential. They could be interested and attracted for implementation of a project or production. In its turn, the state, acknowledging their contributions into development of the country, may in the future motivate to take part in new projects.

Assessment of job of Kyrgyz missions' staff abroad was also discussed. The representative of diaspora in Russia noted ambassador's contribution to take off Kyrgyzstanis from a "black list". In his turn, representative of diaspora in Germany, noted well-coordinated work of diasporal organization and embassy. Moreover, all-round support is provided by the Embassy. Expert in charity and Mass Media from Switzerland also noted cooperation of diasporal organization with Kyrgyz Embassy. According to her, former ambassador of Kyrgyzstan engaged in arrangement of Kyrgyz days in Switzerland.

Nonetheless, financial part of organized event laid on the association.

The 'Kyrgyzstan brand' abroad through communication between Kyrgyzstan's missions abroad and Kyrgyz diasporas

Expert in HRM took an initiative and left her contacts in Kyrgyz consulate in UAE. Thus, she receives useful (for compatriots) information which she disseminates among Kyrgyzs living there. In her opinion, there is a necessity of more effective interaction of missions abroad with compatriots to formate an attitude and behaviour that Kyrgyzstan wants to see in Kyrgyzs residing abroad.

Needs for governmental assistance, changes in legal framework are required

In general, the agendas of Kyrgyz state and municipal authorities do not include dealing with migrants or Kyrgyz nationals abroad. Therefore, one of fundamental objectives of the Compatriots Liaison Council may be to mainstream migration issues into agendas of key and relevant Ministries and Departments with an emphasis on legal, physical, and professional well-being of migrants, their development, and cooperation with them. Whenever we ask state agencies and local self-government bodies who are "compatriots", we

are given all shades of opinion; but there is no unified vision and definition of it. Some say that a compatriot is a citizen, possessing a Kyrgyz passport, who now works abroad with official employment permit. Others say that compatriots are ethnic Kyrgyzs who live, for instance, in Murgab in Tajikistan. Someone tells that compatriots are migrants who have recently obtained Russian passports, they are also our compatriots. Thus, there is a wide range of meanings. The Council needs to be assigned a task to extend and approve a wide understanding of the 'compatriot' phenomenon along with classifications, since Kyrgyzstanis who have migrated have different needs and motives, and this diversity has to be recognized. Diversity should be taken into account from the point of view of association on the principles of homeland, language, ethnicity, and national affiliation. People associate for different reasons. However, the most critical issue for the ROI IPF and Mekendeshter Forum is to find out if these diasporal associations and Mekendeshter Forum's expert roster have the capacity to provide assistance to Kyrgyzstan.

Moreover, while departure for and residence in a foreign country are recorded, to some extent, return of Kyrgyz migrants and related difficulties and advantages (housing, pensions, social welfare, healthcare services, health benefits, kindergarten and school enrolment, higher education opportunities, reserved workplaces and so on) are not mentioned in Kyrgyz legislation at all.

The representative of diaspora in Turkey talks about absence of clear definition of various categories of migrants. It is necessary to define and discuss necessities of recently arrived migrant separately from necessities of compatriots, residing in this or that country for a long time. Moreover, problems of labor migrants and problems of diasporal organizations should also be distinguished. It is necessary to acknowledge such variety of categories and to build, on this basis, cooperation between state bodies, migrants and diasporal organizations.

"...this needs clear interagency, interdisciplinary, intersectoral cooperation: otherwise addressing the problem is delayed and eventually not tackled at all, and if this problem is finally resolved, then too many costs, time, and other efforts will have been put into it...."

**Representative of the Kyrgyz diaspora
in Turkey**

According to him, MFA is interacting only with those, who have Kyrgyz passport and Ministry of Culture with those, who can take on financial issues of Kyrgyz celebrities' tours abroad. As a result, proper attention is not paid to problems of diasporal organizations.

Representative of diaspora thinks that there is a need to explain to state agencies benefits of cooperation with diasporal organizations and compatriots, residing

abroad. Such cooperation could become a support to MFA in development of multi-vector relations with those countries and also could help in promotion of interests of Kyrgyzstan. As for Ministry of Culture, interaction with compatriots is a way to enlighten not only Kyrgyzstanis but also representatives of other countries about Kyrgyz culture.

Expert in medicine from Germany thinks that Compatriots Liaison Council should continue working on a project that allows ethnic Kyrgyzs to buy immovable property in Kyrgyzstan. In addition to that, there are problems in obtaining a residence permit for ethnic Kyrgyzs. According to the expert, employment confirmation documents are necessary to obtain a residence permit but in order to obtain the former, other official documents are required. This kind of full circle creates problems for those Kyrgyzstanis who want to return to the country.

She came up with a proposal regarding introduction of so called blue ID card, which is used in Turkey and gives opportunities for returnees. As of today, it is necessary to raise an issue regarding provision of a document which will allow ethnic Kyrgyz to return to homeland at any time and to buy movable and immovable property as well as to obtain eligibility for employment.

Diasporas and state bodies, politics and cooperation, essential reforms and innovations

Changes (legislative, political, and so on) are necessary to support the participation of diasporal organizations or individual compatriots in the development of Kyrgyzstan; maybe you have examples of such initiatives in your host-countries?

Comparative understanding of various laws and regulations is very valuable for the Council, since the state and state bodies need support to become more useful, sensitive and understanding from the perspective of migrants, compatriots, leaving the country.

At certain stages of their development, smaller or larger steps, every time diaspora leaders see ways to improve their organizational structure and documentation, and to make the associations more sustainable.

The Compatriots Liaison Council was also established to help the diplomatic missions of the Kyrgyz Republic and state authorities in Kyrgyzstan to provide better assistance to our compatriots abroad. Some stakeholders in the Council will have various areas of their interest, including geographical, political, social, economic areas.

Zamandash is focused on Russia and Kazakhstan, and is more interested in assistance to diasporas and compatriots in these countries. In the long term, all the stakeholders have one common target: mobilization of investment into Kyrgyzstan, development of projects in form of master classes, seminars, lectures, know-how projects, ideas and assistance in return of willing compatriots.

It is very difficult to accurately define a “compatriot”: several definitions are used now. One of the objectives of the mapping is to propose a single definition for the migration flow that has settled down abroad in one way or another. Such a single definition was come to on the basis of 627 questionnaires, 28 interviews with officials and 30 interviews with compatriots and representatives of Kyrgyz diasporas abroad. As a result of this mapping, we expect to include the term “compatriot” and issues affecting expats’ success or failure abroad in the agendas of relevant national ministries. As of yet, three agencies make reference to Kyrgyz compatriots or migrants: the Ministry of Foreign Affairs; the Ministry of Labour, Migration, and Youth; and the State Registration Service. All these in some way in their terminology touch upon compatriots’ challenges. Our task is to widen the definition of the mass of migrants and their problem within Kyrgyz legislation. At the moment of this report’s drafting (the end of November 2015), the Secretariat of the Compatriots’ Liaison Council was working at the Department on Returnees (ethnic Kyrgyz who wish to return to the Kyrgyz Republic) under the Ministry of Labour, Migration, and Youth. In the course of an interview with MFA representative, it was revealed that the MFA deals only with Kyrgyz citizens who are abroad officially, i.e. those who have Kyrgyz passports with the appropriate visas and permits for permanent or temporary residence, study or employment. Ministry staff members do nothing for those who are in foreign countries illegally. However, large numbers of illegal migrants are living in Russia and the USA illegally: they simply arrive with tourist visas and stay without legal support to work there.

According to representative of diaspora in Germany and EU, coordination of problems, opportunities and interests of diasporas abroad could be carried out by diasporal organizations themselves. In his opinion, legal support is more concerned with Russia and Kazakhstan since the number of compatriots residing there is bigger than in European countries. Thus, he thinks that for Council, there is no need to cover European countries.

Expert in HRM from UAE thinks that by common efforts together with diasporal organizations Kyrgyzstanis’ stay abroad may be simplified. Compatriots and representatives of diasporal organizations could share information and experience that would help not only to adapt on a new place but also to raise awareness among Kyrgyzstanis living in home country.

“It is critical to understand at government level that a diaspora can bring people together abroad; people need an idea that will unite them, rally them, be of interest to all that will be supported and promoted for the benefit of Kyrgyzstan’s development.”

**Human resources expert
in UAE**

Migrants’ contributions, included in the state budget, are temporary phenomena

Representative of diaspora in USA is against inclusion of money sent by migrants to motherland into budget of Kyrgyzstan.

“It is problematic that Kyrgyzstan’s Parliament includes migrants’ remittances as expected annual payments (that actually have not been received yet) to the state budget. They say that “last year the payments were approximately as expected: this year we also expect to receive USD2 billion, so please envisage this amount in next year’s budget”.”

**Representative of the Kyrgyz diaspora
in the USA**

Conditions for returning home – reforming the musical education system and culture. Introducing simple time management and communication technologies (email, Skype, and so on) as well as ethics for interaction between diasporas and charity organizations.

Expert in musical education in USA told about necessity to reform the system of musical education. Unfortunately, her proposals, program, plans of improvement of level of musical education were not heard. According to her, it is necessary to develop musical education not only in cities but also in villages. Also she mentioned communicational problems of Kyrgyz organizations with compatriots. Expert thinks that there is no communication ethic in interaction with Kyrgyzstanis living abroad. According to her, in order to organize a concert she had to use various types of communication to approve the programme. Thus, a need of introduction of technologies for successful communication with compatriots should be noted. In addition to that, she noted that organizations could not properly receive help. For instance, in case of agreement on conduction of free master-classes, meetings or open lessons, this agreement is often forgotten.

Part 2.5. Success of Kyrgyz people abroad and their return home: establishment of conditions and motivation for investment and contributions to the development of Kyrgyzstan.

The lack of conditions and rules for returning to Kyrgyzstan is a threat to Kyrgyzstan's economy and society

"The Government still does not understand that migration puts the growth of the Kyrgyz economy in jeopardy."

Representative of the Kyrgyz diaspora in China

According to representative of Kyrgyz diaspora in China, there is a need of a system that will create all conditions for compatriots' return. In her turn, expert in Charity and Mass Media from Switzerland notes that changes in HR policy are necessary to attract young and progressive Kyrgyzstanis to the country. In case of such changes, he will consider a possibility of return to Kyrgyzstan.

About returning to Kyrgyzstan and the prerequisites for this. The role of state bodies and their reforms in compatriots' decision to return.

A lot of elder people and people who have families, children, are constrained in choice. That is, they would like to return to Kyrgyzstan, but their families have already put down new roots, it is hard for them to change this and also they are not so mobile as before. The decisions were mainly dictated by professional status and family status but there are other factors that also have an influence, such as residence status in the host-country.

Discourse about successful Kyrgyz who observe traditions, return to their motherland with capital ('financially independent') and invest in the development of Kyrgyzstan

Discussing investment issue, the representative of diaspora from Russia believes that migrants are investing and will invest money in the country. He thinks that Kyrgyztanis, "getting on feets" and reaching financial independence abroad, opening own business, will always seek a way to return to home country. As evidence, he brought an example of purchase of immovable property by migrants during the recent construction boom. According to representative, it distinguishes Kyrgyzs from other migrants.

Delayed decisions about returning are related to question: "Why to stay?"

Representative of the Kyrgyz diaspora in Germany and the European Union:

R: Of course, when I arrived in Germany, I was thinking that after two years of medical traineeship,

I would return to Kyrgyzstan. However, my friends and former colleagues with whom I was in close contact talked me out of it. Maybe that was intemperate youth speaking: I'll get some experience and come back to Kyrgyzstan and work. But with time I understood that acquiring enough experience would naturally require investment and time. I decided to stay further to work and acquire a wider understanding of medicine, surgery, so that in the future I will be a valuable surgeon, a specialist, and then return to Kyrgyzstan. And that is my plan for the future.

I: How many years will it take to acquire this experience, developing your connections and expertise?

R: Well, on average (some may be faster, some take longer), I think 10 years in surgery would be about right.

The first phase is traineeship, and then I have to work as a surgeon, so seven years in total. Two years ago I planned for myself a five-year programme, and then hopefully at the end of this period I would return to Kyrgyzstan, not too old and not too young. So, we will see how it turns out. I want to return to Kyrgyzstan in the prime of my life. I need to start my life in Kyrgyzstan not from scratch, but any new starting point will needsome efforts. If I return after 50, it will likely be very tough.

I: Did you think whether to stay in Germany or travel to another host-country? Did you have such plans?

R: Yes, I did. I thought of the United Kingdom, France or Spain. But I did not plan to move there for a long period, just for the short-term, just to see how medicine works in those countries. But not for a longer period, because that would again require more time.

I am planning to return to Kyrgyzstan, because all the time I have stayed in Germany, my soul was in Kyrgyzstan. I am here physically, but my soul is in Kyrgyzstan. I have no doubt that I wish to return home and work there, but when? That is the question. I am a Kyrgyz citizen and I'm not intending to change my citizenship at the moment.

Pessimism and conviction that in the next 20 years Kyrgyzstan will not achieve the level of development required for the wellbeing of Kyrgyzstanis at home. A huge problem of instability for the middle class.

Expert, businesswoman from Russia thinks that it is quite complicated achieve her full potential in Kyrgyzstan since there are no necessary conditions for purchase of house, parenting and finding a job. Absence of such opportunities is one of factors which do not

allow compatriots to return to home country. In her opinion, a paradox is that it is easier to open a private business in Russia without possessing a citizenship rather than to do so possessing a Kyrgyz citizenship in Kyrgyzstan.

Identity of the Kyrgyz people in Kyrgyzstan and abroad

Expert in filmmaking from USA thinks that there should be a role model that will interest and attract attention of children to learn their mother tongue and culture. In her opinion, it is necessary to have understanding of Kyrgyz culture from the inside not outside. Otherwise, culture will be perceived as something alien, non-native and not understandable. Expert gave an example from her childhood, when she, living in different environment, almost ceased to identify herself as a part of Kyrgyz society. Consequently, integration into Kyrgyz society has not been painless. An identical situation occurred with her daughter who has not considered study of mother tongue as an important activity. Interest of her daughter to mother tongue and culture emerged with appearance of role model. Thus, comparing identity of Kyrgyzs in Kyrgyzstan and abroad we come to disappointing conclusion that ties of young generation to native culture and language is becoming weaker.

Ethnic Kyrgyz people and their links with their motherland, the Kyrgyz identity, and "prices and values"

Expert in medicine, Germany:

R: There is an expression: "knowing the price of everything and the value of nothing". And we live now in a time when everyone talks about prices only, how much things cost, this is so expensive, the more expensive the better: this is our era. We forget about values. In those days the family brought up their children with these values and explained, "It is essential for life, you have to act that way".

I: Are ethnic Kyrgyz entitled to return to their motherland and grow their wellbeing? Let us say starting by buying a house and so on. How should this be done?

R: So, I suggested learning from the practice of Turkish people in Germany where about six million Turkish people live. With all the money they earn there, they build houses in Turkey, open businesses if they have the resources. They benefit from this a lot; I mean the economy of Turkey. And now the people who were living and studying in Germany are returning to Turkey; there is this tendency. Because the Turkish economy is doing well. And many of them (ethnic Turkish in Germany) say that they are Turkish in Germany, but they are German in Turkey: anyway, the migrants have acquired this mentality. If my child migrated with me to Germany when he was 15 and grew up there, surely it would be tough for him to return to Kyrgyzstan in another 15 years.

Mobilization of compatriots and diasporas

Our respondents offered rather pragmatic and feasible ideas to mobilize diasporas and specific compatriots and organizations to take part in initiatives to develop their home country and hometown

The 2014 Forum discussed the discourse that when Kyrgyzstanis travel to Dubai they become hard-working and more disciplined, tolerant, patient, law-abiding and committed (cited in the presentation of Kyrgyz Consul to UAE (Mekendeshter Forum, Bishkek, July 2014).

Studying business discipline, business experience and compatriots' return to Kyrgyzstan

In opinion of representative of diaspora in USA, our compatriots abroad are learning to be disciplined and to obey the law, to be hard-working and to be responsible. New generation of Kyrgyzstanis, upon their return to the country, are trying to open their own small business after completing study or finishing work. Migrants, gaining experience in host-countries, are using their business model upon return to Kyrgyzstan. Thus, according to representative of Kyrgyz diaspora in USA, business in Kyrgyzstan has direct or indirect relation to migrants.

Coming home in order not to lose their connection with the motherland

Expert in medicine from Germany thinks that compatriots do not hurry to come back since they are scared of uncertainty in homeland: lack of stable job, salary, accommodation, as well as bureaucratic problems. As an example, she told about decision of her son not to return to homeland from neighbouring Kazakhstan since in Kyrgyzstan he will face uncertainty whereas in neighboring country he has a stable salary, movable and immovable property. Also, she thinks that due to unwillingness of Kyrgyzstanis to return to the country a new generation might lose ties with homeland. Thus, it is necessary to learn from experience of other countries which simplify procedures for returnees and create life conditions.

Conclusion

Interview with compatriots pointed out positive moments of independent work of diasporal organizations abroad. Compatriots, for instance, not only provide mutual support to each other but also to those Kyrgyzstanis who do not want to associate themselves with any organization. Moreover, diasporas and some of its representatives do not forget to promote country's image by making efforts to open business which would be associated with Kyrgyzstan.

Also, compatriots are willing not only to share experience of successful integration and adaptation on a new place but also to invest in various spheres of country's activities. In addition, many compatriots are coming to Kyrgyzstan to organize charity events, master-classes, to meet with representatives of state agencies and to share their ideas regarding improvement of labor conditions and education in the country. Charity from Kyrgyzstanis is provided either in form of one-time support/help to specific persons or institutions or in form of permanent support.

On the other hand, there are issues that do not allow active and qualified compatriots to come back to

motherland. Ethnic Kyrgyzs, for instance, who made a decision to return to Kyrgyzstan, are facing problems of accommodation, necessary social and medical help. Also, there are problems with purchase of movable and immovable property. To deal with these issues, compatriot from Germany came up with an idea to introduce a practice of issuing of so called "blue ID cards" which allow ethnic Kyrgyzs to purchase immovable property as well as grant a right to employment. This practice is successfully used in Turkey.

Many compatriots would consider returning to motherland in case of creation of more favorable conditions for professional and personal growth as well as for successful business management. Absence of governmental programs for creation of jobs, provision of social package as well as other conditions for migrants willing to return to the country, create difficulties in attraction of financial and human resources.

Another issue that was discussed during the interview is a narrow definition of "compatriot" and absence of interaction with diasporas and Kyrgyzstanis left abroad in agendas of governmental agencies.

Chapter 3.

Semi-structured interviews with government representatives of Kyrgyzstan, analysis of prevailing discourses, stakeholders and comparative analysis of level of understanding and possession of information on migration and compatriots in governmental agencies

Sampling of state authorities

The survey methodology envisaged two interviews each (in total 30 interviews) with representatives of more than 12 state authorities (ministries, agencies, services, local government). Of these, one interview was with a higher-level decision maker, and the other with a mid-level of decision maker. An official support letter was drafted by ROI IPF to Prime Minister Sariev and to all the agencies included in the interview list.

Qualitative data of semi-structured interview were collected during the period of 27 May - 30 June. During the data collection period we experienced some problems with getting approval and confirmation, and in some cases with interviewing, because of the busy schedules of the respondents, misunderstanding of the topic, reluctance to participate in the survey from side of the respondents' employers and because of changes and staff rotation within these organisations. Despite numerous requests to provide us with relevant respondents and 45-50 minutes for interviews, some ministries were not able to provide deputy ministers for interviews: the Minister of Foreign Affairs, the Ministry of Social Development, the Ministry of Economic Development, and the Ministry of Finance.

Agenda for meetings with representatives of state authorities

The project team's letter to government agencies included a request for support and assistance for conducting 30-45 minute qualitative interviews with one higher-level decision maker (Deputy Minister or State Secretary), and one mid-level decision maker (Unit or Department Manager) from their ministries, state and municipal authorities (see Table 5.2: List of interviews with representatives of state and municipal authorities).

The questions for the semi-structured interview were sent out to respondents in advance as attachment to the letters. Analysis of interviews, meetings, answers to questions, and dominant discourses were accentuated in the processing of the semi-structured interviews.

The government officials interviewed by our team were very interested in more sustainable and regular cooperation with Foundation projects, including the Mekendeshter Forum Project, and also about representing their ministries and agencies at the Government's Compatriots Liaison Council.

Analysis of stakeholders and list of the most relevant legislation to recommend for the Compatriots Liaison Council

Over the country's 23 years of independence, Kyrgyzstan's civil service has developed a culture of opposing external pressure and hasty reforms, despising slow reforms and refusing cautious attempts to revolutionize approaches and relationships. The cultural environment of the civil service and municipal authorities is based on conservatism that has its roots in the Soviet era, and later in periods of two reactionary Presidents (Askar Akaev and Kurmanbek Bakiyev). Reforms became associated with donor injections and initiatives that were too often perceived by specialists, agencies and other stakeholders to be lightweight, fragmented and ambiguous. Currently civil servants promote the axiom that Kyrgyzstan will bloom, that a "golden era" is coming, as a result of certain regional and international treaties and unions. However, the most notable discourse that we need to consider and search for in strategic solutions, policy development and adaptation, as well as in preferable mechanisms, is discourse about the poorly-paid civil service that is simultaneously the "forge of human resources". However, most of our respondents recognize that staff nurtured as civil servants tend sooner or later to leave, because not everyone can afford to be "as enduring as a Mongolian horse and as unpretentious as a saxaul" (from an interview with a representative of the Ministry of Energy and Industry). Furthermore, experts are also enticed from the civil service to the private or corporate sector, again because of the higher salaries that can be offered. Next, one of the most patriotic discourses is: "We want to help Kyrgyzstan with the new knowledge and approaches gained by the sweat of their brow outside the homeland". However, while western type education may allow Kyrgyz nationals to be

employed in civil service, the survival of such staff and their integration into the agencies requires reform of the civil service system including up-to-date management principles and rules: this was mentioned in all the interviews.

Interviewees were asked about the regulatory framework that exists in the government agencies on a topic of "Diasporas in Kyrgyzstan's development and assistance from compatriots abroad". The following list of laws and regulations was provided by the agencies **for familiarization and finalization**:

- National Sustainable Development Strategy to 2017;
- Regulation on Issuing Regular Passports;
- Presidential Decree of 14 November 2005 "On the Coordinating Role of the MFA in Delivering a Unified Foreign Policy for the Kyrgyz Republic";
- Law "On Interaction of State Authorities in the Area of Foreign Policy" of 4 July 2012;
- Government Resolution 'On Paid-for and Free-of-charge services of Diplomatic Missions';
- Russian Law "On public organizations";
- Kyrgyz Law "On Personal Information" of 2008;
- "Doing Business 2014, Kyrgyzstan takes 4th place in ratings of the best property register";
- "Health 20/20 Strategy within the Framework of the All-European Health Strategy 20/20 that focuses on Prevention";
- Kyrgyz Law "On the Civil Service", Regulation on testing;
- Kyrgyz Law "On Protection of Public Health" and "On the Status of Healthcare Providers" under which healthcare providers are entitled to social benefits: housing, reduced communal expenditures, free coal, and so on. Under this Law local self-government bodies, district state administrations and municipalities should provide young healthcare providers, who are deployed by the governmental system of personnel distribution, with social benefits;
- Agreement on recognition of health certificates, which migrants have to be provided with healthcare services on an equal basis. Based on the agreement emergency medical assistance should be delivered free-of-charge within the first three days in Kyrgyzstan, Kazakhstan and Russia;
- Tracking of the annual intergovernmental race (Kyrgyz Ministry of Transportation) on its website and other social media;
- Law "On Renewable Energy Sources";
- Draft laws on celebrations and contributions of civil servants (representative of Ministry of Energy and Industry);

- Draft law "On civil servants' efficiency assessment methods", development of indicators;
- General plan of Bishkek city, draft state programme "Affordable Housing", SNIps (standards and norms), database on social infrastructure (schools, kindergartens) under construction;
- Construction and functioning SNIps for Kyrgyzstan's transportation infrastructure (out-dated, innovations are required);
- Law "On Foreign Investments in the Kyrgyz Republic".

At the moment of writing, the key stakeholders in the mapping of the Kyrgyz diaspora abroad were:

- active compatriots abroad (who follow news about Kyrgyzstan and their compatriots in their host-country and other countries outside Kyrgyzstan);
- leaders and active members of diasporal and public associations (associated by home area, cultural links, exchange and development);
- active partners from the Zamandash Association;
- the Compatriots Liaison Council under Kyrgyz Government, and its members;
- members of "Global Joint Programme to Mainstream Migration Into Development Strategy of the Kyrgyz Republic" Project Council;
- state authorities that have connections to migration, youth, labour, international relations, education, culture, healthcare, housing and communal services, social development, state registration, the economy, and agriculture;
- civil society representatives who study problems of and operate in the migration and development area in Kyrgyzstan and other partner countries of the "Global Joint Programme to Mainstream Migration Into Development Strategy of the Kyrgyz Republic" IOM project;
- ROI IPF and staff of the Mekendeshter Forum project.

Representatives of governmental authorities promote the following discourses:

1. **The President's discourse.** Our destiny is prosperity and a "golden era" within regional and international unions and associations.
2. **Kyrgyz Government discourse** about the poorly paid civil service that is "forge of human resources". But human resources nurtured in the civil service tend to leave sooner or later, because not everyone can afford to be "as enduring as a Mongolian horse and as unpretentious as a saxaul."
3. **Donor discourse.** Migration-related problems, among others, could be addressed if migration processes and policy were integrated into national development programmes.

4. **Discourse about progressive youth.** Representatives of state authorities have very broad-stroke opinions on those who migrate abroad, and see those who have returned only positively, believing that these people are ready-made specialists and administrators who can be useful for the country.
5. **Discourse on differences in salaries and better conditions** available for our migrants in other countries than within Kyrgyzstan. This sounds somewhat provocative to our civil servants and thus may be an incentive to encourage them to establish platforms, policies and mechanisms providing Kyrgyzstanis with appropriate employment and decent salaries at home.

It has to be stressed that respondents from state authorities include “leaders and champions” who are really committed to their jobs and has applied true strategic approaches to fulfilling their tasks in the “specific and narrow” framework of their responsibilities, within agencies, state and municipal authorities (especially

when we talk about financial and material resources which are always insufficient).

As a result of this collaboration, the project will be able to draw up a preliminary list of participants delegated to interagency working groups that will cooperate with the Council on behalf of executive bodies. It is particularly recommended to engage the Council as well as the Organizational Committee of the 2016 Mekendeshter Forum, and civil servants who have studied, worked or lived abroad. One of the most interesting findings from the survey is that one third of semi-structured interview respondents (eight out of 21 civil servants) are both Deputy Minister-level decision makers and graduates of international educational programmes in subjects related to the organisation they work for (see list of representatives of state authorities with such backgrounds in Table 5.1.).

***Note: This Report gives the names of Ministers and positions the respondents held in the period of interviews and finalization of the first version of the Report (June – September 2015).**

Table 5.1. Representatives of state authorities who have diasporal training experience and/or foreign work experience, and legal regulations proposed by these officials on working with diasporas abroad

| Nº | Decision makers | Institution/ If there is a mandate to work with compatriots? | Does the individual have authority to work with compatriots within the Kyrgyz Government | Number of years in assigned position / agency | Education, graduation from foreign university /programme? |
|---|---|--|--|---|--|
| 1. | Head of Consular Issues Unit in the Consular Department | Ministry of Foreign Affairs | Yes | Since 1997 / Since 2013 | KSNU, Economy, Diplomatic Academy of the Kyrgyz Republic, training on various programmes at Turkish universities |
| Legal regulations to be guided in work with topic “Diasporas and compatriots abroad”: Regulation on Issuing Regular Passports Presidential Decree of 14 November 2005 “On the Coordinating Role of the MFA in Delivering a Unified Foreign Policy for the Kyrgyz Republic. Law “On Interaction of State Authorities in the Area of Foreign Policy” of 4 July 2012 Government Resolution ‘On Paid-for and Free-of-charge services of Diplomatic Missions Regulation on Consular Fees approved by the Kyrgyz Government | | | | | |
| 2. | Deputy Minister | Ministry of Labour, Migration and Youth | Yes | Since March 2015/2001 | International University of Kyrgyzstan, Department: Diplomacy and International Law, Specialization: International Law, 1999, MFA capacity building training |
| Legal regulations to be guided in working with topic: “Diasporas and compatriots abroad”: Russian Law “On public organizations” National Sustainable Development Strategy (Kyrgyzstan) | | | | | |

| Nº | Decision makers | Institution/ If there is a mandate to work with compatriots? | Does the individual have authority to work with compatriots within the Kyrgyz Government | Number of years in assigned position / agency | Education, graduation from foreign university /programme? |
|--|-----------------|---|--|---|---|
| 3. | Deputy Chairman | State Registration Service | Yes | Since 2014 / since 2010 | Kingston University, UK, specialization: Management, 2010 (4 years), KAF KSNU, specialization: ICT |
| Legal regulations to be guided in working with topic "Diasporas and compatriots abroad": Law "On Personal Information" of 2008 "Doing Business 2014, Kyrgyzstan takes 4 th place in ratings of the best property register" | | | | | |
| 4. | State Secretary | Ministry of Health, Kyrgyz Republic No direct authority | Yes | Since 2010/ since 2001 | Kyrgyz State Medical Academy, Clinicalspecialization 1980, "Public administration" training courses for Central Asian and Caucasus countries organised by JICA in Tokyo, Japan |
| Legal regulations to be guided in working with topic "Diasporas and compatriots abroad": Health 20/20 Strategy within the Framework of the All-European Health Strategy 20/20 that focuses on Prevention Agreement on recognition of health certificates; provision of healthcare services to migrants on an equal basis Kyrgyz Law "On Protection of Public Health" and "On the Status of Healthcare Providers" under which healthcare providers are entitled to social benefits: housing, reduced communal expenditures, free coal, and so on. | | | | | |
| 5. | Deputy Minister | Ministry of Transportation and Communication | No | Since July 2014/ since 2007 | KTU 2002, Prague Technical University 2007 (Master of Transportation Management) |
| Legal regulations to be guided in working with topic "Diasporas and compatriots abroad": Tracking of the annual intergovernmental race (Kyrgyz Ministry of Transportation) on its website and other social media | | | | | |
| 6. | State Secretary | Ministry of Energy and Industry | No | Since April 2010 / since November 2007 | Doctor of economics, KACI (1997), Kuibyshev Engineering and Construction Institute, Moscow, full-time post-graduate course with specialization "Organization of Economy and Civil Works", Master in Technical Science, 1988 |
| Legal regulations to be guided in working with topic "Diasporas and compatriots abroad": Law "On Renewable Energy Sources" Draft laws on celebrations and contributions of civil servants (representative of Ministry of Energy and Industry) Draft law "On civil servants' efficiency assessment methods", development of indicators | | | | | |
| 7. | Deputy Minister | Ministry of Agriculture and Water Resources | No | Since 2013/ since 1994 | Doctor of Veterinary Science, Bashkir Agricultural Institute, Specialization: Zootechnician, 1991, Beekeeping scientist |
| Legal regulations to be guided in working with topic "Diasporas and compatriots abroad": | | | | | |

| Nº | Decision makers | Institution/ If there is a mandate to work with compatriots? | Does the individual have authority to work with compatriots within the Kyrgyz Government | Number of years in assigned position / agency | Education, graduation from foreign university /programme? |
|---|---|---|--|---|--|
| 8. | Deputy Director | State Agency on Architecture, Construction, and Communal Services | No | Since June 2014 | June, 2000, Otterbein University, Westerville, USA, June 2009, Kyrgyz Technical University, Bishkek |
| Legal regulations to be guided in working with topic "Diasporas and compatriots abroad": General plan of Bishkek city, draft state programme "Affordable Housing", SNiPs (standards and norms), database on social infrastructure (schools, kindergartens) under construction | | | | | |
| 9. | Head of State Investments and Technical Assistance Department | Ministry of Finance | No | Since 1999 / since 2014 | KSNU, Presidential Academy of Management, training in Japan and Italy |
| Legal regulations to be guided in working with topic "Diasporas and compatriots abroad": Law "On Foreign Investment" | | | | | |
| 10. | Head of Unit on Children Rights Protection | Ministry of Social Development | No direct authority | Since November 2012 / since 1992 | Moscow Institute of Social and Economic Relations, Department: Social Insurance, Pensions and Benefits, 1992 |
| Legal regulations to be guided in working with topic "Diasporas and compatriots abroad": | | | | | |

Discourse "analysis of Kyrgyz state authorities"

This section contains citations abstracted from interviews with decision makers from the governmental agencies who agreed to participate in the survey.

Direct speech (i.e. "voices") of respondents is given in boxes indicating their host-country, some information

about their area of employment or activity and/or their relationship with a diasporal organization.

Note: some quotations have the Interviewer indicated as I and the respondent as R.

Part 3.1. Why migration? Experience of residing abroad, challenges and overcoming them; language and identity related problems experienced by the second generation of migrants such as weakening of ties with their motherland.

Almost all the interviewees have had personal experience of living abroad or have observed the life abroad of family members and friends. Usually going abroad is understood as a necessity bordering on surviving or improving of living conditions and opportunities. However, our respondents have noticed a gap between expectations before leaving home country and the reality in a host-country.

Besides, almost a half of respondents have direct experience of indwelling, studying and working abroad (see Table 5.1.) and this experience was marked by very similar aspects of self-perception, survival and adaptation of Kyrgyz nationals as well as of members of Kyrgyz diasporas as follows:

- illusions and hopes for a better life and so-called "might-have-beens";
- realizing dreams on demand and achieving professional and personal success;
- overcoming challenges and disappointments in people because of fraud or cheating experienced in the host-country;
- experiences gained, wisdom and innovative approaches to addressing problems;
- post-traumatic feeling from leaving Kyrgyzstan and impossibility to overcome trauma outside Kyrgyzstan;

- need for self-improvement and self-development for association and collective survival in diasporal reality of a foreign country and culture;
- cultural, ethnic, racial, and religious self-consciousness and inclusion in the condition internal culture of "Kyrgyz" and "non-Kyrgyz" culture, adherence to global and universal values and approaches.

Representatives of state authorities have very broad-stroke opinions on those who migrate abroad, and see those who have returned only positively, believing that these people are ready-made specialists and administrators who can be useful for the country.

However, an idea that other countries have established better conditions which are better than ours, seems quite provocative to our civil servants and thus may be an incentive to encourage them to establish platforms, policies and mechanisms providing Kyrgyzstanis with appropriate employment and decent salaries at home.

"Nothing holds them here, they look for opportunities"

The representative of Ministry of social development thinks that absence of living conditions, which motivate citizens to leave Kyrgyzstan and to move in countries with more favorable conditions, contributes to migration. According to him, the young people are looking for opportunities abroad since they could not find them in home country.

We raise our children for developed and rich countries, but who is going to fulfil their duty to the homeland?

"...children who have been attending schools abroad and then enrolled at foreign universities: these children are basically lost for Kyrgyzstan, they have integrated in full into their host-countries, adhere to a new mentality through education."

Representative of the Ministry of Energy

Thus, in his opinion, children, educated abroad, will not be able to settle down in Kyrgyzstan upon their return – their values and points of view would differ. On the other hand, residing abroad, young generation will not be able to contribute into development of the country in the future.

We need to see real opportunities for Kyrgyzstanis

Representative of State Registration Service states that the Government should establish conditions that would allow citizens to objectively assess and compare opportunities in Kyrgyzstan and abroad.

Protecting our citizens' rights abroad with our diplomatic missions

Representative of State registration service thinks that it is necessary to pay attention on issues arising from dissolution of marriage between Kyrgyzstanis and foreigners. For instance, in many cases kyrgyzstanis are left unprotected during a process of divorce since a child born in such marriage – a citizen of country of residence. It happens due to lack of knowledge of their rights as well as laws of country of residence. In order to prevent and solve such kind of problems and issues, the representative of SRS suggests creation of a platform to inform citizens regarding their rights and ways of protection abroad.

According to him, as of today, communication with compatriots is established through MFA which informs registration service regarding arising issues. However, the representative of SRS does not possess information related to contacts with Kyrgyzstanis residing abroad, on level of sub-agencies and departments. He also added that contacts with compatriots are necessary for statistics and planning of further work of the Service. In its turn, the Registration Service, being the main information recourse, could provide information regarding immovable property, vehicles and population.

Part 3.2. Diasporas understood as a metaphor for a homeland far away from motherland: decision makers about diasporal associations, initiatives and projects in host-countries and in Kyrgyzstan, self-consciousness and identity in diasporal development.

Personal or professional relations with Kyrgyzstanis abroad are well developed, some people have more contacts, and others have less. But the reality is that everyone in Kyrgyzstan has connection with migration – directly or indirectly. Migration is first of all, an opportunity, which carries an element of risk, but seen as worth it. Kyrgyz people get their notions about life abroad not only from mass media, Hollywood and other corporate products of mass markets of successful industrially developed countries. Families, friends, and colleagues narrate myths and legends about the benefits and horrors of migration, and about diasporas as a home far away from their motherland.

Motivation to unite in diasporas abroad: connections and networking for successful integration in a new country

Representative of MFA emphasized that provision of legal support and cooperation with migrants are two different issues. In first case, help may be provided only for citizens of Kyrgyzstan but not to persons who possess a citizenship of another country. Regarding the second issue, the representative thinks that active cooperation of ministries with diasporal organizations is possible in economic sphere. According to him, many representatives of diasporas have financial capacity to invest into

country's economy. Investments could be used to open small enterprises as well as to construct various facilities. As stated by representative of MFA, such kind of format of cooperation with compatriots will contribute to development of Kyrgyzstan.

Representative of Ministry of labor, migration and youth, in his respond to question on motives of Kyrgyzstanis regarding membership in diasporal organizations, thinks that participation in such kind of associations is based on principle of "support a community and community will support you". Thus, helping Kyrgyzstanis, compatriots are relying on reciprocal help in case of difficulties.

Formulation the needs of state sector and society that could be assisted by diasporas through the database of needs.

According to representative of Ministry of social development, in a short time they will receive a database which reflects the needs of orphanages. Information about nearly 100 children institutions, their problems and necessities are contained in this database. Representative expressed regret about absence of initiatives from civil sector in problem resolution of such institutions. In prospect, compatriots, who willing to support this sector, could receive necessary information and decide what kind of help is necessary to this or that institution or child.

Representative of Ministry of culture told about necessity of establishment of contacts with compatriots in relation to issues of culture and tourism. Diasporal organizations could facilitate increase of tourist flow to Kyrgyzstan. According to him, Ministry is interested in development of such kind of cooperation with diasporas. This is an excellent opportunity for tourists to enjoy untouched nature, mountain rivers, Great Silk Road as well as to rest in ski resorts. That, in its turn, will have a positive impact not only on tourism sector but also on economy of the country.

Also, according to representative, Ministry is ready to provide information on conditions of Houses of Culture and non-renovated buildings so that diasporas of compatriots abroad could provide necessary help and support in renovation of these buildings.

In its turn, Ministry of agriculture, as stated by its representative, is ready to provide a list of regions, districts and aiyl okmotu in which there is a need of construction of greenhouses and irrigation systems. Thus, compatriots and diasporal organizations, interested in development of this area, could come up with their ideas, initiatives in solution of this problem and also, to provide a material support to specific region or inhabitat locality. Representative of Ministry thinks that particularly this area needs investments from compatriots.

Human recourses in state institutions of the Kyrgyz Republic are becoming more diversified by staff that were living, studying and working abroad. Often those are staff that motivated to work with compatriots and diasporal organizations of Kyrgyzstains abroad.

Need for the human resources of the diaspora and old and new styles of staff training

Representative of Ministry of agriculture told that they need qualified staff and modern innovative experience which will help in development of agriculture. Ministry is ready to employ professionals with qualification in agriculture as well as graduates of humanities and economic disciplines on compatative basis. Nonetheless, in fact situation with education (trainings) is quite complicated. Thus, according to him, due to lack of recourses, Ministry staff could be trained only applying to programmes. Around 20 staff members were able to train in China due to cooperation with Ministry of Commerce of China. Representative emphasized that Ministry of agriculture making efforts to send its staff abroad (by application to programmes) to gain experience for its further implementation in Kyrgyzstan.

"We have specially established the Innovation Technologies, Drop Irrigation and Greenhouses Centre. We need innovative technology."

Representative of the Ministry of Agriculture

Vision from expert level and capacity of compatriots in the development sector

Representative of Ministry of transportation thinks that experts, educated abroad, are implementing gained knowledge and new approaches right after their return to the country. Whereupon, there is an improvement of local system.

"Those...who...[worked in] business management abroad...are importing this practise here, and thus our system is improving a little. Did you notice that people who have been at least one year abroad for study prefer a managerial approach to public administration. These people slightly differ from people who have never been abroad, those who have stayed and will stay in the Kyrgyz Republic without a break."

Representative of the Ministry of Transportation

In his turn, representative of SRS noted necessity of obtaining information (detailed resume, other documents) about professionals residing abroad, to communicate with them and to create various initiative groups.

Kyrgyz diplomatic staff and protection of labour migrants' rights

Representative of Ministry of Labor, Migration and Youth noted that in 2002 issues of transboundary migration were quite complicated. Kyrgyz migrants were

arriving to Almatinskaya oblast and were engaged in tobacco cultivation. Subsequently, numerous violations of fundamental human rights have been identified—migrants often became subject of labor exploitation. This fact was hard to prove since arriving migrants were working without conclusion of labor contracts without knowing their rights and responsibilities. Thus, according to representative of Ministry, it was hard to prove the fact of labor exploitation.

"Human trafficking is hard to prove... because quite often people...themselves violate the law and collude with their employer. They receive their salaries in envelopes, do not pay taxes, and become participants in the informal, shadow economy."

**Representative of the Ministry of Labour,
Migration, and Youth**

In regards to this, representative of Ministry (at that time) wrote series of analytical notes in relation to this issue, also this problem was discussed in Mass Media. Moreover, he, together with employees of culture, worked on "Trapped" script which reflected problems of labor exploitation. He also noted that this play has been shown in villages of Nookent district – exodus of tobacco workers.

Representative of Ministry of labor, migration and youth also expressed regret that labor migrants are leaving the country.

"There are economic calculations and these prove that a person being abroad contributes to the host economy. The remittances that a migrant sends to the home country do not cover their absence from Kyrgyzstan. In other words, if they had stayed and worked in Kyrgyzstan, they could have contributed more to the development of our country than what they do being abroad."

**Representative of the Ministry of Labour,
Migration, and Youth**

According to him, country of destination receives a ready-for-work person since Kyrgyzstan has already invested in his education, healthcare, social services. All these were to ensure that when reaching working age, Kyrgyzstanis could contribute to development of the state.

He also singled out two components of migration process: 1) salary difference in salary; 2) absence of necessary quantity of working places. Thus, according to him, so called functional unemployment is emerging when there are working places but people are not interested in poorly-paid job. Also it was noted that risks related to outflow of youth of working age still have not been reflected in official policy. The representative of Ministry of Labor thinks that it is due to lack of professionals, knowledgeable in sphere of migration.

Lobbying of private interests during compatriots forums, efforts to create a unified diaspora as a cultural autonomy of Kyrgyzstanis in Russia, challenges and barriers

Representative of Ministry of Labor reported about an effort to create official diaspora in Russia. According to him, unified body supported by a Secretariat is necessary to interact with and discuss arising issues. However, in process of realization they have faced a problem – leaders of diasporas from different regions could not decide who has to be the head of official diaspora. The representative assured that the issue of creation of official diaspora will be discussed again. Also, he assured that Ministry is in contact with Kyrgyzstanis who need protection and whose rights are violated. In addition, they keep in touch with leaders and diasporal activists for the purpose of mutually beneficial cooperation in the future.

Part 3.3. Vision of diasporal development and cooperation with different sectors in Kyrgyzstan through the prism of "Migration as a component of the development of the Kyrgyz Republic"

Definitions of "compatriot" and "diaspora"

One of mapping objectives was an effort to understand advantages of liaison between state agencies of Kyrgyzstan and compatriots, residing abroad. Compatriots dream about recognition of their work but on the other hand, sometimes they are not able to provide help since they do not have enough time and do not know how to do it.

Some Ministries agreed to prepare lists of necessary assistance needed from Kyrgyz diasporas abroad. For example, the Ministry of Social Development will give access to a database of children's boarding homes which are going to be transformed into family-type homes, that is, divided into smaller institutions. Then, the compatriots could make contributions by helping financially. Such decentralization and division will allow

our compatriots to help individually, irrespective of the policies of diasporal associations or organizations. However, it is still not clear if this becomes a common approach of state policy. For the moment, the representative of Ministry has said: "It will be drop by drop, but it will at least produce some effect".

State and municipal authorities have more information about needs. For example, information regarding villages and towns that need social and cultural infrastructure or first aid stations. Information about mini-projects is valuable for diasporas; Kyrgyz ministries and agencies could establish this sort of database of needs jointly with municipalities to make compatriots aware of that.

Other agencies could also make propositions for database on needs for skills, knowledge, experience and competence, for focus of diaspora.

On the need of state vision of diaspora in strategic and programming context

According to representative of SRS, as of today, there are no mechanisms of implementation of cooperation with diasporas. Due to that, interaction with them in regards of financing or implementation of any projects will not be effective enough. Nevertheless, he noted a huge financial potential of compatriots which is need to be used correctly.

Commenting an issue of interaction with diasporas, representative of SRS emphasized that there is a need to develop a document which will set up basic principles and mission of cooperation with such organizations. According to him, when working with diasporas, purely cultural and ethnic components should not be used.

Vision of diaspora, development and refinement of state policy on definitions of "compatriot" and "diaspora"

Notion of compatriot in normative legal base is quite narrow. Therefore, "compatriots" are considered to be persons possessing Kyrgyz passport. Whereupon, ethnic Kyrgyzs and Kyrgyzstanis, who changed citizenship, are left beyond the scope of this definition.

Representative of SRS, referring to Constitution, thinks that the main criterion of compatriot's definition is ethnic affiliation of a person. Thus, if a person feels a tie with his motherland, he could consider himself as a compatriot.

In his turn, representative of Ministry of Labor, Migration and Youth supposes that compatriot is someone who mentally perceives Kyrgyzstan as his motherland; the same applies to ethnic Kyrgyzs. Therefore, it is necessary to cooperate with all groups of compatriots, if they are not mentally disconnected with a motherland; otherwise, they will be lost for the Kyrgyz society.

"We have to work with all categories, both with those who are Kyrgyz citizens but temporally reside on territory of foreign state and with those who previously resided in the Kyrgyz Republic as well as with those who consider themselves as ethnic Kyrgyz but have lived in China, Turkey for more than 200 years."

Representative of Ministry of Labor, Migration and Youth

Representative of State Construction Agency (SCA) also thinks that the notion of "compatriot" should be understood in a broad way and cooperation with them needs to be widescale. Cooperation with compatriots is very important since otherwise the country may lose life and productive experience. Discussing topic of assistance, representative informed that SCA could provide information regarding pre-school and school institutions which needs support and help from compatriots.

Perception of diasporas as a transnational phenomena that confirms Kyrgyzstan's expats' needs for governmental services abroad

During interview, representative of Ministry of Labor stated that diasporas do not have influence and tools on compatriots residing, for instance, in Russia to provide services for their needs. According to him, number of Kyrgyzstanis in Russian is approximately equal to population of Naryn oblast and if services in Naryn are provided by administrative staff, in case of Russia, services are provided only by consuls. Thereby, diasporas do not have potential and competences to provide necessary help for all Kyrgyzstanis in Russia.

Representative of the Ministry of Labour, Migration, and Youth:

But bear in mind, that in any case diasporas have almost no influence, instruments, or tools to provide services for a whole mass of arrivals. They do not have enough capacity to meet these needs. For example, Naryn region has a population of less than 300,000 people, but Moscow itself has 250,000 Kyrgyz citizens. That is, it can be compared with Naryn region or with two Kyrgyzstan regions together, if to talk about all the Kyrgyz migrants in Russia. Services for Naryn's people are provided by a regional state administration led by the governor, with the police, the tax service, social infrastructure and others: a huge army of civil servants. As to Kyrgyzstan's diplomatic missions in Russia, there are only consuls, seven people, to meet the needs of the same number of people but outside Kyrgyzstan.

On some nuances of the state programme on compatriots initiated by Zamandash association

According to representative of MFA, "National programme on compatriots", developed on the basis of propositions of Zamandash, has not only positive but also negative sides. For instance, he thinks that attention paid to compatriots by the state is a double-edged sword.

"...it is a mistake to pay more attention to citizens abroad at the expenses of the majority of the population who remain inside Kyrgyzstan. This could lead to social discontent, if our citizens who live in Kyrgyzstan start asking the government, "Why do you pay more attention to people abroad and not enough to people living in our regions?"

**Representative of the Ministry
of Internal Affairs**

Views on motivation of outflow and diasporal attraction

There is a phenomenon that despite the high risks in Russian Federation (harassments and violations of rights) labor migrants are still leaving the motherland. Commenting that, representative of Ministry of Labor supposes that the outflow is due to the fact that in general, life conditions abroad are better than in rural areas in Kyrgyzstan.

The usefulness of diasporal forums and criteria to assess the quality of diasporal associations

Representative of the Ministry of Labour, Migration, and Youth:

I: Currently there are no criteria for well-functioning diasporas. Probably this is because we lack frameworks: there is no way to understand and assess the success of diasporal associations?

R: I absolutely don't want to say that our diasporas do nothing. Merely they are doing not anything that we imagine. If we talk about diasporal associations of our Kyrgyz compatriots abroad, there are some really worthy individuals, leaders who have been doing the job for many years, there are associations, organizations, unions.

There is a need of state policy for Kyrgyzs not to be lost abroad

Representative of Ministry of Energy thinks that a state policy of compatriots' return to motherland needs to be developed for those who want to be back. On the other side, cultural communication needs to be set and cultural exchange needs to be organized.

The brand of Kyrgyzstan is needed at international level

Diasporal organizations are a kind of bridge between Kyrgyzstan and countries of residence. Close and thoughtful cooperation with such organizations could positively affect an image of the country. Representative of SRS, speaking on this topic, noted that there is a need of compatriots' engagement to develop and promote brand of Kyrgyzstan on international level.

"Anyway, our Government should establish an international brand for Kyrgyzstan, and promote interest to Kyrgyzstan through campaigns, not only amongst our citizens but others as well... For this, our compatriots would be a method of communication, participants in the whole process."

**Representative of the State Registration
Service**

There is a need for trade missions, logistic bases and hubs that diasporas could facilitate

Representative of Ministry of agriculture thinks that it is necessary to keep in touch with compatriots to address issues regarding marketing of agricultural products abroad.

"The compatriots could establish a logistics centre or a hub, to keep in touch, to develop our sector."

Representative of the Ministry of Agriculture

Need for "National Project" or "National Projects"

Representative of Ministry of Finance thinks that the state should initiate and contribute to national projects since compatriots do not have opportunity to provide financial help in such scope. According to him, there are a lot of ideas and initiatives on stage of discussion which at the end remain unimplemented. He also expresses a regret regarding lack of attention paid by the state to social projects.

"Unfortunately our country, our state, pays little attention to our children's institutions, our orphans... Social projects could be children's cardiology: anything affecting human health is a national project. People's health, public health, is the main national project of the government. Therefore, we mobilize credits, foreign resources and the budget of the state is replenished due to revenues."

Representative of the Ministry of Finance

Bee keeping: a niche for the national project?

According to representative of Ministry of agriculture, the country produces ecological honey and despite production in small amounts, cooperation with Russia is established. He also noted that beekeepers from Kyrgyzstan are taking part in conferences which are organized by Apimondiya organization and even win prizes.

However, for further promotion of product abroad, there is a need of compatriots' help and assistance. Besides this, representative of Ministry emphasized that establishment of communication with Kyrgyzstanis residing abroad could benefit not only beekeepers but also livestock and agricultural industries. As of today, they are interacting with diaspora from Kabardino – Balkariya. In the future, in opinion of representative of Ministry, memorandums with other diasporas could be signed.

Public health promotion and healthy lifestyles as a national project?

Representative of Ministry of Health noted that help from compatriots should not necessarily be financial. She thinks that share of experience among local and foreign doctors will contribute to medical area no less than financial investments. Thus, integration of foreign experience is an important part of domestic medicine development and help of compatriots-doctors in this issue is priceless.

Financial issue in state service, overcoming dependence on financial resources and looking for new approaches to ensuring interagency cooperation in diaspora-relate work

Representative of SCA noted that due to lack of finance it is impossible to co-finance or provide privileges for projects.

Representative of the State Registration Services:

But the problem of our civil service is a certain isolation or immunity from external factors. For example, every agency operates in its own way and has individual strategic goals and plans. Every institution operates separately rather than as a component of a unified system. Thus ideas are developed in "a closed group" and not discussed transparently with other agencies: also, there is no platform to address these issues.

In our central office, we are responsible for overall coordination. Analysis, planning, coordination, implementation and seeing the results. If we look at how we do things, we have not one well-developed process, i.e. no management system at all. I believe that this problem doesn't only affect us; all systems and agencies face this. We can simply look at the planning process at government level. The President decided to declare this National

Security Year. Everyone started drafting their programmes. The programmes were prepared without analysis, without inputs. Some objectives were outlined that are only going to be implemented on paper: no results are expected. This is a systemic problem probably. I don't know where, it hard to give details. However, there is a gap somewhere. Therefore this idea, frankly speaking, that's how it was born: it needs planning, discussing and elaborating in detail, and afterwards needs to be conveyed to implementers, explanations given for why it is being done: we need to fully coordinate this work. Later on, we will need to provide support with implementation somehow, then analyse, and reveal the results. It is a simple thing, you see, when the activity reaches programming level, my staff will tell me: "No", because they have not time to do it, you understand?

In order to use external resources, someone's competences, we need to have a platform. We tried to establish a competence centre here, an e-competence centre, where the staff has opportunities to receive support, expert or educational. For example, we have an IT expert who went to Turkey. There should be defined infrastructure where participants can come and talk about problems, and raise issues. Later on, I would need to monitor these activities as a manager: you studied something, now please presentation your research and train others. All these expat experts need to be gathered together: there should be a database of knowledge established with defined access, there should be oversight and planning. I always say, that we have no human resources management: we just have staff management.

In his turn, representative of Ministry of Transportation thinks that if a project, proposed to Kyrgyzstanis, is good enough, the state needs to support their commitment and desire to help country.

"If someone has a good project, they need to be supported, provided with capital at low interest."

Representative of the Ministry of Transportation

He also noted that improvement of roads quality will facilitate development of infrastructure: along the roads, there will be settlements, catering, and recreation centers.

Business climate in Kyrgyzstan from point of view of a governmental finance expert

Representative of Ministry of Finance assured that compatriots will open business in Kyrgyzstan if the state creates favourable conditions. To do this, it is

necessary to interest investors, not necessarily compatriots, for instance, by supporting small and medium businesses, providing minimal tax rates or tax exemption for a definite period of time.

"Why do we talk about the contribution of expats? Why should we demand this? We, the Government, should just ensure the conditions are in place."

Representative of the Ministry of Finance

He also emphasized that it is necessary not only to differentiate social and business projects but also to develop programs on the basis of these differences.

"Our policy and legislation are fine. We need to look at implementation in certain situations...We need a concrete business proposal: ...you invest this much... [] so please work – nobody will disturb you; nobody will seize your business."

Representative of the Ministry of Finance

Part 3.4. The role and capacity of state and municipal authorities and diplomatic missions of the Kyrgyz Republic in assisting Kyrgyz nationals abroad and mutual support within diaspora networks abroad.

This section contains discourses on the policies and mechanisms that the state intends to employ for its work with diasporas.

Analytical resources: collection and regular processing of statistical, analytical and other data on compatriots abroad, diasporas, and the contributions of Kyrgyzstanis to the development of their home country and home towns

Motivation is needed for compatriots' return to Kyrgyzstan. In an interview the representative of SRS said that registration of land, property, real estate is a cornerstone for compatriots since if they do not have property in Kyrgyzstan, nothing will hold them in the country.

During the interview it was noted that soon SRS will provide electronic services for property registration that could possibly attract attention and influence on decision of our citizens, residing abroad, regarding acquisition of property in the country.

"We are creating an e-services portal, a one-stop shop for all our services. This service will be promoted amongst our compatriots abroad. At the moment public relations, possession of information and monitoring are weak. In general, of course, we do have positive results from our activities... What we are doing now is tidying our backoffice. When our backoffice is working well, the whole system will be harmonized."

Representative of the State Registration Service

Representative of the Ministry of Social Development:

We cooperate with the National Statistical Committee; we source information from their website. Our

Ministry has a special system: the Corporate Information System on Social Assistance. The System covers all children, and families who receive monthly social benefits for children (those with children with disabilities). It also records which children are living in residential institutions. The database has been already established, but it is only 90 per cent complete in fact, because some areas don't have internet access.

This database has already been introduced everywhere in our system,... training was given, including for those entering data.

Institutional resources of the healthcare system

Representative of Ministry of healthcare thinks that compatriots' proposals, regarding best practices from the countries of residence, are necessary. Therefore, help is highly desirable in regards to establishment of contacts with research institutions. Also, according to representative, our compatriots could help with adaptation of Kyrgyzstanis going abroad for medical treatment since they face difficulties in communication in foreign language and local life conditions. Establishment of cultural, social relations, relations in healthcare system with twin towns is another area, in which assistance of Kyrgyzstanis, living abroad, is desirable.

Representative noted that compatriots could speak as experts and suggest in which sphere of activities Kyrgyzstan needs to collaborate with this or that country. On the basis of this information, proposals regarding development of cooperation could be forwarded to MFA that will have a positive impact on the country.

"...A Memorandum of Mutual Understanding is being drafted now within the framework of a Kyrgyz-Indian agreement. Currently Indian partners are supplying six state bodies with telemedicine equipment: video conferencing machines, computers, and so on. In this way, our Cardiological Institute, the Institute of Maternity and Childhood Protection, and the National Surgery Center will be connected with our regions and India. In addition, we will be able to take master-classes remotely on various types of surgery. Our compatriots could suggest such contact points; where and how we can cooperate."

Representative of the Ministry of Health

Representative of Ministry of Social Development spoke about development and implementation of policy in area of protection of persons with disabilities as well as elderly citizen, children and families in difficult situations. These families receive benefits but in some cases, when they do not have documents, support is not provided. Also she noted that establishment of disability goes through their system. Moreover, all nursing homes of elders, institutions for disabled people and two residential childcare institutions of neuropsychiatric type are on balance of the Ministry. Also, representative complained about lack of recourses for provision of this range of services.

"Our department develops regulations and laws and then implements them; it is responsible for reporting and analysis; and liaises with the Government and Parliament. We are simply exhausted: we can't manage this workload..."

Representative of the Ministry of Social Development

The needs of our compatriots abroad for support and assistance are diverse, but they can be categorized and listed under area of focus, such as rights protection, employment, university enrollment, and participation in social and economic affairs in the host-country.

Consular services and rates, normative legal acts regulating legal aspects of Kyrgyz citizens' residence abroad

Representative of the Ministry of Foreign Affairs:

The job of the Consular Service is to assist and promote the rights and interests of our citizens who are residing abroad. It should be noted that under Kyrgyz legislation, Kyrgyz compatriots are just Kyrgyz citizens who for various reasons, are voluntarily stay abroad, are employed abroad and remain our

citizens. The state provides these compatriots with consulting services, consular services, and so on. Any citizen of Kyrgyzstan who resides abroad faces certain problems, such as challenges connected to legalization, formalization of documents, birth certificates for children. They usually turn to our diplomatic missions. Our embassies do assist them.

Everything in our embassies and diplomatic missions is based on Kyrgyzstan's legislation. Therefore, if something needs to be done, one shall know the regulations and laws. That is, the consulate does not provide unlawful services, in principle these should not be provided.

There are consular fee rates. There is a special regulation on consular fees approved by government resolution that sets out what people should pay. If you wish, you can find this information freely online. Consulates deliver their services based on and in accordance with this resolution.

The consular fees are transferred to the public budget. There is also the term "actual expenditure": these costs are left at the disposal of the embassy and channelled to cover indirect expenses, the costs of copying, paper, glue, pens, so-called administrative costs. These costs are small: on average USD 5-10 per consular action.

On guarantees of investment

"We have the most faithful law on foreign investments for investors. If you look at this law, you will see that there are no differences in conditions or guarantees for internal or external investors. So Kyrgyz living abroad have the same conditions and guarantees as those of us who stay in Kyrgyzstan. This is heart of our, let's say, Code on investment. The law stipulates that all conditions and guarantees are secured, but issues of risk still exist. Insurance risk, business risk and so on."

Representative of the Ministry of Finance

Database on education

Representative of the Ministry of Education:

R: We do not know who wants to cooperate. If there is a group, some people or an association that wishes to cooperate officially on education-related matters, why not!

I: Do you have lists, databases of needs in the education sector at village level, municipal level?

R: We do have some needs in the pre-school sector: what kindergarten is necessary, how many children

stay in every village. We have data on schools, for instance, how many schools are in critical condition, how many schools require reconstruction, where schools are to be constructed, how many shifts operate in a school, how many are over capacity and under capacity schools, too little children for a big school – we have these data.

I: What can compatriots do with the data available now at your ministry, including Kyrgyz-language learning? Many Kyrgyz compatriots abroad want to send their children to Kyrgyzstan to learn Kyrgyz. Or are there any other activities? Could you open these databases to our compatriots, to share on your website?

R: We have our website. At the moment we're working on this very issue of open source resources. We expect to open the information up to people who want to support one or another educational organization. Now we would like to upload data on book supply by year group and by subject, we also expect to share information on physical infrastructure, and what is needed, such as which schools are in critical condition. We have had such databases before, but not for public access.

Services for migrants

"We provide the Kyrgyz population with all registration-related services. For example, many Kyrgyzstanis migrated, changed their citizenship, but they still had property here. Another example: currently our driving licences in Russia do not meet the requirements of the Vienna Convention. Our citizens have to travel to Kyrgyzstan and spend money and time to replace these licences. Probably we could do have this done there, put conditions in place to provide such services promptly. It's connected to passports, trips, visas."

**Representative of the State
Registration Service**

State policy on retention of doctors in Kyrgyzstan

Representative of Ministry of Healthcare emphasized that efforts of retention of medical staff should come not only from the Ministry but also from the state. According to her, the doctor deposit for young professionals is a factor of retention of staff in regions. Thus, additional payments to salary of young professionals are made. Also, social packages are provided: accommodation, lower utility costs. However, according to the representative, it is not enforced everywhere.

In addition, the Ministry provides grants for admission to universities. After graduation young professionals

are allocated to regions. Nevertheless, as the representative noted, a lot of them do not come to places of destination at the end.

Also she expressed a regrets that as of today, there is no cooperation with compatriots, there are no contacts with them. During the interview it was noted that there is no normative legal base which defines compatriots as important players inside the healthcare.

On general reforms of healthcare – as collateral for the Kyrgyz diaspora's positive impression of the country's development

According to representative of Ministry of Healthcare, the healthcare system has been reformed during these several years. Current program "Den Soluk" has four priorities: mother and child health; tuberculosis; HIV; and AIDS. However, she emphasized that due to high level of maternity death, the Millenium Development goals has not been achieved.

"Our rate [of maternity death] is this high because of migration... These pregnant women tend to arrive in Kyrgyz maternity hospitals during late pregnancy having received no healthcare during pregnancy, and they die in hospitals as a result of complications, blood loss, and various diseases...Therefore we are risking a lot, if we don't liaise with our labour migrants, with our compatriots abroad, who on one way or another impact on our gene pool."

**Representative of the Ministry
of Health**

Representative of Ministry of Healthcare noted that migrants are returning being sick since abroad the help is not provided fully unlike in Kyrgyzstan. She gave an example, for comparison, that in the Republic, pregnant women receive free help by the programme of state guarantee. Such kind of assistance is not provided for our Kyrgyzstanis abroad.

**Representative of the Ministry
of Health:**

As to disease prevention, we have developed the Health 2020 Strategy within the framework of the All-European Health Strategy 2020 that is aimed towards preventive medicine.

Prevention has various aspects; for healthcare providers, it includes revision of all education curricula, development of clinical protocols to enable our physicians to treat these patients in a modern way and take preventive measures.

If we're talking about training of healthcare providers, we're talking about education standards, the revision of all curricula and training standards. We

have been educating our students following international standards for three years... When talking about the public, we shall mention the harm caused by smoking from early childhood, and take prevention measures. If we're talking about viral hepatitis, we should mention handwashing and observing fundamental sanitation rules. This job has to be done on all fronts, not with healthcare providers only, not only the general public, but with other agencies, public and private sectors, too.

Reforms concerning social security for migrants, possible solutions, and social work with abandoned children of migrants

Representative of Ministry of Social Development is going to make a request to Social Fund for development of a system to record the period of migration or remittances made by migrants from the host-country and add this period to their total period of employment. Another way is to return payments made in Russia upon arrival to Kyrgyzstan. This should apply not only to Russia but also to other EEU member states. According to the representative, bilateral agreements should be developed as regards to other non-EEU countries. Also, in her opinion, Social Fund should revise normative legal acts in relation to pension plans and social insurance. In respect of communication with compatriots, it was noted that the Ministry is cooperating with migrants only through the Embassy.

"When women leave and abandon children in maternity houses, we get in touch with our migrants through embassies. We bring these abandoned children back to Kyrgyzstan."

Representative of the Ministry of Social Development

Political will to build cooperation with "graduates of a diaspora", i.e. those who are ready to share innovative approaches in projects to develop Kyrgyzstan

According to representative of Ministry of Transport, young professionals, educated abroad, are willing to share in practice their knowledge in area of business administration and state service. He also noted that there have been proposals to improve quality of work and life conditions in settlements. For instance, initiative group from Naryn asked to provide materials for construction of playgrounds, park and bus station and also to give an opportunity to accelerate processing of documents. Representative noted that registration of documents takes much time and he is making efforts to implement such kind of requests within a short time period.

The economic reforms necessary for working with diasporas

Political will or processes in ministry/department/ local self-government that aim to build or widen relationships with Kyrgyzstanis abroad and/or Kyrgyz diasporal organizations

"...it is somewhat mistaken to pay excessive attention to our compatriots abroad, we have to start from the source. Why do our compatriots migrate? The answer is to find work. How can we address this problem? Do not assist them abroad, but tackle this problem radically here."

Representative of the Ministry of Foreign Affairs

Representative of MFA sure that Kyrgyzstanis will not leave the country if conditions and working places are created, but to do so it is necessary to formulate appropriate policy. He thinks that a global goal of the state is creation of economic conditions in Kyrgyzstan.

It was noted that as of today, there is a lack of qualified staff since working age population is leaving the country. He noted that absence of labor recourses is replenished by foreign labors. Also, representative of MFA stated about necessity to formulate policy in regards to creation and protection of working places for Kyrgyz citizens inside Kyrgyzstan. According to him, Ministry of Labor, Migration and Youth, position of which – necessity to provide working places for own citizens at first place – is the same as of MFA, is working in this direction.

Mandate of the Kyrgyz Government, benefits of active engagement in activity of the Compatriots Liaison Council abroad under the Government of the Kyrgyz Republic

Absence of diaspora policy development in most state bodies

Representative of SCA expressed regret about absence of mechanisms to maintain contacts with compatriots. Also, he noted that as of today, there are no requests of Kyrgyzstanis residing abroad.

Representative of the Ministry of Foreign Affairs:

R: Working with "compatriots" is an incorrect phrase. We need to clearly delineate terms as there is no definition of a "compatriot" but there is the definition of a "citizen" for us, so our Ministry of Foreign Affairs deals with Kyrgyz citizens without distinction due to race, gender or age. If they have Kyrgyzstani passports they are entitled to turn to our Ministry of Foreign Affairs, our diplomatic missions worldwide for various forms of legal assistance and counselling. But compatriots are something different.

There are several understandings of citizens of the Kyrgyz Republic. Citizens of our republic can be abroad for various purposes; if the main purpose is labour migration, then the Ministry of Migration is responsible for their migration-related problems, and the MFA for protection of their rights and interests. There is no such term "compatriot". This term should not be used because mass media and the general public are prone to misuse the term "compatriot". My personal view is that this is a distortion: the term "compatriot" includes ethnic Kyrgyz people and former citizens with foreign citizenship, but based on our legislation these terms should be clearly defined and separated.

I: But what can and should we do with huge number of those people who live abroad whose rights do not require protection, but who have a lot of knowledge, they have financial resources and a desire to help their home country. How should they be categorized, and which Ministry should interact with them?

R: if they are our citizens, they don't need anything else: they can freely come to Kyrgyzstan; there are no barriers. We have specialized ministries, so every ministry has to provide services within its competency, responsibility. If it's a matter of science, we have ministry, if it's the economy another agency; for foreign affairs our Ministry is available so our citizens can address to us directly.

Protection of rights through diaspora representatives – cascade of actions to protection rights within a network

According to representative of MFA, the Embassy has a list of confidants, compatriots with whom they are working in a network mode. In case of any kind of situation in regions (in Russia) confidant arrives at that place and assesses the situation. If it is necessary, an employee of consulate/embassy is arriving in place.

"The state sees these people and assists them. The state has established centres in foreign countries where people may turn to if they face difficulties, in any case a person will come to an embassy."

Representative of the Ministry of Foreign Affairs

Business opportunities for investment in small hydropower stations

Representative of Ministry of Energy proposes to invest in construction of small hydropower stations. Thus, the state will buy electroenergy from compatriots, working places for others will be created and profit will be gained. In the long term, this electricity could be exported. Also, according to the representative, there are exemptions, not tax cuts but duty-free importation of equipment.

State "Affordable Housing" Programme

Representative of SCA thinks that state programme "Affordable Housing" is a motivation for Kyrgyzstanis not to leave the country. The programme will be implemented through banks; a population will be informed about this programme.

The state programmes on integration to the Eurasian Economic Union, as well as sphere of construction and on affordable housing for civil servants

Representative of SCA, commenting integration to EEU, noted that it gives a good opportunity for participation in state procurement, tenders in EEU countries.

As regards to creation of more favorable conditions for compatriots, the representative thinks that exemptions should not be provided only for compatriots; Kyrgyz citizens should not be forgotten. Therefore, to solve the problems with accommodation for young professionals, "Affordable Housing" programme has been developed in cooperation with Ministry of Economic Development.

"I believe that the "Affordable Housing" programme will address many problems. As far as I know, there will be mortgage credit landing with relatively low interest rates for young teachers and doctors..."

Representative of the State Agency for Architecture, Construction, Housing and Communal Services

He also shared plans regarding construction of new microaion "Sputnik" in Sokuluk raion, which will involve participation of private investors. For implementation of this project, land will be given and service lines will be carried out by the state.

The focus of the migration policy of the Kyrgyz Republic

Representative of the Ministry of Labour, Migration and Youth:

I: Which policies and mechanisms are required, from the perspective of your Ministry, to improve the communications with compatriots?

R: Kyrgyzstan's migration policy has had two main goals. The first is to protect the rights and interests of citizens living and working abroad. The second is diversifying, combined with protecting and facilitating legalization of their residence in the other country. This may consist of awareness building, negotiating and signing bilateral agreements with the host-country, on-site review, inspection citizens' living conditions if requested. This could be, for example, if a citizen did not receive a salary, argued with the employer, is unlawfully in the country, or has been detained by law-enforcement bodies.

In such cases, it is necessary to visit prisons, the foreign citizens' detention centre to inspect and understand the situation, including field inspections to record statistical data. Sociological surveys have also been conducted. Thus, the policy has these two pillars.

Intergovernmental commissions as an effective method of cooperation

...[A] goal of the migratory policy should not be constant servicing of migrant flows. Labour migration will always exist, and servicing of this migration will always be required, too. This is the aim we have been pursuing so far. We were able to cope with it to some degree. For example, we had clear indices for Russia in 2005, and our objective was to reduce the number of people that arrived illegally by 50 per cent. We reached this goal, and even more, when the patent system was introduced in Russia and some changes made in legislation. We negotiate with Russia and participate in various platforms with our Russian colleagues, we justify the need to legalise our citizens. For example, there is a Kyrgyz-Russian working group on migration (since 1996 the group's sessions are conducted twice a year in rotation, in Russia and in Kyrgyzstan).

Because of agreements and negotiations with all the former Soviet countries, Kyrgyzstan enjoys a simplified naturalization procedure. This was another approach to legalization and allows people to move freely and use their abilities.

This intergovernmental working group is the primary platform to take decisions and discuss. It has led to the signing of some intergovernmental agreements, mechanisms and instruments. Absolutely all migration agreements have been developed by this working group, including agreements on simplified naturalization, and the possibility to arrive to the Russian Federation with our ID cards.

We have separate agreements with each country, specifying what documents are needed and which citizens may enter the territory. This can be an ID card or a passport, or a sailor's passport, a list of all documents, and authorization to return to the home country. Every single country has specific agreements on valid documents authorizing entry and departure from the country.

I: It looks like an expert working group and institutionally it just a transitional step, but it has been functioning since 1996: I think that is phenomenal.

R: It is kept going by individuals and institutional structures tend to develop gradually; everything is based on legal principles, on the fundamentals and differences in Kyrgyz and Russian legislation. Russian protects its own interests in its national labour market, and they have their own interests just like Kyrgyzstan does. However, we are not driven

by personal interests, though personal factors do undoubtedly play a role: we are guided by national legislation.

So, there are authorized bodies for migration in Kyrgyzstan and Russia. Currently these are our Ministry of Labour, Migration, and Youth and the Russian Federal Migration Service. The working group understands that authorized bodies – whatever they are called, whatever system they belong to – are responsible for working with this working group.

Needs for human resources management for cooperation with diasporas

Expert resources: cooperation at expert level with compatriots abroad

Representative of Ministry of Transport emphasized that it is necessary to exchange information with Kyrgyzstanis residing abroad. Also, he noted necessity to ensure that young professionals have well-paid jobs, to reform normative legal acts, which are valid since Soviet era. The representative thinks that normative legal acts should be adapted in accordance with international standards.

"The Asian Development Bank is supporting our initiatives. The World Bank is ready to provide technical support and mobilize people who want to introduce new regulations specifically for new technologies. There is new technology all over the world, so we have to update our norms and standards."

Representative of the Ministry of Transportation

Ministry is trying to support those who willing to contribute to improvement of quality of road construction. Thus, consulting activities are carried out to provide jobs for persons and realization of their potential.

Needs for human resources management in system of civil service

Representative of the Ministry of Health:

R: Careers in the civil service should be based on competitive and career principles. Initially you should enrol in this system on a competitive basis. Then promotion should depend on personal achievements. We have a competition-based system. Any vacancy has to be filled through a competition... The person is enrolled in internal reserves according to evaluation results. For example, our employees are enrolled in internal reserves. Based on the evaluation results, if there is a new vacancy,

the employee will be able to apply for this position only through internal competition, with no outside participants. However, this is testing again, the same procedure, with the exception of questions from the main test.

If you go to website of the State Human Resources Service, you will find the basic test and subject tests.

The basic test – Constitution and the basic laws that every civil servant should be aware of: such as the Law “On the Civil Service”, the Law “On Declarations”, the Law “On the National Language”, and the Law “On Gender Equality”, and so on: it is a large legal framework. The subject tests were developed taking into account the functional duties for each position and the relevant legal regulations.

So, if an employee wants to be promoted to Head of Department, that person should pass tests on record keeping in addition to the basic tests. An when you enter the internal reserve, you do not take a basic test; just a subject test. Anyway, the test is required regardless of your performance. But we said that the system should be promotion-competitive so that every person is motivated: if they work well, there should be some guarantees.

We have persistently been drafting amendments to legislation concerning competition and the career system, but no amendments have been adopted so far. The Law “On Civil Service” implies a competition-based system, a competition and career-based system: we still do not have it although it is in the draft law. This draft is available from the State Human Resources Service.

The same has happened with salaries. You know that our salaries have gradually been standardised. For this reason our employees are not motivated. After salary increases, many of our employees have left for state healthcare facilities since the salary is higher there.

Leadership approach of decision makers

According to representative of Ministry of Social Development, they are trying to establish connection by using all possible options which could help a system. Cooperation with diasporal organizations is possible to assist vulnerable categories of population (for instance in construction of blocks, housing of family type). She also told about policy of optimization and transformation of orphanages into mini family-type homes. Therefore, according to a plan for 2013-2018, approximately 10 homes are needed.

“The key thing that can be done by compatriots in cooperation with the Ministry of Social Development is support for implementation of the Optimisation Plan on the managing and financing of residential institutions 2013-2018.”

Representative of the Ministry of Social Development

During interview, the representative of Ministry also mentioned a problem of absence of proper development of social services in the regions. According to her, it is necessary to create centers (with food provision) to work with children from low-income families as well as with children with disabilities. She noted that in the regions there is a lack of support centers of people with disabilities.

There are real shortages in institutional resources such as legal regulations; units and departments for liaison with compatriots; and mechanisms and rules on diasporas, compatriots and migrants as well as on their contributions to Kyrgyzstan's development.

Legal regulations on honorary consuls

I: To what extent does legislation empower the Ministry of Foreign Affairs to appoint and support honorary consuls? And how does this differ from diaspora organizations?

R: A distinction also needs to be made here: diasporal organizations and institute of honorary consuls are two completely different areas. Diasporal organizations are diasporas, i.e. civic associations regardless of citizenship, they could have our citizenship or another citizenship. They form an association on the basis of some ideological, ethnic or cultural values, and registered in the host-country where they perform their activities. As a rule, diasporal organizations are of Social character, cultural humanitarian; they are non-commercial organizations and perform their activities towards cultural humanitarian cooperation. In other words, for benefit of cultural association of Kyrgyzs, in Ekaterinburg or Novosibirsk, they seek to maintain ties between our citizens abroad and Kyrgyzstan.

Honorary consuls are something different. This is completely about consular issues and is regulated by international legislation, particularly the Vienna Convention on Consular Relations. Who are Honorary consuls, they are assigned by the state. If Kyrgyzstan has an honorary consul in a country, Kyrgyzstan has assigned this consul to perform specific functions with consent given by the country. Diaspora organizations are not created by the state; they associate under the legislation of the host-country on the basis of their own beliefs. The citizens register the public associations with the appropriate judicial bodies.

I: What opportunities are available for members of the diasporas to represent our foreign department, out foreign service? Apart from honorary consuls? We know that members of diaspora run some joint activities with our consulates and embassies, but they lack official status. How can their activity and contributions be recognized, perhaps through the Council or in another way?

R: Actually this question has been on our agenda for a long time. I think that any of our citizens who

helps Kyrgyzstan or our foreign service, should do it for selfless reasons. However, we do have the practice of awarding and encouraging people who provide support to Kyrgyzstan. This is also recognition. Official appreciation, state awards, medals, and orders: this is all encouragement by the state, so we have this system.

On Intergovernmental working groups

Representative of Ministry of Labor, Migration and Youth emphasized that an opportunity to leave abroad depends on results of intergovernmental working groups. Procedure for departure and arrival, fill in migration cards, migration record, all these is a job of intergovernmental working groups which allows citizens to leave to other countries. Moreover, it is also a platform which could be used to discuss protection of interests and to find a solution.

ICT for working with data and regions

Representative of Ministry of Social Development thinks that it is necessary not only to open a center but also there is a need of further stability, support in order not to close the activities of the center due to absence of financing. Low-income citizens and elder people need assistance from compatriots.

Diasporas should be a focus area of other agencies: the energy sector is the focus for energy specialists. All the more because resources are limited.

According to representative of Ministry of Energy and Industry, there is a need of interest of compatriots in investments to energy and industry of the country; creation of new industrial enterprises. In other words, an initiative regarding creation of projects should come from compatriots but not from Ministry of Energy and Industry, since establishment of communication with them is not a competence of the Ministry.

Capacity of state agencies and local self-government Financial resources: the budget, donor projects, and so on.

Representative of the Ministry of Labour, Migration and Youth:

I: The question has arisen: why should we have different conditions for compatriots abroad?

R: Under our legislation they cannot differ in any way. That is, the law does not distinguish between individual categories of investors. There are external and internal investors, and investments include direct and indirect ones. National legislation provides equally favourable conditions for all groups of investors: this is the country's investment policy. Just now we should think about the investment attractiveness of our country in general, in order to establish conditions for diasporas to contribute to our country and mobilize them to do so.

Investment opportunity consists of five key elements. The first is political stability. If there is a social rising, such as in 2005 and 2010, this will deter investors. Social instability and the 48 per cent poverty rate in the country are very serious preconditions for repeat of revolution. The second condition is independence of the court system and the passing of impartial court decisions between investors and whoever, including in the court of arbitration, the criminal court and the civil court. Neither external nor internal investor will come to our country, if the Government and the court system do not protect them for selfish or political goals. Decisions are not made for fear that they would lead to a social uprising again. The third key element of investment policy is prioritization of sectors of the national economy. According to economic theory, each region has its own absolute and relative advantages. The economic strength of our country in relation to Uzbekistan, Kazakhstan, Russia, all other countries of the world, should be clearly indicated in concept documents. The fourth point is the taxation system. We say that lower taxes can lead to higher income, as goods become competitive, making it very profitable and attractive for investment. And the fifth factor is the availability of a labour force. The labour market should have sufficient quality and quantity of human resources. If there is no labour force in the region, it is difficult to create an enterprise since the cost of labour will be very high. On the other hand, if a labour abundant region has a high unemployment rate, competition among employees will be higher, and employers will have the opportunity to choose personnel from a large pool of people for less payment.

Conditions, under which development could be prioritized for reduction of migration

Speaking of serious conceptual things, with urbanization of the country, there need to be opened new technology parks and establishment of industrial zones based on the Soviet pattern or the modern Malaysian approach, with workplaces and new urban infrastructure surrounding it. Four tendencies of migratory policy will be developed in the period to 2030 as follows:

First, it is necessary to establish new centres of attraction for internal and external migrants. It needs to be done in a way that migrants do not leave, and those migrants who have already migrated will want to return, and if they return they will look and see that something is changing and they can find themselves here. In such a case they will come back and bring all their capital here, and start investing in the country. Second, the national labour market should be protected from qualified labour outflow. Third, keep servicing the flows that do exist, and the fourth is humanitarian migration, including refugees and returnees, who arrive to their historical homeland and try to integrate.

Part 3.5. The success of Kyrgyzstanis abroad and their homecoming: conditions and motivation require investment and contributions by compatriots to Kyrgyzstan's development.

The "Mekendeshter" Expat Expert Roster

Establishment of expert roster of Kyrgyzstan's expats was one of the results of this survey. It is expected that state agencies and the business community will complete the lists of competencies and skills required in the motherland. Motivation is the cornerstone. What can motivate our compatriots? The homeland should be considered as that motivation mechanism.

Political will aimed at construction, expansion relations with compatriots

Representative of SRS told about yast year's launch of "Let's make reform together" campaign. This campaign was directed to cooperation with compatriots in areas of informational technologies, security, and protection of personal data. According to him, there was an idea to create a platform which could be used to work remotely. However, despite the fact that advertisements were posted on website, in social networks, newsfeeds, this campaign has not received a great response and thus, this idea was abandoned.

Duty to homeland as a motivation to return to Kyrgyzstan

Motives of Kyrgyzstanis who made a decision to return to the country may vary but according to representative of SRS, duty to homeland unites all Kyrgyzstanis which becomes a decisive factor when making decision to come back.

"Every one of our citizens who has studied abroad feels a sense of obligation to Kyrgyzstan, to use their knowledge to make a contribution to the development of the country."

Representative of the SRS

Conditions for homecoming: financial and housing problems

Representative of the State Agency for Architecture, Construction and Housing and Communal Services:

Many compatriots cannot return to Kyrgyzstan because they have no housing. This psychological factor is hard to overcome. To arrive here and know you have nowhere to live except a rented flat – this frightens many people. So, if there are some projects on housing for compatriots, it would be a significant factor. If you remember, there was a program for Russian compatriots. The state provided temporary lodging for repatriates on arrivals. In

1990s, a similar programme was run by Germany to provide their returning compatriots with free housing. Unemployed compatriots even received allowances to live peacefully with their families and learn their mother tongue. That was state support.

Innovations in rural health care as indicators of improvement that can motivate diaspora to return

Representative of Ministry of Healthcare told about improved conditions of healthcare services in villages, more precisely about village health committees and health promotion offices.

Representative of the Ministry of Health:

We have potential, of course. For example, we have Village Health Committees (VHCs) at local level. VHCs work in nearly 85 per cent of the villages thanks to the Swiss project. VHCs specify their priorities and do prevention work themselves. There are Health Promotion Offices in all Family Medicine Centres (FMCs). In addition, we have national and city health promotion centres that are supported by FMCs and VHCs as well.

In regards to the Sanitary and Epidemiological Inspectorate, it has only supervisory functions, it focuses only on supervisory functions. Previously there was the Law "On sanitary and epidemiological safety" which emphasised on monitoring. The Law "On public healthcare" was adopted in 2009 with a focus on prevention measures. That's why prevention measures are of a priority for the Ministry of Health.

Conditions for return: positive difference in salaries and cost of living

Representative of Ministry of Labor noted that salary is a factor influencing on the level of labor migration. Unfortunately, as of today, there is no tendency for return. He thinks that everything depends on goals set by migrants and property possession in the country. Absence of the latter has a negative impact on the decision to return to homeland.

"If it is a young man without a house of his own, who completed school and is leaving the country, it is unlikely that he will return to Kyrgyzstan, as he has no property interest in Kyrgyzstan. It is easier for him to be outside Kyrgyzstan and receive higher salary than

to return to Kyrgyzstan and rent a flat. It is unlikely he will decide to return. It depends on the region of residence as well. There are regions where families received a hectare of land per family member as a result of land reform. In such cases, it is most probably that the person will not try to go abroad."

Representative of the Ministry of Labour, Migration and Youth

The resources available to the national energy industry sector do not allow for hiring and retention of talented specialists

Representative of Ministry of Energy and Industry noted that low salary does not allow retain qualified professionals.

Representative of the Ministry of Energy and Industry, human resources:

I: How it is reflected in your regulatory framework, for instance? Is there any political will?

R: Recruitment to the civil service, and particularly to the Ministry of Energy, is carried out by competition. We place announcements in the mass media, including online media. If people wish to participate in the competition, they have to submit their documents.

Creating conditions for the return of diasporas and their investment in the energy sector

According to representative of Ministry of Energy and Industry, advantages of compatriots in comparison to foreign investors are only in benefits. He emphasizes that this is the only advantage and if compatriot finds more favourable conditions for investments in another country, he will invest in that country. In order to prevent such kind of scenario, repayment of invested funds is necessary since compatriots should be sure that their investments will be paid off.

He also noted that development of Kyrgyz energy sector needs financial infusion. Therefore, there is a need of financial support for modernization of production, acquisition of new essential equipment. In his opinion, compatriots could take up construction of small hydropower plants, thus, investing into country's energy sector. In its turn, according to representative, Ministry of Energy could provide places for construction of such plants to compatriots.

Conclusion

In the interview, representatives of Ministries and agencies talked about problems of migration, reasons motivating Kyrgyzstanis to leave the country. It was noted that it is necessary to create a platform for information of leaving citizens of their rights since as of today, there is a sharp problem of labor exploitation. Issues of absence of qualified staff were also discussed.

In conversation with respondents, the topic of extension and unified definition of "compatriot" was discussed. The problem is in narrow definition of this term and it is unclear who are ethnical kyrgyzs and kyrgyzstanis, who changed the citizenship.

As it turned out, the main problem of state agencies in interaction with diasporal associations is in absence of clear mechanism of cooperation and contact with diasporal associations and individual representatives. Besides this, it was noted that in Kyrgyzstan, there is no state policy aimed at management of migration processes which contributes to increase of risks of human capital leaking.

Results of interview showed that state agencies as well as compatriots are interested in working together to develop the country. For instance, representatives of Ministries are interested in cooperation with diasporal organizations in sphere of economy. According to many respondents, compatriots could invest in small enterprises and in construction of various facilities. However, for this, according to representatives of state agencies, conditions need to be created from the state.

Moreover, it was noted that compatriots could make not only financial but also intellectual contributions in form of sharing of experience in various fields of activity, integration of best practices from countries of residence. Compatriots could also make propositions regarding cooperation with countries of residence, speak as experts and suggest the cooperation in areas which will benefit Kyrgyzstan.

Chapter 4.

Recommendations for the work of the Compatriots Liaison Council**

**** Note:** Due to changes in the structure of the Government of the Kyrgyz Republic, ministries and agencies that have been disbanded, and for which the status was modified, maybe replaced by other state authorities who will have these responsibilities transferred to them.

Summary

Participants at the 2012 and 2014 Mekendeshter Forums shared their recommendations that triggered the survey analysed here.

The following recommendations were made for state bodies:

- 1) **Establish a Compatriots Liaison Council.** There is a need to set up a centralized body under Government that is assigned to mainstream compatriot-related questions and problems into agendas of ministries and agencies, and to initiate closer and more efficient engagement.
- 2) Extend the definition of **"compatriot"** (for example, extant legislation has too narrow a definition that identifies as the focus group only those people who are citizens of Kyrgyzstan and stay in a host-country with official documents, residence permits, study permit, employment and so on). This excludes a huge number of compatriots abroad instead of assisting them. A regulatory framework should be developed to allow state and municipal authorities to conduct activities that are beneficial for compatriots, and for their initiatives their home country and hometowns.
- 3) Representatives of Kyrgyzstan's diaspora in Turkey proposed that official titles be created for honorary and delegated execution of diplomatic tasks which diplomatic staff do not manage to do or lacktime to do because of insufficient budgetary resources, expertise or human resources, and at the same time to overcome possible delays caused by bureaucracy, and so on. Many of the problems and challenges of Kyrgyzstanis abroad have been addressed over the course of 20 years by Kyrgyz diasporal associations, in some cases by individual charismatic leaders, and in some cases by a sustainable and diversified network that is connected using modern technology and self-reliant in many matters that need swift resolution, such as fundraising (for charity), information dissemination, support with obtaining documents, language and legal support.

The first meeting between Compatriots Liaison Council and the Kyrgyz Prime Minister was scheduled for 28 September 2015. Based on the results of Kyrgyz diaspora and the Kyrgyzstan's expat experts mapping, some recommendations were drafted for the activity of the Council, based on legal and institutional needs and problems that compatriots and diasporas face, and also the needs for assistance, expertise, and investment from compatriots who have been part of the braindrain at local, organizational, municipal, and government levels.

In the course of this survey conducted by ROI IPF between April and September 2015, challenges and difficulties facing Kyrgyz nationals abroad which should be addressed at government level were revealed. These problems and topics were formulated by both Kyrgyz compatriots and by interviewed government representatives.

Recommendations

1) **Definition of "compatriot" or "diaspora" or "transnational diaspora".** The survey has confirmed once again that there is still no clear definition of "compatriot", and also no migration policy focussed on migrants or on diasporal development. At present the following aspects in the definition of "compatriot" are missing:

- reflection of today's reality of external migration from Kyrgyzstan, for instance, required basis on legal issues, country, language, cultural conditions in the host-country;
- the needs of compatriots abroad and the possibility of their return to Kyrgyzstan; the programmes needed for their adaptation and reintegration on return to their homeland;
- the needs of ethnic Kyrgyz and former Kyrgyz citizens of other ethnicities in connection to their historical motherland;
- comprehension of differences and conformity between investments made by foreign citizens and by compatriots;
- protection of compatriots' rights abroad and within Kyrgyzstan; and

- representation of compatriots in their home country and hometowns and villages.

2) Mainstreaming a migration dimension, and specifically “compatriots”, into all legislation, regulations and actionson the agendas of state and municipal authorities.

Government representatives stated frankly that government bodies are not engaged in discourse on “Kyrgyzstan’s compatriots as human capacity for the development of Kyrgyzstan.”Despite the fact that legislation on compatriots has been initiated, current legal regulations restrict the definition of compatriots to those with Kyrgyz

citizenship who are residing abroad with official documentation, this is the way they are defined by the Ministry of Foreign Affairs and the Ministry of Labour, Migration, and Youth in Law 183 “On basics of state policy for the support of compatriots abroad” of 3 August 2013.

3) Establishment of three interagency think tanks on cooperation with compatriots to further foster administrative support to the Compatriots Liaison Council under the Prime Minister (see Table 6.1.).

Table 6.1. Recommendations for establishment of three interagency working groups (think tank)

| № | Interagency Think Tank/ Authority | Mainstreaming into the agendas of state authorities and monitoring implementation through the agency’s Action Plan: |
|---|--|---|
| 1. Interagency working group on interaction with Kyrgyz diasporas abroad on issues of personal and national security. Legal literacy, protection of rights and lawfulness, representation in electoral systems, and also labour rights and access to housing and communal services | | |
| 1 | Ministry of Foreign Affairs | <ul style="list-style-type: none"> • review proposals to assign a responsible official for working with compatriots, at the level of Deputy Minister or Head of Consular Department; • develop guidelines for all embassies to enhance the priority of this areas, supporting links with compatriots becomes a measurable and accountable priority for foreign offices of the Kyrgyz Republic; • this is based on the experience of Latin American countries where embassies has to assign a staff member for this task; • the rights of labour migrants abroad are protected by a team of lawyers (for instance, in UAE); and • Mexican embassies to the USA deliver train businesses on how to run small business and legislation: when migrants return home, they will be able to use these skills and knowledge in practice. |
| 2 | Ministry of Labour, Migration, and Youth | <ul style="list-style-type: none"> • develop more extensive and inclusive definitions of “Kyrgyz compatriots abroad” and/or the term “a diaspora”; • develop a booklet and step-by-step guidance on how to assist diplomatic missions and representative offices of the Ministry of Labour, Migration and Youth in Russia to provide legal support to labour migrants (for example, the missions to Yekaterinburg, Novosibirsk, Yuzhnyi Sakhalin, the honorary consuls in St. Petersburg, Krasnodar, Sochi, and 5-6 authorized delegates of Kyrgyzstan’s Embassy in Russia for various towns in Russia; • analyse why associations of Kyrgyz diasporas in Russia have failed and disseminate the findings; • do some preparatory work towards interagency cooperation that would address lack of housing, land, and immobile property, which demotivates Kyrgyz nationals abroad from returning; • participate in developing criteria to assess diasporal associations and Kyrgyz leaders in Russia and Kazakhstan; and • participate in developing of criteria to assign titles and credentials to diaspora members for prominent contributions. |
| 3 | State Registration Service | <ul style="list-style-type: none"> • highlight the most suitable models, institutionalize corporate management and state administration in Kyrgyzstan’s civil service; • elaborate a list of needs of Kyrgyzstan’s civil service by competencies, knowledge, education, and other features; and • cooperate with the Council concerning the existing expat experts in the Roster. |
| 4 | Ministry of Health | <ul style="list-style-type: none"> • export medicine, initiatives of compatriots on health service delivery in Germany; • cooperate more closely in interdiasporal space on medical projects as a business model; • provide healthcare providers at local level with benefits and monitor this; • database on RHCs, FMC, other health; and • support innovative approaches to preventive measures and promotion of healthy lifestyles. |

| Nº | Interagency Think Tank/ Authority | Mainstreaming into the agendas of state authorities and monitoring implementation through the agency's Action Plan: |
|---|---|--|
| 5 | Ministry of Social Development | <ul style="list-style-type: none"> • share database on all orphanage facilities and other children facilities; • organize joint training events on social development in Kyrgyzstan for compatriots, engaging speakers from compatriot associations; and • draft a list of social facilities by region and local government area to be shared with compatriots as charity and support seeking projects. |
| 6 | State Agency of Architecture, Construction, and Housing and Communal Services under Kyrgyz Government | <ul style="list-style-type: none"> • provide a list of facilities to be rehabilitated; • provide a list of facilities to be constructed; • provide lists of needs for social and cultural facilities in the regions of Kyrgyzstan; • engage in finalization of the state "Affordable Housing" programme to include the problems of Kyrgyz compatriots and diasporas abroad; • support the "Green City" and "Green Kyrgyzstan", initiatives, and monitor implementation of legislation on green "park" zones; and • assist with resolution of disputes about privatized kindergartens. |
| 7 | Ministry of Education | <ul style="list-style-type: none"> • prepare special diaspora focused courses and training on capacity building at the Diplomatic Academy and Academy of Management; • include diaspora-related special courses in university curricula (for instance, the Kyrgyz State National University, the Diplomatic Academy, and the Academy of Management); • facilitate experience sharing, round tables and conferences; the Ministry of Foreign Affairs and the Labour Ministry should also run similar events; as we assume that one million people are abroad for extended periods. Particularly as a major economic crisis is on the way, so the problem of emigration will grow; • Keep in touch with diplomatic missions to access and be aware of their databases, to know which experts who are doing what abroad are ready to cooperate. For example, the salaries of teachers are increased, changes have been made in education and healthcare: in such cases we could contact these expats and invite them back to Kyrgyzstan, and disseminate specific information to target expats; and • reform the musical education system. |
| 8 | State Agency on Local Self-Government Bodies and Interconfessional Relations | <ul style="list-style-type: none"> • provide the lists of local councillors with whom compatriots can cooperate; and • assist with registration of property, rights, and so on. |
| 9 | Ministry of Economic Development | <ul style="list-style-type: none"> • participate in development of platforms for investment; and • present proposals to ensure investor-friendly conditions. |
| 2. Interagency working group on interaction with Kyrgyz diasporas abroad with regard to social security, protection, healthcare infrastructure, education, and securing cultural-language rights | | |
| 1 | Ministry of Foreign Affairs | <ul style="list-style-type: none"> • review proposals to assign a responsible official for working with compatriots, at the level of Deputy Minister or Head of Consular Department; • develop guidelines for all embassies to enhance the priority of this areas, supporting links with compatriots becomes a measurable and accountable priority for foreign offices of the Kyrgyz Republic; • this is based on the experience of Latin American countries where embassies has to assign a staff member for this task; • the rights of labour migrants abroad are protected by a team of lawyers (for instance, in UAE); and • Mexican embassies to the USA deliver train businesses on how to run small business and legislation: when migrants return home, they will be able to use these skills and knowledge in practice. |

| № | Interagency Think Tank/ Authority | Mainstreaming into the agendas of state authorities and monitoring implementation through the agency's Action Plan: |
|---|---|---|
| 2 | Ministry of Labour, Migration, and Youth | <ul style="list-style-type: none"> • develop more extensive and inclusive definitions of “Kyrgyz compatriots abroad” and/or the term “a diaspora”; • develop a booklet and step-by-step guidance on how to assist diplomatic missions and representative offices of the Ministry of Labour, Migration and Youth in Russia to provide legal support to labour migrants (for example, the missions to Yekaterinburg, Novosibirsk, Yuzhnyi Sakhalin, the honorary consuls in St. Petersburg, Krasnodar, Sochi, and 5-6 authorized delegates of Kyrgyzstan's Embassy in Russia for various towns in Russia; • analyse why associations of Kyrgyz diasporas in Russia have failed and disseminate the findings; • do some preparatory work towards interagency cooperation that would address lack of housing, land, and immobile property, which demotivates Kyrgyz nationals abroad from returning; • participate in developing criteria to assess diasporal associations and Kyrgyz leaders in Russia and Kazakhstan; and • participate in developing of criteria to assign titles and credentials to diaspora members for prominent contributions. |
| 3 | State Registration Service | <ul style="list-style-type: none"> • highlight the most suitable models, institutionalize corporate management and state administration in Kyrgyzstan's civil service; • elaborate a list of needs of Kyrgyzstan's civil service by competencies, knowledge, education, and other features; and • cooperate with the Council concerning the existing expat experts in the Roster. |
| 4 | Kyrgyz Ministry of Health | <ul style="list-style-type: none"> • export medicine, initiatives of compatriots on health service delivery in Germany; • cooperate more closely in interdiasporal space on medical projects as a business model; • provide healthcare providers at local level with benefits and monitor this; • database on RHCs, FMC, other health; and • support innovative approaches to preventive measures and promotion of healthy lifestyles. |
| 5 | Ministry of Social Development | <ul style="list-style-type: none"> • share database on all orphanage facilities and other children facilities; • organize joint training events on social development in Kyrgyzstan for compatriots, engaging speakers from compatriot associations; and • draft a list of social facilities by region and local government area to be shared with compatriots as charity and support seeking projects. |
| 6 | State Agency of Architecture, Construction, and Housing and Communal Services under Kyrgyz Government | <ul style="list-style-type: none"> • provide a list of facilities to be rehabilitated; • provide a list of facilities to be constructed; • provide lists of needs for social and cultural facilities in the regions of Kyrgyzstan; • engage in finalization of the state “Affordable Housing” programme to include the problems of Kyrgyz compatriots and diasporas abroad; • support the “Green City” and “Green Kyrgyzstan”, initiatives, and monitor implementation of legislation on green “park” zones; and • assist with resolution of disputes about privatized kindergartens. |

| Nº | Interagency Think Tank/ Authority | Mainstreaming into the agendas of state authorities and monitoring implementation through the agency's Action Plan: |
|--|--|--|
| 7 | Kyrgyz Ministry of Education | <ul style="list-style-type: none"> • prepare special diaspora focused courses and training on capacity building at the Diplomatic Academy and Academy of Management; • include diaspora-related special courses in university curricula (for instance, the Kyrgyz State National University, the Diplomatic Academy, and the Academy of Management); • facilitate experience sharing, round tables and conferences; the Ministry of Foreign Affairs and the Labour Ministry should also run similar events; as we assume that one million people are abroad for extended periods. Particularly as a major economic crisis is on the way, so the problem of emigration will grow; • Keep in touch with diplomatic missions to access and be aware of their databases, to know which experts who are doing what abroad are ready to cooperate. For example, the salaries of teachers are increased, changes have been made in education and healthcare: in such cases we could contact these expats and invite them back to Kyrgyzstan, and disseminate specific information to target expats; and • reform the musical education system. |
| 8 | State Agency on Local Self-Government Bodies and Interconfessional Relations | <ul style="list-style-type: none"> • provide the lists of local councillors with whom compatriots can cooperate; and • assist with registration of property, rights, and so on. |
| 9 | Ministry of Culture, Information, and Tourism | <ul style="list-style-type: none"> • supply services to all who stay abroad; • assist with preparations for tours abroad; • assist with dispatching of entertainers, cassettes, books, magazines and textbooks; • compel services to support people who are abroad temporarily; and • reform musical education. |
| 3. Interagency working group on interaction with Kyrgyz diasporas abroad with regard to entrepreneurship, investment, managerial know-how, and business infrastructure | | |
| 1 | Ministry of Foreign Affairs | <ul style="list-style-type: none"> • review proposals to assign a responsible official for working with compatriots, at the level of Deputy Minister or Head of Consular Department; • develop guidelines for all embassies to enhance the priority of this areas, supporting links with compatriots becomes a measurable and accountable priority for foreign offices of the Kyrgyz Republic; • this is based on the experience of Latin American countries where embassies has to assign a staff member for this task; • the rights of labour migrants abroad are protected by a team of lawyers (for instance, in UAE); and • Mexican embassies to the USA deliver train businesses on how to run small business and legislation: when migrants return home, they will be able to use these skills and knowledge in practice. |

| № | Interagency Think Tank/ Authority | Mainstreaming into the agendas of state authorities and monitoring implementation through the agency's Action Plan: |
|---|---|--|
| 2 | Ministry of Labour, Migration, and Youth | <ul style="list-style-type: none"> • develop more extensive and inclusive definitions of “Kyrgyz compatriots abroad” and/or the term “a diaspora”; • develop a booklet and step-by-step guidance on how to assist diplomatic missions and representative offices of the Ministry of Labour, Migration and Youth in Russia to provide legal support to labour migrants (for example, the missions to Yekaterinburg, Novosibirsk, Yuzhnyi Sakhalin, the honorary consuls in St. Petersburg, Krasnodar, Sochi, and 5-6 authorized delegates of Kyrgyzstan's Embassy in Russia for various towns in Russia); • analyse why associations of Kyrgyz diasporas in Russia have failed and disseminate the findings; • do some preparatory work towards interagency cooperation that would address lack of housing, land, and immobile property, which demotivates Kyrgyz nationals abroad from returning; • participate in developing criteria to assess diasporal associations and Kyrgyz leaders in Russia and Kazakhstan; and • participate in developing of criteria to assign titles and credentials to diaspora members for prominent contributions. |
| 3 | State Registration Service | <ul style="list-style-type: none"> • highlight the most suitable models, institutionalize corporate management and state administration in Kyrgyzstan's civil service; • elaborate a list of needs of Kyrgyzstan's civil service by competencies, knowledge, education, and other features; and • cooperate with the Council concerning the existing expat experts in the Roster. |
| 4 | Ministry of Health | <ul style="list-style-type: none"> • export medicine, initiatives of compatriots on health service delivery in Germany; • cooperate more closely in interdiasporal space on medical projects as a business model; • provide healthcare providers at local level with benefits and monitor this; • database on RHCs, FMC, other health; and • support innovative approaches to preventive measures and promotion of healthy lifestyles. |
| 5 | State Agency of Architecture, Construction, and Housing and Communal Services under Kyrgyz Government | <ul style="list-style-type: none"> • provide a list of facilities to be rehabilitated; • provide a list of facilities to be constructed; • provide lists of needs for social and cultural facilities in the regions of Kyrgyzstan; • engage in finalization of the state “Affordable Housing” programme to include the problems of Kyrgyz compatriots and diasporas abroad; • support the “Green City” and “Green Kyrgyzstan”, initiatives, and monitor implementation of legislation on green “park” zones; and • assist with resolution of disputes about privatized kindergartens. |
| 6 | State Agency on Local Self-Government Bodies and Interconfessional Relations | <ul style="list-style-type: none"> • provide the lists of local councillors with whom compatriots can cooperate; and • assist with registration of property, rights, and so on. |
| 7 | Ministry of Culture, Information, and Tourism | <ul style="list-style-type: none"> • supply services to all who stay abroad; • assist with preparations for tours abroad; • assist with dispatching of entertainers, cassettes, books, magazines and textbooks; • compel services to support people who are abroad temporarily; and • reform musical education. |

| Nº | Interagency Think Tank/ Authority | Mainstreaming into the agendas of state authorities and monitoring implementation through the agency's Action Plan: |
|----|--|--|
| 8 | Ministry of Economic Development | <ul style="list-style-type: none"> • participation in development of platforms for investment; and • present proposals to ensure investor-friendly conditions. |
| 9 | Ministry of Finance | <ul style="list-style-type: none"> • develop seven “national projects”; and • make amendments and additions to the Law “On foreign investment” taking into account of needs and opportunities of Kyrgyz compatriots abroad. |
| 10 | Ministry of Transportation and Communication | <ul style="list-style-type: none"> • develop a list of needs for competences, skills and knowledge for the transportation sector in Kyrgyzstan; • employ graduates from foreign universities (as happened with the respondent); • propose synergetic approaches to cooperation when participating in the Interagency Road Transport Council; • motivate staff to participate in on-job training and obtain additional education in foreign universities and organizations; • suggest simplified procedures for investment-related initiatives by compatriots; • assist with the establishment of a web-based information platform for experts amongst Kyrgyzstan's expats, especially in the transportation, road, and engineering areas; • develop proposals for recruitment reforms to motivate staff and support them (covering salary growth and the status of women, as well career and professional growth; and • cooperate with efforts to rationalize the standards and rules for Kyrgyzstan's transportation sector |
| 11 | Ministry of Energy and Industry | <ul style="list-style-type: none"> • develop mechanisms to facilitate investment in small hydropower stations; • support and exchange information and training to evaluate the work of civil servants and municipal officials; • develop a Code and Rules of Conduct for civil servants and municipal officials; • support renewable energy initiatives. |

Recommended laws and regulations on the theme of “Kyrgyz diasporas and compatriots”

- National Sustainable Development Strategy to 2017;
- Regulation on Issuing Regular Passports;
- Presidential Decree of 14 November 2005 “On the Coordinating Role of the MFA in Delivering a Unified Foreign Policy for the Kyrgyz Republic;
- Law “On Interaction of State Authorities in the Area of Foreign Policy” of 4 July 2012;
- Government Resolution ‘On Paid-for and Free-of-charge Services of Diplomatic Missions’;
- Russian Law “On public organizations”;
- Kyrgyz Law “On Personal Information” of 2008;
- “Doing Business 2014, Kyrgyzstan takes 4th place in ratings of the best property register”;
- “Health 20/20 Strategy within the Framework of the All-European Health Strategy 20/20 that focuses on Prevention”;
- Kyrgyz Law “On the Civil Service”, Regulation on testing;
- Kyrgyz Law “On Protection of Public Health” and “On the Status of Healthcare Providers” under which healthcare providers are entitled to social benefits: housing, reduced communal expenditures, free coal, and so on. Under this Law local self-government bodies, district state administrations and municipalities should provide young healthcare providers, who are deployed by the governmental system of personnel distribution, with social benefits;
- Agreement on recognition of health certificates; provision of healthcare services to migrants on an equal basis. Based on the agreement emergency medical assistance should be delivered free-of-charge within the first three days in Kyrgyzstan, Kazakhstan and Russia;
- Tracking of the annual intergovernmental race (Kyrgyz Ministry of Transportation) on its website and other social media;
- Law “On Renewable Energy Sources”;
- Draft law “On civil servants’ efficiency assessment methods”, development of indicators;
- General plan of Bishkek city, draft state programme “Affordable Housing”, SNiPs (standards and norms), database on social infrastructure (schools, kindergartens) under construction;
- Construction and functioning SNiPs for Kyrgyzstan’s transportation infrastructure (out-dated, innovations are required);
- Law “On Foreign Investments in the Kyrgyz Republic”.

Quotations:

On intergovernmental platforms for decision making: “Absolutely all migration agreements have been developed by this working group, including agreements on simplified naturalization, and the possibility to arrive to the Russian Federation with our ID cards.”

Deputy Minister of Labour, Migration, and Youth.

On investments: “Maybe I am more pragmatic. We can propose the development of small hydropower stations: these are not an expensive investment for our Kyrgyzstani entrepreneurs abroad. There are two ways to get involved. The first is to come and do business in Kyrgyzstan investing their money. We have associations of small

hydropower stations: send the money and they will construct the stations. Small hydropower stations can function for 100 years: their children and grandchildren will enjoy the electricity generated by these stations. Electric power is always appreciated, so you are doing business here and investing in the future at the same time. It is a very long-term and environment friendly business that can be run even if you stay in the Netherlands. Thus, the entrepreneur has a small hydropower station here that generates electricity, and people consume this power and pay. Sounds good, right?”

On nostalgia and failure to homecoming: Those million people who arrive in Russia will mostly stay there. When they are young, they do not think about coming back to Kyrgyzstan, and when they become older, they realize

that their children, who have grown in Russia, do not speak Kyrgyz and feel completely disconnected from their former home country: this is a second generation of migrants. Then the 60-70 year old faces a dilemma: either return to the home village and live there far from the children or stay in the city with the children, most likely the second option will be chosen.

Issues and problems reported by compatriots that could be addressed through support provided by Kyrgyzstan's state and municipal authorities

- An urgent need to address the problems of Kyrgyzstan's expats has emerged. Diasporas sometimes (but not always) assist, facilitate and promote the adaptation of compatriots in the host-country. However, more than half the respondents state that they are not citizens of Kyrgyzstan, and thus are not eligible for support from Kyrgyz diplomatic missions. Only 65.4 per cent of respondents are citizens of Kyrgyzstan, a total of 18.7 per cent are Russian citizens, almost 4 per cent are citizens of the USA, and almost 2 per cent are citizens of Kazakhstan.
- Despite the fact that the total level of remittances sent by migrants to their families is recorded, not enough attention is paid to disaggregation of remittances by regions, activities, and what needs are met by the remittances. The potential of Kyrgyzstanis abroad is not yet clear. In general, our survey found that almost 9 per cent of respondents do not send any remittances to their families in Kyrgyzstan. However, more than 20 per cent stated that they have been supporting their family members in Kyrgyzstan with USD 1,000 to USD 10,000 and more. In addition, more than 12 per cent of respondents said that they have sent USD 500 - USD 1000 to family members in Kyrgyzstan.
- It is important to address the problem of compatriots' rights to social housing and land plots, as our compatriots have no property here, and therefore nowhere to return to.
- The lack of well-paid employment keeps our compatriots from returning, and their low salaries mean they are unable to support their families and keep in touch with their motherland.
- The niche of tourism connected to the "cultural nostalgia" of our compatriots abroad or to reuniting their children with their hometowns is becoming ever more relevant. About 8 per cent of respondents mentioned visits to Kyrgyzstan because of employment or business. However, 13 per cent visit Kyrgyzstan for holidays or as tourists. Jobs are needed demand in these two sectors; particularly as more than 50 per cent of respondents have indicated that visit Kyrgyzstan at least once a year.
- Compatriots still encounter "cultural shock" as a result of the inefficiency of some state authorities, their boorishness, incompetence, ignorance, and so on. Many compatriots do not have positive opinions about our country because of the absence of positive information,

The need for a "national project" or "national projects" was mentioned in various forms in all the interviews, collectively the civil service at decision-making level is ready for a "national project": what project will it be?

prevalence of negative information, depressed mood and lack of belief that things will get better.

State bodies in Kyrgyzstan – especially the Ministry of Economy, the Ministry of Finance, and the Ministry of Labour, Migration, and Youth – need to see the potential of compatriots, including their financial opportunities. The following figures and facts obtained in the course of our survey can be used to elaborate policies in all concerned ministries and agencies:

- 20.5 per cent of compatriots would be more motivated to take part in development initiatives in Kyrgyzstan, if information is provided about specific projects, ideas and the business plans of local entrepreneurs.
- 16.4 per cent, if governmental commitments are secured to support and contribute to such initiatives. 12 per cent would be interested in being engaged in initiatives related to Kyrgyzstan's development if a cyber communication platform were established for cooperation with Kyrgyz partners.
- 45 per cent of Kyrgyz compatriots have never participated in diasporal associations in their host-countries; this is a great area for relevant activities, including by the Compatriots Liaison Council. At the same time, semi-structured interviews with members of diasporal associations revealed that some host-countries have well-established networks of compatriots and migrants, and strong partnership potential for Kyrgyz diplomatic missions for sharing diplomatic, trading, investment, educational, and cultural tasks of Government of the Kyrgyz Republic.
- Mekendeshter will support development in Kyrgyzstan in various sectors, as follows:

Almost 12% of mekendeshter are willing to support development in "Education and science" sector, tourism and services (11%), youth initiatives (9%), charity projects (8%), entrepreneurship and investment (7%), agriculture (7%), trade and sports (5%), construction (4%), IT (4%), transportation and communications (4%), and energy (4%).

The most popular reasons that could motivate our compatriots to return to Kyrgyzstan are as follows:

- Improved infrastructure / better living standards (17%)
- Reduced corruption (15.4%)

- Better possibilities for start-ups/business (11.5%)
- Better education for children (10.8%)
- Job opportunities in a field of specialization (10.2%)
- Well-paid job opportunities (9.8%)

Twenty-nine per cent of the respondents are willing to contribute to any regions of Kyrgyzstan irrespective of their regional origin. Eighteen per cent would like to contribute to Issyk Kul region, 15 per cent Chui region, 11 per cent Osh region, 8 per cent Naryn region, 7 per cent Jalal-Abad region, 6 per cent Batken region, and 3 per cent Talas region.

Chapter 5.

Recommendations to 2016 Mekendeshter Forum

Participants at the Mekendeshter Forums in 2012 and 2014 have often asked us: “Where are the results, what has changed and improved since the 2012 and 2014 Forums?” Forum hosts said something similar: “What has changed for compatriots? For Kyrgyzstan?” Diaspora leaders do not feel there have tangible and effective results. The respondents bringing up these questions included Aibek Sarygulov (Turkey), Arstan Sargaldaev (USA), Azamat Ismailov and Taalai Sary (Ukraine), Shavkat Ismailov (Kazakhstan), and representatives of Zamandash Association (Russia). In 2014, when we were preparing for “Mekendeshter Forum 2014”, there were three problems that prevented us from running the summit in an effective way that could have yielded real change and results. These were:

1. A lack of analytical materials, figures, detailed case stories, and therefore understanding of qualitative and quantitative characteristics and aspects of the population that has migrated from Kyrgyzstan;
2. There was nounderstanding at all of the strategies and plans of Kyrgyz compatriots abroad, including those concerning returning to Kyrgyzstan, attitudes to their motherland, the pro and cons of migration, and settling into a new society and developing a new life abroad;
3. There was no clear understanding of the needs, problems, priorities to be addressed and specific questions asked by compatriots, or understanding of key stakeholders concerned with compatriots and migrants' challenges in all sectors and social groups.

The programme of the summit was therefore based on a very narrow understanding of compatriots' problems, and the definition of “a compatriot” was always elusive for us as organizers, because we were thinking of only one aspect of migration and re-immigration to Kyrgyzstan: namely those professionals who had graduated and qualified abroad, and were remaining and working abroad for prestigious and recognized organizations

and professions, or those who had returned or were planning to return to Kyrgyzstan to make their further life here and not in any other country.

The Forum hosts had some doubts about the extent to which panel discussions in which state authorities were expected to take part would be constructive. The most critical thing was not to allow the panel discussions to be characterised by accusations flung between members of auditorium (for example, compatriots abroad) and representatives of ministries, agencies, services, and municipal and local authorities. Moreover, it was very important for the summit to project strong professionalism and competency on the questions debated. Therefore an image of civil servants arose that can be pictured as “bees and horses”: experts in their areas of specialization who diligently support Kyrgyzstan's civil service on a day by day basis and keep it afloat, and also bear the heaviest organizational, logistical, technical, and intellectual load of responsibility to fulfil their employer's duties. In short, the Forum hosts came to the realization that they needed to cooperate with senior and active civil servants who has an interest in providing assistance to and helping find solutions to the issues and problems facing individual compatriots and diasporas abroad, as well as experts proposing good and effective projects and ideas to develop their home country and hometowns in Kyrgyzstan.

The stakeholders of Mekendeshter Forum: biennial forum, inter-forum promotion and addressing issues of compatriots-kyrgyzstanis, residing abroad through web platform, projects, Compatriots Liaison Council under the Prime-Minister of the Kyrgyz Republic as well as active engagement of state municipal bodies, civil society organizations and the private sector in Council activities.

One of the highest expectations from Council activity is the development of a vision of stakeholder cooperation for the interaction of Kyrgyz compatriots abroad with each other, within diasporal associations, and with the public and private sectors in the Kyrgyz Republic and the host-countries.

As a result of this research, the following recommendations have been prepared for the organizing committee of the third Mekendeshter Forum to be held in 2016 (MF2016):

- 1) **Workshop stakeholders.** 2-3 working meetings should be conducted (on the three areas we proposed in Chapter 5) with all the representatives of state and municipal authorities (research respondents) to clarify their participation as stakeholders in the mainstreaming of migration into strategic and development processes in Kyrgyzstan.
- 2) **Policy paper.** As a result of working meetings, develop and complete a policy paper on interagency and intersectoral cooperation on migrants' problems and issues; on the regulatory base of state and municipal authorities; and also on cooperation on investment into the Kyrgyz Republic .
- 3) **Assign specific topics to panel discussions and sectoral working group discussions.** This assignment should be made by sector in a way that is relevant to the profiles of ministries and agencies, and the audience and participants should be selected in advance at working groups meetings prior to the Forum.
- 4) **Cooperation with the Compatriots Liaison Council.** An awareness campaign should be conducted and meetings held that focus on the themes of the next forum. In addition, a statement should be made of the most priority issues and problems, to allow for possible solutions to be demonstrated and systemized.
- 5) **Monitoring of projects and initiatives** proposed by compatriots. The 2016 Forum's speakers should be selected jointly with the Compatriots Liaison Council, and participants of the interagency working groups. They should include compatriots, diaspora groups, ministries, agencies and services, local government, and also representing the Council itself.

Chapter 6.

Conclusions and recommendations for future research

The mapping of Kyrgyz diasporas abroad and Kyrgyzstan's expats not only was a new departure in preparation for the 2016 Mekendeshter Forum, but it also provided missing information for the development of Kyrgyzstan's migration and development policy. In particular, we now have data on following issues:

- 1) The demographic, professional, and business characteristics of active Kyrgyz compatriots abroad who keep in touch with their home country and hometowns.
- 2) The capacity of compatriots abroad that may be useful for Kyrgyzstan's development:
 - skills, knowledge, and competences;
 - willingness and opportunities to utilise their skills, knowledge, and competences in their home country and hometown in Kyrgyzstan;
 - financial and material resources;
 - the forms of participation in development of their home country and hometown, such as activities, investment, projects, charity, and so on;
 - barriers and challenges; and
 - mechanisms and approaches proposed by Kyrgyz compatriots to implement development initiatives in their home country and hometown.
- 3) The willingness (and in many cases, unwillingness) of Kyrgyz state bodies and local government to perceive, understand, build relations and forge contacts with Kyrgyzstani compatriots abroad:
 - the strategic goals and objectives of state bodies and local government that are synergistic with the targets and objectives of diasporal associations of Kyrgyzstanis abroad;

- the regulatory framework; and
- the resources and potential of state bodies and local government to support compatriots and receive assistance from them.

An approach has been developed to collect such information, and all the tools developed for this mapping can be used for the next survey. The findings will be compared every 3-5 years to track and measure change in these areas. Such benchmarking could be an important analytical tool for state and municipal authorities to study the impact of migration processes on development in Kyrgyzstan.

In addition, the policy paper created from the results of this mapping will become a tool to administer migration processes for the benefit of stakeholders and to assist with the prioritization of interagency cooperation concerning national policy on migrants. Any decision making should emphasize the wellbeing and safety of migrants, and not focus on other players such as host-countries, sending countries, intergovernmental agreements, country differences and organizational priorities for labour and human resources.

The Expert Expat Roster could serve as the foundation to motivate other compatriots to register themselves and their initiatives for Kyrgyzstan's development, to share their experience and skills, and to cooperate with different sectors of the economy, politics, and social development in Kyrgyzstan.

Cooperation with the International Organization for Migration (IOM) in Bishkek, Vienna, and Geneva assisted with the development of this survey methodology and provided insight into the conceptual dimensions and discourses now dominating at international level for migration and development policy development. We are looking forward to continue our cooperation with IOM to further refine our vision and policy for migration and development in Kyrgyzstan.

ANNEXES

Annex 1.1. – Questionnaire for online survey of compatriots abroad

Annex 2.1. – Questions for semi-structured interviews with representatives of state bodies and local government

Guidelines for running semi-structured interviews with representatives of state bodies and local government

In the framework of the “Kyrgyz diasporas abroad mapping” survey, Mekendeshter Forum project, ROI IPF,

May-June 2015.

Part 1. Welcome and rules of semi-structured interview

1. Welcome your respondent, give your name and encourage the respondent to look through the letter and interview questions sent to him/her before hand.
2. Ask when the interviewee received the letter and who was responsible for answering (if answers were given in written form), did the respondent consult with other units and colleagues in preparation to this interview.
3. Brief the respondent about the “Kyrgyz diaspora abroad mapping” survey and its role and place in the Mekendeshter Forum project of ROI IPF, in the framework of which this interview is taking place.
4. Inform the respondent about the time required for the interview and indicate the start of the interview.
5. State when and how the respondent can receive the findings of this survey and let the respondent know about opportunities for further cooperation within this project.

Part 2. Profile and private views/opinions of the respondent:

- 1) Respondent's name, surname
- 2) Employer
- 3) Position
- 4) How many years have you worked in this position? What is your work experience both horizontally (the sector of sector) and vertically (inside the agency by level, for instance, national, regional, district, municipal)?
- 5) Education level (degree, university)
- 6) Have you had personal experience of living abroad: if so what experience and where (country, organization)? Have your family members, friends, neighbours lived abroad: if so what experience and where (country, organization)?
- 7) How do you feel about people who have emigrated from Kyrgyzstan? Do you keep in touch personally or professionally with Kyrgyz who stay abroad?

- 8) Do those abroad that you keep in touch with require support and assistance? What kind of assistance and support do they require?
- 9) In your opinion, who could benefit from what assistance or receive benefit from constant cooperation and intensification of contacts with Kyrgyzstanis abroad?
- 10) Did you participate personally in the Mekendeshter Forum in 2012 or 2014? If so, what expectations did you have and what were the results?
- 11) Do you know about Kyrgyz diaspora forums abroad? If so, have you participated in them?

Part 3. Professional and institutional vision of the respondent(s):

1. Are there any policies, political will or processes in your ministry/agency/local self government body focused on building or expanding relations with Kyrgyzstanis and/or diasporal associations abroad? If yes, please provide examples, documents and links.
2. What is the mandate of your organization within government structures in the Kyrgyz Republic? What advantages would your organization enjoy from active participation in the activities of the Compatriots Liaison Council?
3. Have you in your professional capacity had experience of working or contacting with diaspora organizations or individuals residing abroad in the past, if yes, please elaborate?
4. In your opinion, is there value in cooperation with Kyrgyz citizens living abroad and/or diaspora organizations specifically in the sector that your ministry / agency / local self government body works in? Give examples of successful cooperation: do you know the stories, names of organizations and people who have been working together?
5. Do you know of any disadvantages or risks of collaborating with Kyrgyzstanis residing abroad/diaspora organizations? If yes, please elaborate?
6. Are you aware about any measures, policies or mechanisms that your employer is planning to put in place to facilitate collaboration with Kyrgyzstanis residing abroad? If not, in your opinion, which concrete measures, should your ministry implement?
7. What are the financial, labour, institutional, human and other resources available in your ministry to operationalize these measures? For example:
 - financial resources: budgetary funds, donor-funded projects, special account;
 - institutional: structural positions and units responsible for relations with compatriots, mechanisms, rules, policy on compatriots and their contribution to the country's development;
 - labour resources: payment for labour and social benefits, training and mentoring programmes;
 - human resources: staff who have lived, studied, or worked abroad; staff who are motivated to promote relations with compatriots and diasporal associations abroad;
 - political will: recruitment, encouraging and searching for means and opportunities to cooperate with compatriots living abroad or those who have returned to Kyrgyzstan after graduation or employment abroad;
 - expert resources: collaboration with compatriots residing abroad at expert level; and
 - analytical resources: gathering and regular processing of statistical, analytical, and other data on compatriots residing abroad, diasporas, and the contribution of compatriots abroad to the development of their home country and hometown.

Annex 2.2. – Text of the letter to representatives of state bodies

Dear _____,

The “Roza Otunbaeva Initiative” International Public Foundation expresses its respect and is privileged to inform you about the launch of its survey “Kyrgyz diasporas abroad mapping and expert roster of Kyrgyzstan's expats” within the framework of the Global Joint Programme to Mainstream Migration into Development Strategy of the Kyrgyz Republic. The purpose of the survey is to investigate the potential of Kyrgyzstanis residing abroad and diasporal associations with whom representatives of Kyrgyz state authorities are in contact or would like to be in contact with, and to enhance mutual cooperation through existing diplomatic missions and informal (personal) contacts. Mobilization of Kyrgyz compatriots abroad and their support for various initiatives for the development of a strong and prosperous Kyrgyzstan is one of the most interesting public projects for today, and is being implemented through such platforms as the Mekendeshter Forum, the business forums of diasporas and forums of graduates of foreign universities.

Government Resolution 266 “On establishment of the Council for relations with compatriots abroad under Kyrgyz Government” of 29 April 2015 (Annex 1 to this letter) has come into force. The survey we are conducting, includes semi-structured interviews with two representatives of each of the below-mentioned state authorities and municipal and municipal bodies. It will facilitate the preparation of analytical materials about the current status, participation, and links between state authorities and Kyrgyzstan's expats. In the future, the diaspora mapping and analysis will form a basis for developing policies and mechanisms by Kyrgyzstan's Government to involve Kyrgyzstanis and Kyrgyz diasporas abroad in activities designed to support the social, cultural, and economic development of the country.

We kindly ask for your assistance in organizing and conducting qualitative interviews (30-45 minutes) with one representative at top decision making level (Deputy Minister or State Secretary) and one representative at mid decision making level (Head of Department or Unit) for this survey of the following ministries, state and municipal authorities, namely:

1. Ministry of Labour, Migration, and Youth
2. Ministry of Foreign Affairs
3. State Registration Service
4. Ministry of Education and Sciences
5. Ministry of Health
6. Ministry of Culture, Information, and Tourism
7. Ministry of Social Development
8. Ministry of Economy (Chamber of Commerce and Industry, or Investment Council under the Government)
9. Ministry of Agriculture and Water Resources
10. Ministry of Transportation and Communication
11. Ministry of Energy and Industry
12. State Agency of Architecture, Construction, and Communal Services under the Government
13. Ministry of Finance
14. State Agency on Local Self Government and Interconfessional Relations under the Government
15. Pilot Nookat Local Self-Government Body (Nookat district)
16. Pilot Uzgen Local Self-Government Body (Uzgen district)
17. Pilot Tosor Local Self-Government Body (Ton district)
18. Bishkek Municipality

The questions for the semi-structured interview can be found in Annex 2 to this letter.

We hope that representatives of the state authorities interviewed will express interest in more sustainable and regular cooperation with of our Foundation's projects, including the "Mekendeshter Forum" project, and also as representatives of ministries and agencies (stakeholders) in the Government Compatriots Liaison Council. As a result of this cooperation, we hope to make a preliminary list of participants delegated from executive authorities to the Council (seven participants in total).

Looking forward to fruitful cooperation,

Best regards,

D. Kendirbaeva,

Executive Director

"Roza Otunbaeva Initiative" International Public Foundation

Annex 1. Government Resolution "On establishment of the Compatriots Liaison Council abroad under Government of the Kyrgyz Republic" of 29 April 2015

Annex 2. Guidelines for semi-structured interview with representatives of state and municipal authorities.

Appendix 2.3. – List of participants in interviews with representatives of state and local-self government bodies (LSGB)

| Nº | State authority/LSGB | Name, top level decision maker | Name, middle level decision maker |
|----|---|--------------------------------|-----------------------------------|
| 1 | Ministry of Foreign Affairs | no interview | Interview was conducted |
| 2 | Ministry of Labour, Migration, and Youth | Interview was conducted | Interview was conducted |
| 3 | State Registration Service | Interview was conducted | |
| 4 | Ministry of Health | Interview was conducted | Interview was conducted |
| 5 | Ministry of Social Development | no interview | Interview was conducted |
| 6 | State Agency of Architecture, Construction, and Housing and Communal Services | Interview was conducted | |
| 7 | Ministry of Economic Development | no interview | Interview was conducted |
| 8 | State Agency on Local Self-Government Bodies and Interconfessional Relations | no interview | Interview was conducted |
| 9 | Ministry of Culture, Information, and Tourism | Interview was conducted | Interview was conducted |
| 10 | Ministry of Education | Interview was conducted | Interview was conducted |
| 11 | Ministry of Finance | no interview | Interview was conducted |
| 12 | Ministry of Transportation and Communication | Interview was conducted | |
| 13 | Ministry of Energy and Industry | Interview was conducted | Interview was conducted |

| Nº | State authority/LSGB | Name, top level decision maker | Name, middle level decision maker |
|----|---|--------------------------------|-----------------------------------|
| 14 | Ministry of Agriculture and Water Resources | Interview was conducted | Interview was conducted |
| 15 | Bishkek City Mayor's Office | Interview was conducted | |
| 16 | District state administrations | Interview was conducted | Interview was conducted |
| 17 | Local Self-Government Bodies (LSGB) | Interview was conducted | Interview was conducted |

* Note: This Report reports the names of ministries and agencies, and positions/titles of the respondents that were in place at the time of the interviews and the drafting of the first version of the Report (June-September 2015).

Annex 3.1. – Questions for semi-structured interviews with Kyrgyzstan's expat experts and representatives of diasporal associations abroad

In the framework of Kyrgyz Diaspora Abroad Mapping and Expert Roster of Kyrgyzstan's Expats
Mekendeshter Forum Project, ROI IPF, July-August 2015

Please answer in written form or, if you wish, we can do the interview over Skype. Please email your request for a Skype interview to mekendeshter@roza.kg. Your active participation is welcome!

A. Who are you and where are you now?

1. Name _____
2. Email _____
3. Age _____, gender _____, educational attainment _____ (degree, university).
4. Employer _____ position _____
5. How many years have you worked in this position? _____
6. Current host-country _____
7. When did you leave Kyrgyzstan? _____
8. Reasons for migration _____

B. Your experience of living abroad

9. Did you experience difficulties after departure, and how did you overcome these? _____

10. Are there currently any problems in your host-country? _____

11. What has been your biggest achievement during your time abroad? _____

12. Say a little about your successes, how did achieved these, what supported you, and what does it mean for you to be a successful Kyrgyzstani abroad? _____

13. What is your attitude towards Kyrgyzstanis who have left Kyrgyzstan? _____

14. Do you keep in touch (professionally or personally) with other Kyrgyzstanis abroad, in which countries? _____

15. Do you keep in touch (professionally or personally) with Kyrgyzstanis who are now living in Kyrgyzstan? In which regions and local communities (LSGB) in Kyrgyzstan? _____

16. Do those you keep in touch with need support? What assistance and support do they need and who can provide it? _____

C. Adaptation to host-country and contacts with compatriots abroad and those in native village or town in Kyrgyzstan

17. Did a Kyrgyzstani compatriot abroad, a diasporal association, or an embassy or consulate of the Kyrgyz Republic support you to address challenges/problems you faced? _____

18. Do you know about any drawbacks or risks of cooperating with Kyrgyzstanis abroad and/or Kyrgyz diasporal organizations? If so, please give details. _____

19. Are there any barriers or restrictions that exist that could hinder you from engaging with partners in Kyrgyzstan? What are these barriers? Why do you think this? _____

20. Did you think about returning to Kyrgyzstan? If yes, when and under what conditions? What role will governmental institutions and reforms to them play in your decision about returning? _____

21. What mutual assistance or benefit could Kyrgyzstanis receive from regular cooperation and strengthened relations with compatriots from Kyrgyzstan abroad? _____

22. What projects or ideas can you propose for implementation in Kyrgyzstan for the development, sustainability, and wellbeing of your home country and hometown? _____

23. Did you participate in the 2012 or 2014 Mekendeshter Forum? If so, what were your expectations what were the results? _____

24. Do you know about Kyrgyz diaspora forums abroad? Have you participated in these, and if so, which one exactly? _____

D. View of the diaspora

25. Are you a member of any diasporal association, whether formal or not, of Kyrgyzstanis living abroad? _____

26. What is the name of your organization? _____

27. In your opinion, is there any value in cooperation between Kyrgyzstanis abroad and/or diasporal associations and specific sectors of the economy, public, cultural and social initiatives, or regions or local self-government bodies in Kyrgyzstan? Please specify examples of successful cooperation. Do you know any stories, names and organizations of those who already cooperate? _____

28. What should be done to mobilize Diasporas in general and your association in particular to take part in initiatives to develop your home country and hometown? _____

29. What legislative, political or other changes are needed to support participation of diasporal organizations or individuals in Kyrgyzstan's development? Perhaps you have examples of such initiatives in your host-country? _____

30. What resources (financial, human, and other) does your diasporal association have? _____

Material and financial resources (office, land plot, others) _____

Institutional resources (registered in country of residence, recognition and awards for initiatives, and so on) _____

Labour resources (salaries and social benefits, training and mentoring programmes) _____

Human resources _____

Expert resources _____

Analytical resources (collecting and processing of statistical and analytical data on compatriots abroad, diasporas, and contributions of Kyrgyzstanis to development of their home country and a hometown, publications, presentations) _____

The interview is complete, thank you for your participation!

To complete your profile in our "Mekendeshter" Expert Roster of Kyrgyzstan's expats, you are encouraged to submit your CV with a photo as well as an essay or a 3-5 selfie-video on one of the following topics:

1. "The best innovations/traditions in my host-country that would be useful in Kyrgyzstan".
2. "What values could unite Kyrgyzstanis abroad and encourage them to help develop Kyrgyzstan's wellbeing?".
3. "Project or initiatives that I am ready to implement in Kyrgyzstan".
4. "Issues to be included in the agenda of the 2016 Mekendeshter Forum.
5. Your choice of topic.

Annex 3.2. – Text of letter on establishment of Mekendeshter Expert Roster

Dear Kyrgyzstani compatriots abroad,

Eighty-six per cent of respondents surveyed online in May and June this year stated that they are interested in supporting initiatives for development in Kyrgyzstan?" More than 150 people left their contact data to hear about future initiatives. Thus we have reached the third phase of data collection, namely the establishment of the Mekendeshter (Expat) Expert Roster, within the framework of the "Kyrgyz diaspora abroad mapping and expert roster of Kyrgyzstan's expats" research.

The Mekendeshter Expert Roster is a database of Kyrgyzstan's expats who will be offered opportunities to participate in initiatives and projects to develop ties between Kyrgyzstanis residing abroad and various economic sectors, projects and initiatives to develop their home country and home towns in Kyrgyzstan, and also in countries where people who originated from Kyrgyzstan are now living in communities.

We encourage you to participate in establishment of the Expert Roster for cooperation with the Compatriots Liaison Council under the Prime Minister of the Kyrgyz Republic as well as with the projects of the ROI IPF, IOM, and other development initiatives in Kyrgyzstan.

Three steps towards the Mekendeshter Expert Roster

To be enrolled into the Expert Roster, we ask you to complete the following **three steps**:

- 1) Please answer the interview questions either online or in written form (first download the file from our link(attached) or go to https://ru.surveymonkey.com/r/interview_expert_web, or in a private interview (at your request we can arrange a Skype interview, if you indicate a suitable time in and provide your Skype address to: mekendeshter@roza.kg);
- 2) Please submit your CV and your photo;
- 3) You are encouraged to submit **an essay or a 3-5 selfie-video on one of the following topics**:
 - "The best innovations/traditions in my host-country that would be useful in Kyrgyzstan".
 - "What values could unite Kyrgyzstanis abroad and encourage them to help develop Kyrgyzstan's wellbeing?".
 - "Projects or initiatives that I am ready to implement in Kyrgyzstan".

- “Issues to be included in the agenda of the 2016 Mekendeshter Forum.
- Your choice of topic.

All the information provided will serve to advance compatriots in certain sectors, regions, and so on, and may also be the start of cooperation to build an agenda for the 2016 Mekendeshter Forum. Any personal information (for example, your CV, selfie, photo and video materials) will be treated as confidential and they will not be made public without your consent. In addition, you can also express your preferences regarding confidentiality by stating “information not for publication” in any answer you gave. All your data will be kept confidential.

Analytical materials from the “Kyrgyz diaspora abroad mapping and expert roster of Kyrgyzstan’s expats” survey will be published in autumn 2015. Please follow the information on our website and in our emails.

We do hope that all expert who answered the interview questions will be interested in more sustainable and regular cooperation with ROI IPF projects, including the Mekendeshter Forum project, and the Compatriots Liaison Council under the Kyrgyz Government.

We look forward to fruitful cooperation,

Sincerely,

D. Kendirbaeva

Executive Director

“Roza Otunbaeva Initiative” International Public Foundation (ROI IPF)

Note: On “Kyrgyz diasporas abroad mapping and expert roster of Kyrgyzstan’s expats” survey, the “Mekendeshter Forum” project, ROI IPF, financed by IOM.

The “Roza Otunbaeva Initiative” International Public Foundation is conducting the “Kyrgyz diasporas abroad mapping and expert roster of Kyrgyzstan’s expats” survey within the framework of the Global Joint Programme on Mainstreaming Migration into the National Development Strategy of the Kyrgyz Republic. The purpose of this survey is to study the potential of Kyrgyzstanis abroad, and diasporal associations with whom Kyrgyzstan’s state bodies have contacts or wish to make contact with, and to enhance mutual cooperation through existing diplomatic missions and informal (personal) contact. Mobilization of Kyrgyz compatriots abroad and their support for various initiatives to develop a strong and prosperous Kyrgyzstan is one of the most interesting public projects currently taking place, through such platforms as the Mekendeshter Forum, business forums of diasporas and forums of graduates of foreign universities.

Government Resolution 266 “On Establishment of a Council for Liaison with Compatriots Abroad under the Government of the Kyrgyz Republic” of 29 April 2015 has come in force. The survey we are conducting will facilitate the preparation of analytical materials about the current status, participation, and links between state bodies and Kyrgyzstan’s expats.

In the future, this diaspora mapping and analysis will form the baseline for development of policies and mechanisms by Kyrgyzstan’s Government to involve Kyrgyzstanis and Kyrgyz diasporas abroad in activities designed to support social, cultural, and economic development in the country.

Annex 3.3. – List of interviewed representatives of diasporas and expat experts invited for enrolment in the Mekendeshter Expert Roster

| Host-country | Area of expertise | Workplace |
|--------------|---|---|
| USA | Diasporal development, mass media, transportation and logistics | Media Lab, Kyrgyz American Alliance |
| Turkey | Diasporal development, transportation and logistics | Kyrgyzstan Friendship and Culture Community |
| China | Diasporal development, transportation and logistics | Kyrgyzstan Friendship and Culture Community |
| Germany | Medicine | Gottingen University Hospital |
| Germany | Medicine | Entrepreneur /Medical consultant/Translator |
| UAE | Human resources, retail sector | Alshaiya Company |
| USA | Film production | New York Academy of Film |
| Russia | Sports, entrepreneurship | Business Auditorium magazine, Aikol sports club |
| Germany | Musical education, festivals, management | Lions Club |
| Switzerland | Journalism, charity for children's residential institutions | Bridge of Hope, Switzerland-Kyrgyzstan |
| USA | Musical education, festivals, management | Palo Alto Music School |
| Kazakhstan | Diasporal development, construction, entrepreneurship | Construction company, Kyrgyz diaspora in Kazakhstan |
| China | Teaching, science | Nanjing University, Professor |
| Kazakhstan | Bank and finances | Bank, Sector Manager |
| UK | Lawyer | Hamlins LLP, Associate |
| Russia | Business | birge.ru, Chief |
| Slovenia | Information technology, tourism | SecretCloset IT project, Key Partners Cooperation Manager |
| Germany | Banking, finance | HSBC, Frankfurt am Main, Germany, director |
| Russia | Information technology | Temporarily unemployed |
| Russia | Medicine | Sanmed-Vostok, Moscow city, Surgeon |
| Germany | Lawyer | ETL Advokat, lawyer |
| Russia | Translator, Police | Russian Ministry of Internal Affairs, translator |
| Pakistan | Teaching, science | University of Punjab, Lahore, Pakistan, Lecturer |

| Host-country | Area of expertise | Workplace |
|--------------|-----------------------|--|
| South Korea | Labourer | Osan town, labourer |
| Turkey | Student | Not working |
| Russia | Diasporal development | Chelyabinsk region, Chairperson of Kyrgyz Diaspora in Chelyabinsk |
| Germany | Human resources | Mercuri Urval, human resources, Recruiting |
| Georgia | Management | Japanese company, Office Manager |

Annex 3.5. Semi-structured interviews for expert roster

On dreaming on demand and achieving professional and personal success

Female entrepreneurship expert:

The most interesting thing is that we (my husband and I) cannot afford to be employed (in Kyrgyzstan) in our field of specialization. But here in Moscow, in Russia, we have been working precisely in our fields of specialization (I am an economist; my husband is a lawyer), because it is our calling, and needless to say, we have chosen work that we studied for at our universities. This is a problem in Kyrgyzstan not only for us, but also for many others.

Representative of the US Kyrgyz diaspora, entrepreneur in transportation and media projects:

As soon I saw the USA, I wanted...not to conquer it: that is too dramatic. It is not possible to conquer the USA unless you are Charlie Chaplin. I wanted merely to achieve something, maybe something more. If I managed in Kyrgyzstan, I would achieve more here. Conditions were in place for it, but the only problem was the language barrier: I did not speak English fluently. I have started to learn the language and found a job. I've been here legally since I won a Green Card. You have to go through the process from beginning to end, and you have to fill in all the documents; next is the second phase of qualification; after the second round you have to pass a health check and have biometric data collected. If your health is poor, they will not grant a Green Card; they will resolve all your health problems and send you back. The problem is linked to pressure on medical insurance. On completing the process you are granted a work permit, a legalisation certificate, and you are employed at once and are given the social security ID, which means you are covered by social insurance, benefits, and the pension fund, all in one.

Sometime ago there was a good website "kyrgyz.us", and we had chances to meet each other online and have cyber parties. It was our first "Facebook", a tiny distraction, where we came back from work and study, sat down at the computer, watched and waited for messages, photos, and updates on others' achievements. It was very interesting. Now when I look at Facebook, I recall "kyrgyz.us" which was generally similar: communication, posts, and so on. It is a pity, of course, that the project disappeared.

Musical education and festivals, expert, Germany:

I felt quite free in Kyrgyzstan, to the extent one can feel free in a period of total collapse. But everyone lived poorly: they were really hard times. Naturally the crime situation was absolutely different, high dissatisfaction and so on, but the reason for leaving was my children. I believed that my kids should be able to learn their mother tongue – German – and I had failed to provide them with this opportunity here, so they could feel affinity with their culture. Because, no matter how you look at it, I have been studying our family resettlement history, and every time there were cataclysms, someone moved my ancestors from the Volga and the Black Sea during a war. Almost 200 years of history, and every time incomprehensible accusations were made, especially during the Second World War. In general people suffered for nothing, and tried to start their lives again. I thought I had to provide my children with an opportunity to live and grow in German environment, to learn German language, to practise their original religion, join, and return to their status quo. Later they will be able to decide and do what they want. So in general that was my fundamental decision. If you ask me, I suffered from this move as I liked this country and felt at home. In general, it was a sacrifice for my children, so to speak, for their future. As for the rest, everything was okay.

We moved to Bavaria, Miltenberg town, where I am still living: that is, we've never moved again. My parents lived there; it was quite a challenge for them at first. Migration is not as easy as the TV implies: most people who have migrated have faced difficulties. Before you settle in, before you get used to your new life, before you win local people's recognition... anyway we are repatriates, we are treated as other, as second quality persons.

We were "aliens" for them, and they treated people like we with suspicion. We have certain customs that are, let's say, not understandable for Germans: these differences are not easy to resolve. Not everyone who migrates is successful, many suffer from it, and again they don't think enough about factors such as their place of birth, nostalgia, different systems... well, in general, I would not advise everyone to migrate, and many people understand this.

As to my adaptation phase... I completed this period rather quickly, but this was because I had worked with German organizations before, I had had diplomatic experience, I was lucky in my profession (I am musician). I re-entered my specialization in Germany, because in the 3-4 years before my migration I

had not played and not taught music in Kyrgyzstan, I was a civil servant and worked for public organizations.

I was lucky that my profession matched the needs, time, situation, occasion or destiny, whatever it is called. I arrived in a town that had some problems with organising its musical life, especially for brass music. Everybody had a great desire but not everyone can organize well, get a musical association off the ground and get it into shape. And I was in just the right place and time for this. The town mayor asked me to take on this task on a voluntary basis: they had no funds for it then at all. Well, I agreed to do the job, and in parallel I completed my banking training courses. Since then I have been working in the banking sector for 20 years to earn my living.

On facilitating integration in a host-country through migration best practice

Expert in Charity and Mass Media, Switzerland:

Integration-related issues are critical for all Kyrgyzstanis who arrive into Europe or other countries. I would like to include on the agenda for our next meeting the issue of developing an online platform from people from Kyrgyzstan containing different countries' legislation accessible to all, so that migrants will be able to integrate better, better understand laws and regulations, and thereby be in touch with our diasporas. For instance, if a person arrives, s/he will not know whom to turn to and so on: this is very important. Even if we start with easy things, with such small projects that require minor investment the life of Kyrgyz migrants abroad will change a lot for sure.

Expert in Construction and Diasporal Activities, Kazakhstan:

There were difficulties at the very beginning, but actually those who overcame them have valuable knowledge that others need. But unfortunately neither diplomatic staff nor diasporal associations have asked me to share my experience. I have excellent contacts in the Kazakh state authorities: personal and professional contacts that have been tried and tested over the years. These contacts need to be strengthened and used to address the problems of migrants: this would contribute to the success of migration for our compatriots and they could then have choices.

I believe that my knowledge and experience are not shared and used enough for diasporal development. I could do much more. I would be happy to deliver master classes or lectures on these topics in

Bishkek, but the best thing would be have Kyrgyz government officials sent to share experiences. We would show and tell everything then – it could be very informative and useful.

Global values and approaches

Expert in Musical Education, USA:

R: A year after my arrival to USA, I established the "Kyrgyz Women in California" association. The purpose of the association was to meet each other every month; as we had no special space for regular meetings in a neutral setting: we had been meeting at our homes. It was both useful and pleasant: we drank tea, everybody brought something, and we chatted. For every meeting I tried to come up with a topic to raise the awareness of women who stay here. For instance, at one of our meetings we discussed "Financial Planning", a topic that newly arrived migrants may not be familiar with. We invited an expert speaker.

I: Why did you want to do this?

R: To inform and raise awareness. There had been two or three fatal accidents involving our compatriots in the US in the previous two years. I thought about this. After all, they arrive completely unprepared, because no one speaks and thinks about this in Kyrgyzstan, they don't think about life insurance or savings for a rainy day. Here people do not necessarily wait to the age of 90 to draw up a will. They can draft a will 30, 40 or 45 years before their death; the will is about planning. Moreover, you have to think about people who are alive, right? The living people could be your wife, your children. They do not think about this either. But is not about wife and children only; you should think about whether they would go to Kyrgyzstan, and what about the traditions we have there? The traditions are ruinous, especially when someone dies. Unfortunately, I have also lost many loved ones and I know what it means. In addition, these young people should think about what would happen if something happened to them, who will bear costs in Kyrgyzstan. Many migrants live as if tomorrow never comes.

Representative of Kyrgyz diaspora in Russia, entrepreneur and manager, co-founder of a business association:

I: Is your identity associated with: geography, let's say Temirovka village in Issyk Kul region, or with Kyrgyz language?

P: With the way my parents brought me up, probably. In our tradition we never betray our traditions. If an older person approaches you, you will always give

up a seat, irrespective of their social status because that person is your senior. It is our identity, perhaps, and these are our traditions handed down by our parents. Our upbringing.

I: Please tell us: is that true that children of many migrants who migrated more than 10 years ago with their families do not speak Kyrgyz?

P: Yes, it is true. My son is five years old. Before he went to kindergarten, we spoke in Kyrgyz and Russian alternately. Later when he has started attending pre-school, we began communicating in Russian to facilitate his prompt adaptation. We visit Kyrgyzstan in the summer, and leave our son with his grandparents to try to maintain his command of his native language. He does not speak Kyrgyz but he understands.

On financial independence as a launchpad to be the best in your field and to offer the best product or service, to be valuable for your clients, and to associate such quality with the "Kyrgyzstan" brand.

Representative of Kyrgyz diaspora in Russia, entrepreneur and business manager:

Having secured my own financial independence, I have been able to organize clubs for our compatriots. Thank to these clubs, and some good trainers, we have managed to raise the Kyrgyz flag across the whole Russia; and we, Kyrgyz sportsmen, are respected. We are respected in particular in mixed combat sport, because we have demonstrated our skills, and we are as good as the Caucasians (traditionally the strongest Russian sportsmen in this area are from the North Caucasus). We opened our first training club in 2010, and over five years it has taken off. We have talented fighters; our people are talented in ourselves. We can adapt to any environment and situation. The Kyrgyz diaspora has proved itself in Russia both as entrepreneurs and as outstanding sportsmen who've won international competitions and trophies. We also have many respected actors and actresses in Russia, such as Akylbek Murtalievich and Janyl Asanbekova who appears in "Kitchen" on TV. So many well-known Kyrgyzstanis live in Russia: many teachers are employed in Russian universities, such as Moscow State University and the Russian University of People's Friendship. After the Armenians and Azerbaijanis, who in my opinion have opening chains of restaurants in their blood, the next are the Kyrgyz. Not Kazakhs, Belarusians, Ukrainians or Uzbeks. Although the "Chaikhana" (Tea House) brand is widespread and dominates across all CIS countries, the owners are mainly either Russians or Armenians. Recently specifically Kyrgyz cafes have tended to grow in number.

Also, we have established our slick magazine "Business Auditorium", and people used to ask "what

a cool magazine, and who are the owners?" They learned that the publishers are Kyrgyz, so this product/brand is associated with Kyrgyzstan. I would like to create an image of the Kyrgyz, and show us from a better side through a quality brand.

Representative of Kyrgyz diaspora in the USA, transportation and media entrepreneur:

I have been working for a company, a very good company. I liked this company, and later on based on my experience with this company, I opened my own enterprise. This is what I was striving for. I expected that the business would support me, make me independent; and give me the financial means to start my own business in Kyrgyzstan too. And after that I would like to make links between the USA and Kyrgyzstan and compare how the businesses are doing in these two countries. And later, who knows, probably I will be able to replicate the business in Japan or Europe. Let them be small enterprises. This business can be administrated remotely from Kyrgyzstan, but the money earned will in any case flow into Kyrgyzstan and therefore stimulate our economy. These are my intentions.

On the need for self-development

The compatriots discovered new facets of themselves and set themselves new goals to meet the new challenges of fate.

Expert in Charity and Mass Media, Switzerland:

Professionally I have found my 'alter ego': a man who faced new challenges abroad, who started doing completely different things that he had never thought of. In my case, I work with migrants and youth, so here my work covers both migrants and Swiss young people that were raised here. I am also a bridge, a person who conveys his experience to migrants. And based on this experience, I try to give hope to newly arrived people. The Swiss, of course, have a lot of stereotypes of migrants who arrive mainly from Middle Eastern, Muslim countries. So I as a Muslim, as a person raised in a Muslim country, try to demonstrate that Islam is a religion of peace and good. There are no reasons for these stereotypes. It is a very great life experience for me. I have opened completely new horizons for myself.

I have to say of course that life abroad can break many people. There are many who have been living in Europe for 15-20 years but have failed to adapt to their new life and have not integrated into the community. This is a tragedy indeed, since they cannot understand this society, and the local community cannot understand these people at the same time.

The way to personal success through human resources-related work experience

Human resources expert, UAE:

I am the Recruiting Coordinator (Personnel Mobilization Coordinator) for one of the largest retail companies. I am responsible for recruiting personnel for our company in fashion retailing, brands such as: Victoria's Secret, H&M, J.Crew: we have many brands, there is no need to list them, but all of them are European except Victoria's Secret – this is a US brand.

I was working in the human resources system in the Republic of Korea, and cooperated with Korean representatives for more than five years. Afterwards I went to work for the Kyrgyz Labour Ministry. It was an Employment Centre that recruits labour migrants who make their way to South Korea, the UAE, and Russia. I met the employers I am working for now at this Centre.

I have learned many things. I appreciate very much the chance to be here, because not only have my opportunities been widened, but I have also had the chance to find out that there are many things to learn and perfect before reaching the point when one can say: "Yes, I am an expert in this area!" Previously I thought I was a migration expert. Now I believe that I would like to be an expert in a wider area: human resources. I feel that human resources management includes everything.

I consider myself to be Kyrgyz, but Kyrgyz abroad. You see, the Kyrgyz mentality is inside me. I have always been Kyrgyz. Fortunately, the people around me are my family and friends, so I have not had to change or become someone else. I am very proud that I preserve my language. When I visit Kyrgyzstan, no one would think I have not lived in Kyrgyzstan for a long time and do not practise Kyrgyz every day.

New facets of yourself: discover a teacher in yourself, take pride in students

Expert in musical education and festivals, Germany

Achievements doesn't sound right. I think there have been successful moments, and of course the very best thing I have achieved is my students: that is I have opened up teaching for myself again. I teach almost all bass instruments. And some of my students are very successful, well, actually they start their initial music education at my school and study there for about seven to nine years, and then enter universities and so on. Many of my students have reached very impressive levels: graduated from their universities and won prizes at various musical competitions, both international and German. For instance, right now some of my students have come with me for a festival: five students of this group, that is, 25 per cent are my students. Two of them are clarinetists, by the way, both of them prize-winners; and one trumpeter has arrived who works in a top-level orchestra where he found a job after graduating; he is also a twice winner of the All-German contest, and he came with us to the Bishkek festival.

Well, I have managed to do all I can in my professional life, now to find peace of mind I focus on my work with the community. We work hard with the Lions Club. The festivals is a very interesting initiative: it is too early to tell if it has set down roots. Even though we have a second event organized here, it is very tough to arrange, and in need of substantial funding. It is very difficult to bring people here, and it is all being done on a voluntary basis.

Success in education and the field of specialization, to be universal and beyond narrow national, geographic, ethnic, and cultural frameworks, that is to be an innovator and achieve creative and commercial success in your field of specialization.

Expert in musical education, USA:

We opened our private music studio two years ago; the studio name is "One Degree From Parnassus". We have a website: we are a private studio where children get musical education. At present my husband is establishing a symphony orchestra with the same name. We dream of evolving into a conservatory! The name alludes to the steps to Parnassus Mountain where the Muses sit. Our idea is to train and prepare our students to achieve higher things: those who practise music with us will be able to achieve things in their area of practice. That is our idea.

We also earn a living by playing music, in addition to our music studio we expect to develop more. We have been working for "Mountain View" in the Google homeland, where there is a very good music facility, the "School of Musical Arts" where we are trainers as well. It is quite a unique organization, a non-profit organization: it is not a private school but also not a government facility.

Expert in filmmaking, USA:

Probably a successful Kyrgyz is someone who can adapt to a new country and promote her/his field of specialization. Either start from the very beginning,

Self awareness and identity, the path to success

and yes, reach the top or establish one's own business. I also think that when young people say, "I've started my own business, I work for myself", it is superb!

As for me the second year of my programme, which is considered the toughest, was quite a challenge. In general, my school is known for its tough curriculum: it is one of the three best film schools worldwide. The second year and the film produced in the second year, define your future career as a film director: it is your so-called 'business card'. I became pregnant and my dean proposed that I take maternity leave, as she was afraid I would not manage my second year film. I asked her not to worry, and now I think it was my biggest achievement of those two years – two years of education, giving birth to my baby, and making a film that was selected for the Venice festival. I am still excited that I was able to manage this. I believe that achievement is simply not being afraid, and trusting in your instinct. By my instinct, I knew that everything would go smoothly. I calmed her down and reassured that everything would be fine.

At the moment I am making a film in Kyrgyzstan, I see myself making films in Kyrgyzstan, in Central Asia. But in the future I expect to develop my work to have opportunities to film anywhere in the world, not to be limited by geographic or cultural conventions, not to be constrained, and to have the chance to film human stories in any country. Making a film on four continents at once, like "Babylon", appeals very much to me. I also like films where there are several parallel stories and it is best to have these stories develop in totally different countries. People think that if you make a film here in Kyrgyzstan, it should be all ethnic and exotic, but it seems to me that that is speculation. I would like to be master of my profession in the full sense of this word, to make a great film that has nothing to do with the Kyrgyz. It is amazing to make films here in Kyrgyzstan and familiarize the world with Kyrgyz people and so on, it is awesome, but in the professional context I have to be able to make a film in New Zealand with New Zealand actors or people, or in Europe with purely European stories or in the USA, and realize my potential as a film director who does not only shoot a Kyrgyz village.

Kyrgyz mentality

My core mentality is a Kyrgyz mind-set, and this affects my professional carrier. My short film presented in Venice did not win the prize although it was shortlisted, because the jury did not agree with my film's ending in which the girl did not struggle with her family, bravely accepted their decision and did not run away. They told me, "She had to escape from this marriage on her horse. We like your film very much and we even like the scene where the bride stays to face her fate, but we cannot demonstrate this film to the younger generation, as they may think it is normal to accept their fate that way.

We need women who actively struggle for their rights, who escape, who confront a situation, and so on. Well, I did not argue, I made the film with much sorrow, and even a dramatic ending, and I displayed a person who demonstrated her courage differently. It could be called an "Asian approach" and not a story with a happy ending. In other words, it is realism, and when I was writing the script I understood clearly that I should decide on whether she would "escape or stay". I told myself, "if she escapes it will be Hollywood, while if she stays it will be the reality that millions of women experience worldwide because they often do not have a choice, or they really believe that it may be better to try".

Of course, I could make a fairy tale and indeed some stories need to be narrated as a tale, but some stories should also be displayed as tragedy. In other words, I always proceed from the story. One story needs a documentary film, another needs a movie, another needs a happy ending or to be a comedy or a tragedy: the story dictates the format.

Networking for moral mutual support, integration into the host-country through purposeful acceptance of reality as a diaspora at 'home' far from home and with the opportunity to establish a new home in the host-country

Representative of Kyrgyz diaspora in Russia, entrepreneur and manager, co-founder of a business association:

About 95 per cent of migrants, and possibly more, migrate to Russia intending to find work. For instance, before 2007–2008 all migrants arrived spontaneously: they did not know what to expect, how to find a job. But now the situation is very different. First of all, many migrants have got used to the host-country, settled down, found employment, found places to live; or their family members and friends are supporting them with invitations and invite relatives to come to earn money. So networks are being established, and the picture is clearer. This is moral support. Recently we were interviewed by "Mir" television station; for a story about Kyrgyz migrants in Russia, Kyrgyz cafés tailored for Kyrgyz clients, the Aikol Kyrgyz sport clubs network where only Kyrgyz citizens exercise, and a network of healthcare facilities that only provide healthcare services for Kyrgyz citizens. We were asked, "Why do you [Kyrgyz] separate yourselves from everyone, avoid integration". And I answered: "Look, there are Russian districts in the USA where Russians stay not because they do not want to be integrated into American society, but because it is an easy and comfortable way of living. These are our own people."

It may be that a similar principle drives the Kyrgyz community, the Kyrgyz diaspora abroad. After all, about 80 per cent of Kyrgyz migrants live in Russia.

Experience of Kyrgyz diasporas in Turkey: Student Councils as the first public experience or a basic unofficial association of compatriots abroad

Representative of the Kyrgyz diaspora in Turkey:

R: Since 1994 we have been meeting each other as students. We established so-called Student Council – and it still works – Kyrgyz students come every year. Originally, the Council Presidents were elected every two years. But now the board of the Student Council is elected every year. Every city (Istanbul, Ankara, Izmir) has such a Council. And the Student Council is responsible for organizing our students' social life though it is an informal organization. Communication took place within cohorts. The first communicating cohort was 1992, the next was 1993. And then the graduates of five-year study cycles began communicating with each other, because many students left. I understood that we [the Kyrgyz] have one feature, we want to meet each other at least once a year, and we need this. But we have to make one 'circle' and not two or three otherwise there would be misunderstandings.

We had the following procedure in Istanbul: we did not meet in restaurants. Circles of 5-6 families would go to someone's home, and talk with each other. And then during holidays, especially in the summer – large groups of 50-100 persons would meet for picnics. Since 1999 we have gone for a picnic every summer: we meet up every year to celebrate Tushoo Toi [a traditional party for babies] or similar events. We are cargo operators: we transport cargo for Dordoi [the largest market in Kyrgyzstan]. For instance, we would phone each other to say we were going for a picnic in two weeks, for instance on Sunday, and invited everyone to join. Everyone is notified by phone, and every time there are new people wanting to join. At the beginning all of us went by their own car, later we started to arrange minibuses for ourselves.

Another issue is that we should not meet too frequently. If we meet more often, we will offend each other or complain to each other for sure: I believe this is typical of Kyrgyz life. If we meet rarely, we respect each other. It is the best to meet once or twice a year, and then everyone goes their own way.

The diaspora story, first and next generations, specialization, activities, membership of a diasporal association, and ideas for solidarity.

Representative of the Kyrgyz diaspora in Germany and the European Union:

R: The Kyrgyz Club Germany officially started working in 2011, even though we had our first

meeting in 2008-2009: big meetings intended to cover all Kyrgyz migrants in Germany. We felt that consolidating our compatriots in Germany required the establishment of a formal legal entity to arrange events, charity action, and some project implementation as well. It was interesting to meet each other far from the motherland: at that moment we were active users of Facebook and Odnoklassniki social media. At that time there were quite a lot of Kyrgyz nationals in Germany, but there was nothing to bring us together. We had been communicating locally, in regions, in one town or another only. The idea was to all gather together in one town, to talk, meet and make contacts. The future objective was to keep in touch and support each other. The first such event – Nooruz 2009 – was held in Düsseldorf. About eighty people attended this meeting – quite a lot – and the meeting was very interesting. The agenda included getting to know Düsseldorf. We met at the central railway station, since many participants were not from Düsseldorf and came from various places in Germany, so the 'check-in' place was the station, where we stood with a Kyrgyz national flag. When all participants had assembled, we had a small walk across the town: we walked along the Rhine, visited the town centre and reached our meeting place. It was a small restaurant where we sat in comfort, got to know each other, and enjoyed pleasant chat. The Kyrgyz consul joined us that meeting.

Now we have 30 people in our team who are active members of the Club. We have everything well planned/programmed, and an Action Plan for a whole year. Traditionally we celebrate Nooruz in Bonn. A football tournament was arranged in Berlin, and next we have a Grill Party in Stuttgart. The October Fest runs in Frankfurt am Main. We also play tennis in Berlin at the Kyrgyz Embassy. We celebrated New Year in Hamburg last year, and this year we have had an additional event organized for Kyrgyzstan's Independence Day. In addition to Kyrgyz nationals from Germany, compatriots living in France, Holland, Switzerland, Italy, Austria, and the Czech Republic visit us. Our diasporal organization is one of the biggest and most active in Europe: that is why we run such large-scale events – they are interesting for many people and they come to us, to Germany.

I believe that everyone is motivated and brought together by their love for their motherland and nostalgia. When you meet your compatriots, your mood changes drastically; so everyone, who comes to our meetings leaves in high spirits, charged by positive energy. We also try to invite famous singers from Kyrgyzstan, organize concerts, and screenings of new movies produced in Kyrgyzstan. In this way we keep in touch with Kyrgyzstan, as people are interested to talk to top Kyrgyz singers and actors, attend Kyrgyz concerts, and listen to their native songs.

We do not only arrange leisure events. These are just one side of our objective to consolidate Kyrgyz

nationals and build a platform for communication. We also have social projects, and charity in particular. Our charity is primarily focused on one-off help, but on a constant basis. The one-off assistance responds to personal appeals sent by Kyrgyzstanis asking, for instance, for support with medical treatment. I was personally asked to facilitate specific treatment in Germany. If there are not enough funds for treatment in Kyrgyzstan, we organise charity events where we raise funds to send to Kyrgyzstan. It is quite symbolic, a small amount to collect. Depending on the number of people involved, we have managed to gather 200-500 Euro. We have been supporting Bishkek Children's Rehabilitation Centre on a regular basis for the last two years. We have a charity assigned bank account where funds earned from events and concerts are held, or people just make bank transfers. At the end of year, we calculate donations and send the amount accumulated by New Year.

If individuals appeal to us, we will consider their cases as well, and discuss them in our team. If we have the chance to assist, we will announce it. Now we gather donations from compatriots during our events. Although it is small amount, it will be enough for some of the treatment.

Representative of the Kyrgyz diaspora in the USA:

Everyone was bored, everyone wanted to communicate. One day a man, Tentemish Abdylidabekov, arrived in New York City. We are still friends and keep in touch. He is two years older than me, quite modern and stylish. Once he said, "Kyrgyz people, come here, there will be a concert for Nooruz". About 50 persons gathered in New York, and I was glad something so great happened. Well, that was the end of 1998. At that time Azamat Altai was still alive. We got there, his niece had come too, and there were a lot of interesting people, US nationals who had been volunteers in Kyrgyzstan also came, so we had an awesome party. Those parties consolidated us, parties where we missed our motherland together. We asked each other: "When did you arrive?"; everybody said: "Just got here." and so on. We had been recalling our motherland, trying to sing songs but failed. Later we invited some singers from Kyrgyzstan as we still could not visit our homeland for a while, as the statuses of many of us did not allow to depart, so our motherland had to come to us. And so our singers came for their first time, Gulnur Satylganova visited us. Then various associations in different towns were established. Our people got used to supporting each other with advice and so they were not left to themselves with their troubles. Klara Asanova lives in Washington: she is a very nice, kind woman. She has lived in the USA for nearly 20 years, since 1994. Klara has a community "Kyrgyz Children Futures" where she works with children who have been adopted by US parents.

There are many good associations in Chicago, Philadelphia and Ohio – "Kyrgyz Salam" Associations. Our people are very friendly: they support each other. Everyone arrives to present his/her State. New York City also has a brand new youth association - "Kyrgyz in NYC": they are very friendly (and also have their own page on Facebook). These are young guys: 30 and younger. They organize their own parties everywhere, photosets, photo reports, they marry each other. It is a new diasporal association, like a family. If someone faces problems, all of them will come to help, discuss, and support that person at once. If they marry, they will help each other; if a baby is born they will help each other too. They might travel together to Niagara, photograph each other, go to the cinema and sing karaoke: everything in the Kyrgyz manner and style. They do not have a strong leader: on the contrary, they all are leaders. Everyone is strong person. For instance, one of them suggests in the evening, "Guys, let's sing karaoke together with a new disc just arrived from Bishkek". Alright, "Hurray! We are going to karaoke on Friday". And everybody mobilizes straight away. This model works. They have positioned themselves well. They are well off. They are young businessmen, not small, not large. They have their own shops, and provide each other with help and support. I think that they are the people of tomorrow.

Our "Alliance" Association was established as a reference point. Not as an association of all Kyrgyz, but to develop the Alliance institutionally: to develop projects, mobilize youth, assist, and advise them. Later they came to us with ideas and asked our advice on activities and of course we gave them advice.

I hope they will be our successors and go further, because I have one perspective, and they are younger: they use IT tools and are more creative. I am an old man and have become more conservative and closed-minded, I can say, "No, do not do this, it is 'shameful'". They are young and can go on.

Representative of a Kyrgyz diaspora in Turkey:

R: We established our association in 2009, and since 2010 we have started to go out, and appeal to state authorities. We have quite different problems here in Turkey, and we wish to be listened to in Turkey and establish our Mission office. In addition, our guys have been talking about charity. When we were providing donations through our charity initiatives, we experienced difficulties with transferring our funds (it is not clear where the donations go), and so we decided to establish an office in Kyrgyzstan and operate directly through that facility. However, soon the local office proved not to be needed anymore, as we started working actively with local initiatives and associations, such as Mekendeshter, Zamandash, Egemendik, Elim Barsynby, and the Young Entrepreneurs Association. Thus, the diasporal organizations decided that establishing a local office in Kyrgyzstan was unnecessary.

I: In other words these organizations became your partners and you do not need a local office in Kyrgyzstan?

R: Yes, that is what happened. As for diasporas, if you wish to promote a business, your members, well, you have your association there. If you wish to appear on a platform, then you have such a platform. If you wish to get in touch with other diasporal organizations you have Zamandash, for instance. If you wish to associate with people who left here to join them there, well, you have Egemendik for example. The diaspora is actually the community, it is being abroad with a feeling of still being at home in Kyrgyzstan.

Risks and problems in diasporas, and the need for a leadership which helps them to overcome them

A diaspora as a means to overcome differences between countrymen and compatriots

Representative of the Kyrgyz diaspora in Turkey:

When 30 to 40 people are gathered together, they have respect for each other and no leaders: there may be older men but not real leaders. However, if there are 100-200 people, there should be a person to guide things. Because of this there was a need to form a diaspora group. We talked a lot; we have run our informal association for 10 years now. Since 2006 we have actively started communicating, at that time we met the Kyrgyz Birimdigi in Moscow. We had our first diasporal meeting in 2006, and were invited to Moscow and Kaluzhskaya region. There we had a meeting in yurts with the Kyrgyz Birimdigi Association, which Abdygany now runs. But at that time Sherikbek was doing the job, he had graduated from university in Mersin and moved to Moscow for work. And even in 2006 he was already quite an active member of the Kyrgyz community abroad: at that time no Kyrgyz diasporal associations had been established in Russia yet. They established Kyrgyz Birimdigi and started bringing everyone together. Compatriots from Ukraine, Germany, Turkey, and Russia arrived at the meeting.

It has no links with the Zamandash Association. This diaspora has been running informal activities for 10 years, so it is great result in itself. The official name of our diasporal association - the Kyrgyzstan Friendship and Culture Community – was registered in May 2009, and since then we have been operating for officially for more than six years. Many people say that Aibek established the Community, and Aibek administers it. No, it was not me who established the diaspora, it was all the students of the 1992 cohort. But in fact 1995 cohort students, the guys who arrived in Turkey in 1995, established the diaspora. There are many ambitions in diasporal

organizations, and this spoils the diasporal movement. For instance, if someone declares: "I established this diaspora, I was in it at the beginning, and I will stay until the end" it seems wrong to me. Public association must have a common basis.

Representative of the Kyrgyz diaspora in Germany:

I have been actively involved in community work since my student days. At that time I was the Student Parliament Speaker in our Medical Academy. So I had had experience of public work, and so here in Germany, I had no problems with establishing the diaspora. The only problem is a lack of time. My main job takes a lot of time, and moreover our team consists mainly of students who study in universities and are also working. But in any case we try to have time for our diasporal activities. We are not paid for our diasporal work; we do it as volunteers. We like the fact that people communicate; gathering together we have chance to be in a domestic Kyrgyz environment where friendliness prevails: many people are happy and that is why we are happy, too.

Mutual support within Kyrgyz diasporas abroad and the 'Kyrgyz code of honour' are peculiarities of Kyrgyz people: "Kyrgyz mobilize quickly".

Representative of the Kyrgyz diaspora in the USA:

R: Last year (2014) a Kyrgyz man was shot in Chicago. I do not know whether was an accident or not. But it was the first such case in all the time I have lived in the USA. The man was 31, single, very kind and hardworking: he worked at night. What could we do? Kyrgyz nationals in the USA gathered USD 30,000 within twenty-four hours to send him home. With assistance from the Kyrgyz embassy (consular staff arrived in Chicago without delay), everything was done fast and well coordinated. That guy's brother arrived in two days, and the next day he left with his dead brother's body to Kyrgyzstan. He was buried in his homeland. Everything was organized promptly; everyone responded immediately, whether they lived in Chicago or Philadelphia. Every single Kyrgyz who lives in the USA, whichever association they are affiliated with, paid their due to the Kyrgyz person.

I: So it was not that 3-5 well-to-do Kyrgyz contributed money. Did everyone donate?

R: Here again we return to tolerance, honesty, and good breeding. The target was set by Kyrgyz nationals in Chicago Kyrgyz Salam: USD 30,000. Everybody called, wrote to us, and pledged to contribute USD 10, 100 or 1,000. Later, after the amount required

had been collected, donations were stopped and it was announced, "Guys, okay, it's enough. We have USD 25,000 to send him back and USD 5,000 for the procedures required and a two-way flight for his brother. So there is no need for more money". We had calls and donations sent later, too. It might be that a Kyrgyz who lives in another place with less income could behave differently.

We have another sad story. Two years ago, a Kyrgyz guy lived here in the US. He did not want to associate with any diaspora or association. He and his family had been living on their own: a Kyrgyz husband and wife with two sons. He had a good job, owned a lorry, earned decent money. One morning his lorry broke down, he climbed out to investigate and another car killed him. That was all. I was sent a SMS: it was 8:30 a.m., and I sent the message on to another Kyrgyz men. This SMS stated that, " At 10 a.m. on such and such, this Kyrgyz was killed in a car accident. Namaz will be performed at such and such mosque at this address". I just disseminated the information. The only request was to repost this information to as many as possible. When I arrived by 10 a.m. already nearly 350 Kyrgyzstanis were inside the mosque. Everybody who received the SMS put aside all their errands, arrived, prayed for him, loaded his body into a car and transported him to a Muslim funeral, then buried him, collecting USD 50 from everyone for all the associated costs, rented a café, etc.

The money collected was spent on renting the café and paying the imam, and the remaining USD 7-8,000 was given to the deceased man's widow, despite the fact that he was not a diaspora member. We even did not know that he lived in New York. He had rarely met anyone from our association. Anyway we gathered together and did everything required in such cases. When we were leaving the café after the prayers, his wife was in tears and told us, "we were going not to interact much with other Kyrgyz, since we had plenty of that in Kyrgyzstan, but in the end it was Kyrgyz people who supported us and paid all our costs". That's that.

That is our distinguishing feature. We mobilize fast through thick and thin, we appear everywhere fast. Moreover, we do everything without the least hidden motive. In other "non-emergency" situations during our lifetimes we may annoy each other [the respondent is laughing]. That is our nomadic, Kyrgyz instinct. That's us in our native environment: we migrate and seek better ways and places. Tabaldy Egemberdiev said, "We seek a better fate, better bread, brighter sun, cleaner water, and greener grass". Thus, migration is very good. If one takes away migration, I do not know what will be happening now in our country.

Valuable experience from Kazakhstan in legislative and institutional initiatives by diasporas, the prioritization of diaspora problems by Kazakh state authorities.

Expert in construction and diasporal work, Kazakhstan:

There is no great difference between diasporas in Kazakhstan, which are united in the Assembly of Kazakhstan's Peoples Diasporas and external diasporas (Kazakhs living in other countries). A single legislative framework regulates all these things.

The problems and challenges of diasporas are apriority for state authorities. That is, any requests or problems of diasporas are addressed at governmental level within deadlines prescribed under law or earlier: that is, attention is paid to these issues. I was particularly impressed by international summits on these themes, which are held at a high level: we have many things to learn from this.

I am Kyrgyz, I have been staying in Kazakhstan for many years. Now I live in Astana. I see that Kyrgyzstanis have certain rights, preferences and so on, if they work through diasporas. I am employed in the construction sector; where we have many Kyrgyzstanis employed at very different levels. However, it should be mentioned that we have high-qualified Kyrgyz experts here.

It is critical to us to be integrated, but at the meantime, we should not lose our ties with Kyrgyzstan. Therefore, we provide migrants' children with assistance through parties, presents like stationary and school materials, and facilitate language courses. For instance, we have assisted in buying books and manuals for Kyrgyz migrants' children who find themselves in difficulties.

There is value in cooperation between Kyrgyzstanis abroad and/or diasporal organizations with specific economic sectors; public, cultural, and social initiatives; and regions or local self-governments in Kyrgyzstan

Representative of the Kyrgyz diaspora in Russia, entrepreneur and manager, co-founder of a business association:

I have more friends and business partners in Russia than I have in Kyrgyzstan. At the moment this keeps me in Russia. Now I am trying hard to mobilize more investors to Kyrgyzstan. In the last 18 months I have been focussing on this task alone. In other words, if I visit Kyrgyzstan, I will invite two or three entrepreneurs to travel with me. I only see myself in the tourism sector, as I graduated from the Tourism Academy. I was born in Temirovka village in Issyk Kul region.

Personal or professional contacts with Kyrgyz people and local communities in Kyrgyzstan

Links in the medical sector between Kyrgyzstan and Germany

Representative of the Kyrgyz diaspora in Germany:

I know that in Kyrgyzstan many of our colleagues are highly qualified and well-experienced experts who know their field and do a lot to save lives. Overall, of course, German medical training is better. In addition, Germany also has new technology, equipment, and supplies. In fact, Kyrgyzstan has good human resources and capacity. We have the Kyrgyz Medical Academy and the Kyrgyz Russian Slavonic University Medical Department: these are good alma maters for future specialists. If one compares, clearly, the education level maybe slightly lower than in the Soviet era. Overall, it depends much more on the student: to what extent he or she desires to become a highly qualified expert in the future – it is so individual. Again, I would like to mention that the Kyrgyz Medical Academy is quite a good training facility at the moment. If people are educated well there, they will be able to use their knowledge abroad too.

Naturally, skills, especially in surgery, play a great role in medicine, and such experience requires a lengthy period of practice. We are faced with the health of human beings, and their fate, so education takes place on a step-by-step basis. You need to acquire medical experience, clinical thinking, and so on. Of course, I would not say that I have achieved a lot, but for someone of my age and experience, I have achieved enough. But of course, the potential for further progress is unlimited. I am definitely interested in further development and widening of my experience. If there such opportunity appears in Kyrgyzstan, I will take it.

There is a certain benefit from constant cooperation and strengthening of contacts with Kyrgyz nationals abroad. For instance, they can provide ideas for projects that seek to support the development, sustainability, and welfare of their homeland and hometowns. Examples of successful cooperation are similar to the specialisation and branching out that are on going in diaspora associations.

Expert on musical education and festivals, Germany:

This is our second festival; the first was organized in 2013. This festival takes place every two years. It is possible to hold such an event without great costs, using crowd funding to provide youth from all countries with chances to take part in the festival: some of the 200 participants in the music festival are members of the Lion's Club international art association. Thus, we have an amazing forum to promote our republic, its tolerance, openness, and interest in cultures.

Our festival was designed not only as a musical or classical music event; the festival has a free

format. There is no competition, nothing else, just a festival. Any musician who plays at the appropriate level can come, not just famous ones. We believe everyone who studies art, is interested in other cultures, and is ready to participate is a star. In other words, we do not invite well-known musicians who are just interested in self-promotion, but instead invite people who are ready to take part. For instance, Mr. Kurtz has arrived now: he is the band master and delivers his master classes at his own expenses. Professor Liaster has arrived too, so these musicians are from the 'adult' group of 40, who have come along with the youth. This is just based on desire, interest in other cultures, wanting to do something new, sharing, and contributing to the common good.

Now we are actively preparing for the festival, and I am sorry that many things are not yet ready, but the circumstances need to be taken into account. The scale of the festival, as you can see from the programme here, is massive. In principle, such things take place at state level, using serious administrative resources, while almost all the money we have spent is our own. The scale is massive and solid, and it will grow, it will grow further. By 2017, this could be a truly global festival, with youth coming from 200 countries!

Organizing something similar at such a scale, would require logistics, experience, knowledge, contacts: the only place I have so wide a contact list is Kyrgyzstan. I have good contacts in countries where we have been working hard, but organizing such an event there is just impossible, because everything has to be paid for. Here we are supported a lot by the Kyrgyz Conservatory, the Ministry, the Government, and the municipality, which at least provides us with logistical support. As for the musicians, they are all actively involved and offer their assistance. For sure, it is easier here. I love my homeland, I love coming here, and it turned out that the idea itself is the Silk Road, which means that the event should be on the Silk Road too.

Again, Kyrgyzstan is in the middle of the Silk Way, it has a central location with beautiful nature and a certain Eastern exoticness. I really believe that there is now no better place in the world to run such a festival. Everything is here. One of the attractive aspects of this place for me is the so-called emotional component (I was born here). However, in addition to this emotional side, there should be real facts, and these facts should speak for themselves. I know of no other country besides Kyrgyzstan where an event of such a scale could be organized without government support by a civil society organization. It is impossible to pay both symphony orchestras and concert halls and national museums, and nobody would ever manage this job. Actually, this is a unique opportunity, with unique examples, and I do not know of any similar cases.

Representative of the Kyrgyz diaspora in Germany:

R: The flow of Kyrgyz migration to Germany tends to grow every year. It may therefore be that this trend will not change in the future, and very likely that it will only increase.

I: To what extent does the existence of the Kyrgyz Club in Germany facilitate the adaptation of newly-arrived people?

R: I feel that it assists this very much. Because we are guided by the principle of mutual assistance, our compatriots help each other. We have our group on Facebook, we have our own website, and phone lines. First of all, when people contact each other at any diasporal event, they are already communicating and sharing important information for themselves. That is, there is a chance that young and recently-arrived compatriots have good opportunities to talk to expats who have been in Germany for a long time, to get hints or hear about best practice on some issue or another. Our website contains basic information on how to matriculate and continue studies at university – everything is presented in brief.

A successful person is probably one who has achieved her or his targets, and is happy with her or his results, employment or research. We have many examples of such as these. Many expats have graduated from German universities, are well educated with diplomas, and employed by top large companies. There are doctors, economists, managers and so on. BMW has employed our compatriots. Therefore now the number of experts from Kyrgyzstan is rising. In general, I would like to point out that here in Germany we have a community of compatriots who strive for education, either students or on-job trainees. They have quite high potential, because Germany has few labour migrants: in general there are mainly students here. Many arrive through ad hoc programmes: this is a sort of adaptation year when one can familiarize oneself with German culture, language, and after such a springboard you can enrol in German universities to study to be followed by employment.

Kyrgyz diasporas evolve organically and contribute to development – there are many positive examples.

Representative of the Kyrgyz diaspora in the USA:

R: If there is any concept for diasporal cooperation, this should improve matters within diasporas. But without such a concept, our work goes on. Well, you see, we don't have a concept, but we are discussing this. Kyrgyzstan's expats continue contributing in general, our compatriots do not sit in idleness and wait for such laws. As far as possible, we have been

making videos about one compatriot who built a library in his home village, because he wishes his home village to be wellread in. We made that video in Batken, Jalalabad, and Osh. The migrant arrived, invested, and constructed a gym. Recently our Kyrgyz sportsmen here supported one district of the city (Kok Jar), so certain interests drive everything. I would therefore simultaneously strengthen activities covering twinned towns and villages, if possible. For instance, at present we are trying to establish good relations between twinned towns in Japan (Shibatu) and Tamga (Issyk Kul region, Kyrgyzstan). The purpose is to facilitate the development of this small settlement.

Human resources expert, UAE:

I have an idea: I am planning a big workshop. Now I am a student and attend many workshops. My employer delivers various training events, and I collect all the training materials and am planning one big workshop. I have friends in various universities, in my own university, and at other training and research facilities. I hope to spend my holiday at home and I don't want to waste that time but instead organize seminars for students in Bishkek. Because I believe that young people should start developing their careers in the universities where they are studying now, and if there is anything they do not understand yet, they should be provided with the missing information. If they know what is going on in the world around and what is valued around the world, if they begin doing this in their student days, it may be that after graduation, they will be ready for a well-paid and interesting job, to benefit society. I am planning this training, but I do not know when I will be able to have my holiday.

Medicine is a very expensive sector, but it is essential to invest in it, especially in the rehabilitation of patients and healthcare for export. Thus, international experts talk about rehabilitation clinics, but the Kyrgyz Deputy Minister of Health talks about preventive medicine and healthy lifestyles.

Health expert, business person, Germany:

My classmate from university, a professor at a rehabilitation clinic in the outskirts of Bishkek, has shown me around his clinic. He told me that, "we work with equipment that we received 40 years ago". As you know, private investors do not invest money in medicine. If there is money, one will go to a beauty studio, but if you get sick, you will collect some money and only then get treatment. If we invested well, those who travel for treatment abroad would not go, especially Kazakhs. Many people go to Germany or South Korea for medical treatment: it is fashionable. This is called exporting healthcare.

Well-off people who have enough money could channel investment to the country. My colleagues in Kyrgyzstan tell me that we have no good rehabilitation services. We have good surgeons, but success depends on post-surgery care, especially when the locomotive system is being rehabilitated. For instance, if you have had successful surgery on a joint, but do not then use it, do no special exercises, it would be atrophy and function wrong. The healthcare system in Germany pays particular attention to this issue.

The experience required for state healthcare policies and state policies on training staff abroad

Young specialists can be trained on this, but again, when they do this training they should sign a contract to return and work for a minimum of five years here. If they left with the diplomas we would be left here. I know such students. Kazakhs decided to do it this way; they have the Balashak Programme that sends young people to study abroad. Later on, these students have to return and work for their country. In five years you may have changed your mind and not want to leave, right? But it does not matter, anyway you will 'pay back' what you received over those five years. I have my eldest son with a Masters degree in Politics and Economics from Germany. No one compelled him, all the students stayed abroad. It would be good to compel such students to return. At present Kazakhs have the following scheme: the families of those students should mortgage their houses. The Government provides a scholarship for USD 50,000, but the property is left as a deposit. If your child does not return your house will be confiscated, because the scholarship must be paid back. This should be introduced here too. This is a tool, leverage to control brain drain. Otherwise, someone gets a free education and then emigrates. This should be on the agenda of the Council [the Compatriots Liaison Council], because we cannot throw away such human resources.

Expert in charity and mass media, Switzerland:

The first project initiated by our organization was cooperation with Petrov Children's Clinic, a child psychoneurological sanatorium. Why did we choose this health facility? Because it is the only psychoneurological sanatorium that treats children from orphanages. This was the main reason behind the choice. Also, this facility is the only clinic supported by the public budget that assists socially vulnerable children who are not from Chui region. This facility is the only psychoneurological clinic in the north of the country. This was very critical for us. We deal with our donors, draft proposals. These proposals are based on the needs outlined by the orphanages and the children's clinic. I was provided with

specific proposals with all the costs required to implement the project. Since I previously ran an NGO in Kyrgyzstan, I have a lot of experience of cooperation with international donors. These proposals in the appropriate application formats are forwarded to various organizations. They review the projects and let us know if they can financially support the projects. In this case, we have great plans specifically to stimulate the consciousness of Kyrgyzstanis, to let them know that we have a role in the destiny of our children's homes, homeless children, children left without parental care. I have the idea of opening a web platform independently with funding from the population. Using this platform, we could fund such projects through crowd funding.

Expert in musical education, USA:

The best traditions and innovations in my host-country are charity: there are many philanthropists here. If only our schools directly encouraged charity, how they could help! They [US residents] educate their children from very early years of school. When a person sees charity events everywhere, it has an effect on fundraising. Just recently, in May, we had a concert to celebrate the fiftieth anniversary of my school in Bishkek: we actually were invited to the celebration. The school was in a sad state, and in order to support the school, I decided to organize a charity concert. I was very grateful to Kyrgyz nationals who came to support us; the Russian community in the United States and US nationals also supported us. When we visited the school for the anniversary concert, we delivered master-classes, we met some children, and I presented the school administration with our proposal for a music sheet reading contest to be organized in Bishkek on an annual basis. The teachers who have trained the children will also be rewarded. Usually children attend competitions and receive some grants, but the teachers receive no prizes. You know, if teachers are motivated, they will work better, and eventually all children will benefit from this! The contest that I am going to organize on music sheet reading is about skills; and even if those with the skills stay in Kyrgyzstan, it will be of more use than skills to play solo. There are very few soloists. However, ability to read sheet music can help to earn a living, and it is very practical to be able to accompany at any moment.

They should announce the contest: that's the main thing. Lessons already began in September, so I have to prepare and remind them. Around April they should run this contest on their own, I will send them musical compositions that they have to play on the contest. They should form a jury. I do not know whether I will be at the contest or not. It is likely that I will come in one year's time. I can only visit Kyrgyzstan every two years, not every year.

Vision of diasporas and charity

Expert in musical education, USA:

The best thing in the United States or the western world is charity. It is the desire of people to help people in need. And teaching or raising children to give practical assistance to people in need. For instance, children are taught about philanthropy. They do this in schools; there are special programmes, specific projects and so on. For example, quite often you see children selling something for charity in supermarkets, for instance home-made biscuits, but their parents are nearby, just behind their kids, so the money earned goes to homeless pets or nursing homes. These kids are small, 8-9 years old, but are engaged in such activities.

There are plenty of things like this in the US, there are lots of charity events, and they donate a lot: they can afford it. The "Mountain View" music centre is a non-commercial organization: it is supported by companies and individuals. Here the Government does not support the arts at all. These are all non-commercial organizations. All of this can be done through donations from individuals and companies. Because they have done it like this since childhood, they teach their children. So, people know how to do fundraising. Kyrgyzstan has nothing like it.

Vision of diasporas as a network to facilitate adaptation to life in a new country

Human resources expert, UAE:

I think everyone would like to gather together, to go out together. But this is a land of temptation, so to go out would be quite pricey. What's more, if you go somewhere with a group of friends, it needs a lot of organization. That's why everyone interacts in small groups. We don't meet as a large group, a diaspora that organizes meetings of 100 people where they sit and discuss their lives and share their experience. Although I do believe it would be great to meet all our compatriots from Kyrgyzstan at least once a month, for example, and listen to each other, share our progress that month. For instance, someone changed jobs, but how did they do it? Where did they find the new work? How did they put draft the CV and other documents? Or someone else has bought a car with a good discount. How did they buy it? How did they get credit? And how will they pay it back? Which documents need to be prepared? In other words, this would be experience-sharing between people, who have achieved something good in their lives, and who are ready to share this with others.

Participation, expectations, and outcomes of the 2012 and 2014 Mekendeshter Forums and other forums of Kyrgyz diasporas abroad

Representative of the Kyrgyz diaspora in Russia:

When I was at the Mekendeshter Forum, I made many contacts in Kyrgyzstan and abroad: this is a bonus for me. It was very useful for me. I got to know many people: that is, you supported me to extend my network of contacts, business contacts and so on. However, the guidance was not only about entrepreneurship, but also for social life. I am talking about new friends I met at Mekendeshter Forum, who now know that they have a friend in Russia. They can turn to me with any questions and I will try to help. It used to be that someone called me and said: "Kubanychbek, please help: my friend (or someone else) is arriving, could you please meet them, help them find the way or find the medicines they need..." I am always happy to help all my compatriots abroad wherever they are. If I can help, I will always be happy to do so. I believe that they like it too.

The Mekendeshter Forum should continue, every two years. First of all this raises the profile of ROI IPF, because the Foundation carries out good work and really does unite people. The Mekendeshter Forum has become an international phenomenon. We meet all sorts of people there, from various diasporas: we are interested in their activities in their host-countries. Therefore, this is first of all, a platform for association. It is not like Zamandash, which only invites its own people and runs its own forums.

I: Do you feel that your new diasporal associations operate differently to older ones?

R: One of our first principles was that we established this organization exclusively for young entrepreneurs, younger than 40. Why it is so important, the age? Because in any case age is a barrier: if we have an older man, subconsciously for all of us his word is decisive and conclusive. Even though most participants support one decision, he may have a different opinion, and because of our mentality we will not oppose him.

That is why our association includes mainly young entrepreneurs. Many people wished to be our ak-sakals [elders]. We listened to them but made it plain that our organization is for young people only. You have to show your creativeness; we therefore established the Boordoshtor charitable foundation. And members of this organization implement other projects as well. This is good and comfortable. I believe we will be different, and maybe we will include other diasporas in Kyrgyzstan in our organization.

For example, my friend cooperates with Indians; they import certain products from India, and export

other products there. In other words, it should be a platform for other investors too. It should not be just for ethnic Kyrgyz or people from Kyrgyzstan. We will also work with law enforcement authorities to protect our business partners, Indians for instance, against local criminal pressure.

I am going to invite Russians to become members of this organization: they will be provided with legal assistance or accountancy services. First, we will build the platform, and maybe later the Ministry of Finance, Ministry of Economy, an Trade and Industry Chamber [of Kyrgyzstan] will be interested in the idea, probably the Ministry of Foreign Affairs, too, because most of us are emigrants living abroad.

Representative of Kyrgyz diaspora in Germany and the European Union:

R: Again, I have personal contacts with the Kyrgyz Medical Academy, with my colleagues, and other healthcare facilities. Academy students frequently turn to me with questions about their further education or specialization in Germany. This year, Academy students asked me to give a small lecture and share experience, specifically about education in Germany and further opportunities for specialization. This fitted in with my holiday. I keep in touch with many healthcare providers and students. So I receive requests of one kind or another every day, so we try to help at least with information.

We maintain close contacts with Kyrgyzstan's Ministry of Health as well. On my last visit - in the summer - we had a meeting with the Minister of Health to discuss important issues, and we already have some ideas and proposals.

If we look in general, there's a lot we need to adapt. Germany, for example, has developed strongly in many areas. Kyrgyzstan is on its way to this, but the difference is huge. But Kyrgyzstan should not reinvent the wheel: you just have to adopt the best practice of developed countries, like Germany, the USA, and so on. There are many examples. It is true in any area of life, from transportation to government decision making. It's the same for medicine, as the principles of work in Germany differ significantly from those in Kyrgyzstan, and the role of the state is enormous. It would be pleasant if ideas mentioned at the Mekendeshter and Zamandash forums were fulfilled through the Council [Compatriots Liaison Council].

There is a need in any event to create an alternative to Kyrgyzstan's healthcare system, one that follows European quality standards. This idea will of course require significant funding and governmental support. Nevertheless, we already have enough doctors who were educated abroad, educated in Germany, who could work for and be examples of European medicine in Kyrgyzstan. Actually, this is an acute issue - the quality of

medical care in Kyrgyzstan. There are many people who need serious treatment and who have financial resources, but they travel abroad for diagnosis and treatment: to Germany, Russia, Kazakhstan or other CIS countries. Perhaps there is lack of trust; maybe we don't have enough technical capacity. It would be good to stop this trend somehow: we can't forbid people from going abroad for treatment, but we can create alternatives for these people, improve the quality of medical care at home.

I think there are the jobs, but a lack of technical capacity. Levels of pay play a role, of course, but material resources are fundamental if you want to demonstrate your experience and knowledge. Because I believe that all our compatriots who are now working abroad as doctors could return to Kyrgyzstan and find work in any public clinic with antiquated equipment, limited supplies of consumables, and absolutely different working principles. In other words, these expats would merely be lost; they would not be able to demonstrate what they have learned, including changes to healthcare administration. There is no need to change the entire healthcare system at once. Healthcare system reform in Kyrgyzstan has been in progress for several years: there are pro and cons. Not everything should be done through reforms. We need to create an alternative: to establish a health centre, a sort of base where foreign specialists can be employed and our specialists can learn from their experience. In this way we will be able to show which system is better. Afterwards, if there are any results, we can move to that model step-by-step. So the approach should not be simply to change the whole system and then see if it has worked or not.

I: Will such a base or platform require significant investment?

R: Medicine is a costly area, so yes, significant investment is required. We need investors and grant assistance that will be channelled into the development of medicine in Kyrgyzstan.

Discourse on the capacity of diasporas to transform Kyrgyzstan

Expert on charity and mass media, Switzerland:

It is very important for our country that the Compatriots Liaison Council is established under the Government; and that it cooperates closely with the Forum and our diasporas abroad. The human capacity available abroad is an engine that could transform our country for the better. People who have moved abroad see the success of countries where there is rule of law, low levels of corruption, real political

competition and actual economic freedoms (if we talk about European countries). All this practice and knowledge gained by our nationals abroad may really facilitate the development of our country.

Vision, diaspora, and business network

Representative of the Kyrgyz diaspora in Russia:

For our people, a successful person is self-made. If you look at migrants in particular, a successful Kyrgyz person is also someone who pulled themselves up by their bootstraps and who also helps their compatriots through charity. We have recently established our organization (registration is pending): it's called the "International Association of Entrepreneurs". We have about 30 members in Russia who expressed interest and joined this association established by migrants. The Kyrgyz diaspora in China - "Patriot KG", as represented by Kuban, was very interested in this association as well. We met at the forum, and later they came to Moscow, and we discussed our experience, and talked about our ideas and lives. We familiarized them with Kyrgyz facilities and sport clubs. A Kazakh diaspora represented by Ruslan was interested as well. This is already interdiasporal communication.

Among the Kyrgyz business people in Russia there are several entrepreneurs who help each other in our businesses: we use the services of each other's organizations and give each other business. We have developed some turnover between our members, and then decided to extend this. So we had the idea to establish the International Business Association. There are three Kyrgyz diaspora networks associated with us: in China, Kazakhstan and Russia. Registration of the association is pending, and God willing, we will include more diasporal organizations in the future. The Kyrgyz diaspora in Dubai will very likely associate, as these guys have already given their agreement.

So far we operate at local level, where we have enough experience and expertise. However we expect to expand this association significantly. Because it is primarily a business association established by foreign businessmen. First of all, it will be a business environment, a platform for entrepreneurs: maybe we will organize a forum, and based on our association's findings we will try to export Kyrgyz products to Russia. Now this segment is stagnating, because it is not profitable now, the Russian rouble is cheap, now it is more advantageous to import cheap products from Russia to Kyrgyzstan. Also, based on this association, we established "Boordoshtor" (of Jyldyz Osmonova), a public foundation that provides charitable assistance for medical causes. This assistance is focused towards those in difficult circumstances.

Representative of the Kyrgyz diaspora in Turkey:

R: Those moving from villages to cities are migrants too. Why not establish a diasporal organization for every village in Bishkek? Living in the city, they lose their roots, and without roots they cannot recreate their selves. They lose their rights to the land and their sense of connection, their identity. If you have already lost these things, for example if your grandfather originated from a village, but your roots in the village have broken you will not be able to explain to your son, who he is and where he is from.

I remember one person who shared his story, just at the time the first diaspora organisation had been established and members started coming to diaspora meetings with children. His son went to first grade and was teased, and he went home and cried: "Dad, why am I narrow-eyed". He did not see any other Kyrgyz. His father answered his son: "I am from Kyrgyzstan, we are Kyrgyz and narrow-eyed". But his son countered: "I was born in Turkey, right? Why am I narrow-eyed?"

When children go to diaspora meetings and learn they are Kyrgyz, that it's something, and so on, they see other children, they say "now I understood". And the boy goes to school now and says: "no, I am not narrow-eyed, I am Kyrgyz". He acquires his inner "self"; his identity grows. A diaspora can help to preserve an identity.

Our purpose is that our diaspora, which we established together five years ago, keeps going and continues its work. It shouldn't just last 5-10 years and then close. We hope people will take this work on, continue the initiative, so that the diaspora will be able to help my grandchildren (if I stay there) not to lose their identity.

Diasporas and charity

Expert on medicine, Germany:

There is an organization "Heart For Children" that helps children worldwide, not only in Germany. They chose whom to help worldwide on the basis of direct applications and letters sent. They go to visit people who seek their help, assess their situation and the extent of possible assistance. The same approach is used in concerts where donations are gathered. There are organizations that may give USD 10,000 at once; there are very rich organizations like Mercedes Benz that can donate USD 500,000. They could come with a cheque and a performance and the results are broadcast the next year: we donated this amount, and we implemented the following activities at this expense. It is like they are submitting their report on the television. This baby was assisted, this surgery was conducted, that hospital was built, and so on. It is a good charitable initiative, and could be organized in our country: we just need to adapt it to our conditions.

Representative of the Kyrgyz diaspora in Turkey:

There should be a network of community organizations with representation in every single village. These should be opened through Mekendeshter and Zamandash associations, since it is a brand new model for us. Experience sharing and approaches to address problems and challenges, local difficulties or self-governance issues: for all these things needs could be articulated, passed to the legislative level, and then their implementation monitored.

Our parliamentarians came to Turkey and said that we should use the Turkish model of public organizations because it is the most efficient. In Turkey these organizations are organized in one legal framework: their purpose is mainly to assist each other. Many organizations have opened then wound up. Society changes all the time, so the opening and closing of organizations is normal.

Discourse of valuable experience from abroad, useful experience for state bodies in the Kyrgyz Republic in creating conditions for business

of our organization are very interested: it's a new market for us and they wish to cooperate specifically with China. These are our mutual interests.

Then we have the Boordoshtor charity foundation which is also shared interests. I cannot myself donate 100,000 roubles every month to a certain person, but when there are many of us, we can support other people in trouble. All of us wish to help our compatriots. Even 100 roubles donated by ordinary migrants make them part of this Foundation. We donated, and we helped. Reports are published on Facebook and Odnoklassniki, with names listed and amounts donated – 50, 100, 1000, 5000 roubles – thanks to everyone. Later the relatives of the people supported send appreciation letters. So you feel a sense of membership in a close-knit team.

Diasporal organizations and Kyrgyzstan's diplomatic missions and resolution of migrants' problems.

State policy and development of a culture of recognition of diasporas and their contribution to the development of the Kyrgyz Republic through financial independence and returning as a winner

Female entrepreneur, Russia:

R: Look, we stay in a foreign country, we have had tremendous, huge experiences in our lives. If we had stayed at home, everything would be different, we would not have seen many things, and understood them. There is no doubt that now we have significant experience. And now we look at our lives from a different standpoint.

I: Please tell us, you mentioned that doing business is harder here than in Russia?

R: It's very simple. Russia supports small businesses and young specialists, while in Kyrgyzstan only rich people with connections can earn money. Young people without start-up capital will not be able to survive the business environment. If they are clever enough, they will survive and this may happen by the time they are 50 or 60.

Representative of the Kyrgyz diaspora in Russia:

R: Interests. You know we have Kyrgyz Club offices in Dubai, Germany, the USA: they all have shared interests – public activities – and they all meet each other here and share their experiences. We created a platform for entrepreneurs, and Kyrgyz diasporas in China, Kazakhstan, and other countries immediately responded. "You will use our services, we'd be happy to assist you here and you will help us there". The Kyrgyz diaspora in China has invited us to Expo 2015 that will take place in Guangzhou. Some members

Representative of the Kyrgyz diaspora in the USA:

R: At first individuals want to ensure themselves incomes, after that they want to secure this income, and then they seek recognition. People used to suffer for their first two years in USA to achieve their permanent income: they used to establish additional sources of income to protect their livelihood. After this they think: "Alright, I have some finances now, so I could take on a project with a budget of USD 2,000 or 5,000". I have some friends who can invest the same amount, so when we pool our funds we will be able to invest USD 5-10,000 in a good project. We may publish books, produce videos, or something else". These business persons have secured their financial solvency and now they seek self-realization and acknowledgement. For example, they wish to be Datka (supreme public rank). There is no need to constrain them and take this from this. It is necessary to give them this recognition, encourage this perception that "they should go down in history for the sake of the motherland."

Representative of the Kyrgyz diaspora in Russia:

By the way, in all the eight years I have lived in Russia, the current Ambassador is the only who is actually working to improve the image of Kyrgyzstanis. Thanks to him, many Kyrgyz have been taken off the 'black list'. He is a very good Ambassador for Kyrgyzstan's people.

Representative of the Kyrgyz diaspora in Germany:

R: We have close contacts with the Kyrgyz Embassy and consular service in Germany. We are very happy that our Embassy provides us with multi-faceted support. We appreciate it very much, because not all countries have such practices. However, in our case, I mean in Germany, it is thanks to good teamwork between our organization and the Embassy.

Expert in charity and mass media, Switzerland:

We keep in touch with our Embassy quite well. Last year we ran 'Kyrgyzstan Days' in Switzerland. The former Kyrgyz Ambassador to Switzerland personally participated in the preparations for these Days. Our Association was very busy; we did some fundraising, and dealt with local communities and sponsors. I have good relations with both our diasporal associations and the Embassy.

The 'Kyrgyzstan brand' abroad through communication between Kyrgyzstan's foreign offices and Kyrgyz diasporas

Human resources expert, UAE:

Kyrgyzstan will have its national parliamentary election on 4 October, so we have to vote. That day is a working day and I need to agree this with my management, as it is not easy to take a day off here. You need to write a note of explanation and so on: it is not easy at all. But if I manage, I will definitely vote. I have visited our consular office to see where they are based and leave my data so they can share information to be disseminated among Kyrgyz citizens residing in UAE. I regularly receive letters from our consular office. I believe that some of the letters are very useful, but some are not so useful: they are just for information purposes. I feel that our consular office could use communication channels more effectively. If people visit the consular office, get registered and share their contact details, I think the consular office will be able to use these details to create a shared vision, opinion, and way of behaving driven by the national interests that our country would wish our citizens abroad to share.

Needs for governmental assistance, changes in legal framework are required

Representative of the Kyrgyz diaspora in Turkey:

R: Now we do not understand, what migrant means, and what diaspora means: we do not believe in this word. We all feel that people who migrated three days ago, a week, a month, a year or 10 years ago, all of them are migrants. Therefore, not understanding people who are living abroad, their backgrounds and divisions, without understanding their needs, we are trying to put them into one 'pot', to make them part of a common mass. If you look at the needs of a person who migrated for three months or six months or a year, you will find they have very different needs and requirements. And these people have quite different needs to those who migrated 2-3 years ago or who are trying to return home. And what about the needs of those people who have put their roots down: their children are being educated in host-country universities: these individuals believe: "I will be back only in my pension age": these are completely different needs.

I: So, can we talk about significant diversity in needs, and on the other hand there should also be significant diversity in diasporal associations, which needs should they be meeting?

R: Over the last three or four years we have been travelling and interacting with Kyrgyz diasporas in Russia. At the beginning, all of us raised issues concerning labour migration. However, the diaspora's problems are quite different. These topics need to be separated and different issues focused on separately.

I: Recognizing diversity, diversity of needs and associations?

R: Correct. If we do not admit this diversity, we will not be talking about anything. Of course, we have to build the work of the Council. Let's say, a representative of a diasporal organization should have direct contact with the Ministry of Culture and Ministry of Foreign Affairs. Every single need of migrants need three or four ministries to address their diverse problems. But this needs clear interagency, interdisciplinary, intersectoral cooperation: otherwise addressing the problem is delayed and eventually not tackled at all, and if this problem is finally resolved, then too many costs, time, and other efforts will have been put into it. But in practices, agencies work within very narrow parameters: for example, the MFA is only interested in citizens with passports. And the Ministry of Culture 'likes' people who can pay for tours and visits of Kyrgyz entertainers abroad.

We should in any case explain the benefit of cooperation between diasporal organizations and state authorities. For example, we should explain to the Ministry of Foreign Affairs that a Kyrgyz who lives in Afghanistan and is not a citizen of another country, or a Kyrgyz who lives in a foreign country and is

a citizen of that host-country is a Kyrgyz who is a kind of soft power who can support your multi-vec-toral relations with the host-countries.

For example, there are 15,000 Kyrgyz in Turkey- of whom 2,000 are Turkish citizens. Could this fact facilitate relations between our countries in addressing some issues? At the same time, the Ministry of Culture can cooperate with them, as diasporas are carriers of Kyrgyz culture. You may promote your country via these people. The Kyrgyz Ministry of Culture's mandate is not just culture but education as well.

The same is true for Russia. About 400-450,000 Kyrgyz citizens have acquired Russian citizenship. Kyrgyzstan's Ministry of Foreign Affairs states that these people do not have Kyrgyz passports and are therefore not covered by their services. But at the same time the Ministry could keep in touch with them to promote the interests of Kyrgyzstan. The Ministry of Foreign Affairs has a mandate to promote Kyrgyzstan's interests worldwide. How can you promote the interests of your country worldwide unless you use diasporal organizations, compatriots themselves. They are not people you owe anything to, who need your services. You only need to contact them to enter new territories through them.

Initially, around 2005, migration could be restrained. For example, the first Turkish migrants migrated to Germany in 1947-1949, but these migrants were only allowed to reunite with their families in 1973. What does that mean?! The state does regulate migration. Now we, the Ministry of Labour and Migration signed an agreement with South Korea to send our migrants officially, but we did not indicate how long they should stay abroad. If they like the country and the working conditions, they may stay. If not, they can return. Do we send our migrants abroad to be educated or get qualifications so they will return home and benefit their country? For example, a person may migrate from Uzbekistan for a year or six months to Russia and return home. Next year this person might not migrate, but the skills and knowledge obtained in the host-country will be introduced to the motherland.

I: Don't you think that this may limit human rights and freedoms?

R: Why? If a state sets preconditions for departure, it should set preconditions for return. If South Korea and Kyrgyzstan had not signed their Intergovernmental Agreement, no Kyrgyz would be sent to Korea. In that case, if you please, the Government can demand that some conditions are observed: you can't stay more than six months and more than two years there (like now in Turkey). After all, the needs are different.

The work of the Compatriots Liaison Council

Medicine expert, Germany:

The Council should systematically develop a paper. It would be an opportunity to compare everything. Once I met a parliamentarian, Joomart Otorbaev, a young official, he was on the Commission chaired by Tekebaev that was drafting the Regulation permitting property ownership for ethnic Kyrgyz. It is important to continue this work. Politicians are afraid of nationalist public opinions. I made my submission in August 2012 or 2013. The Regulation took effect in 2014. Kyrgyz who had been working abroad returned home. But you do not let them in: you create barriers. My husband is German; he told me that Kyrgyz people are amazing, they work independently, ask nothing from their state (benefits and so on). But we are 'old school' people. When Roza Otunbaeva visited Germany, we travelled especially from Bonn to Berlin (700 km) to listen to her. When Atambaev visited our country, I went too, not because I have much money, but I believe that if the President of our country had come, I would not buy something for myself, but go and listen. It is a sign of respect. Respect for our people. At the meeting with Roza Otunbaeva there were questions asked about corruption. I did not want to speak but I had to say this: "Which country has no corruption, please tell me? Corruption should be controlled by legal tools". For example, in Germany officials are not allowed to receive any gratuity worth more than EUR 15: to compare, a bunch of flowers will cost EUR 15-20. This is understandable. My husband is an official actually, so I am very familiar with this issue.

Diasporas and state bodies, politics and cooperation, essential reforms and innovations

Changes (legislative, political, and so on) are necessary to support the participation of diasporal organizations or individual compatriots in the development of Kyrgyzstan; do you have examples of such initiatives in your host-countries?

Representative of the Kyrgyz diaspora in Germany and the EU:

R: Diasporas in other countries can coordinate their problems, opportunities and interests themselves. This Council was established so that ideas from foreign countries could be realised in Kyrgyzstan. I believe that it is its core idea, purpose and task. Legal support is more relevant for Russia and Kazakhstan since many more Kyrgyz migrants stay there – about a million people – and it is a problem there. But when we talk about European countries, the diasporas will have an absolutely different focus. You should also include people who have given up their Kyrgyz citizenship and are citizens of foreign countries but still feel themselves to be Kyrgyzstani.

Medical expert, Kyrgyz diaspora in Germany:

R: You know, you may live in Kyrgyzstan and be in-different to what's happening here. Or you may live far away, 7000 kilometres away, and be feverish about it, worry, and attempt to do something. I am at that age when I want to try to do something more to contribute, if possible.

In any case, we help regularly. But this work was like fundraising; I work with quite well to do people who donate, if I ask them to. They know that I do not ask for myself.

In this case it was a private initiative. I am a citizen of Germany but I did not become German. At my age, I do not need a career; I do not need a job in Kyrgyzstan. If I wish to come, it will be just because of my family members, my friends, my homeland. And I wish to spend [laughing] "the evening of my life" (Germans say that a person is born in the morning, their life is the daytime, and the evening is the sunset of our life) with my close ones. Of course, I do have commitments in Germany, we have to stay there, but we would like to live here. From one perspective, we earn money there (in Germany) and spend it here; it is already a small contribution to Kyrgyzstan's economy. It is already a plus.

However, one thing is vexing for me. It appears I have no right to buy a house or apartment here (though we do have property) but we are Kyrgyz, and no one can prove anything. And I thought about it: "It would be better to be prepared for the worst". I am not young, and only God knows our fate. Heaven only knows, but if something happens and we are left with nothing. I thought once again and wrote a letter to the President asking if he could address this issue. If we count ethnic Kyrgyz, there may be more than three million of us.

We have to think a little bit ahead, so these people are not lost, to avoid their full assimilation. For example, I am German by passport, and the Kyrgyz authorities will forget that sometime ago I was Kyrgyz. Germans consider the passport only, so I am German for them. I tell my husband that I will not be German; I could not be, unfortunately, I am too old for that. I have introduced our cuisine and eating traditions, I cook our dishes when we have guests – only Kyrgyz dishes – gulchatai, plov, and manty. I have prepared my Kyrgyz room: not everyone manages to sit on the floor, but those who do can sit there and have tea. When I was younger I invited our students to let them to spend time with each other. However, years pass rapidly, and I cannot do this now although I have tried to establish diasporal connections.

Nevertheless, I have also prepared another proposal – to learn from the experience of Turkish Blue passports – they have identification, Blue Cards, ID cards. There is information about this Card on the internet: I forwarded my letter to the state

authorities to encourage them to consider this opportunity in more detail, discuss it and, if possible, introduce it in Kyrgyzstan. I sent the letter to Kyrgyzstan's President, the Prime Minister, and all the leaders of political parties in 2012. I was answered, but, unfortunately, the ministries did not even understand the point of my letter. The Kyrgyz Parliament has established a Commission chaired by Tekebaev. The Commission has done its work, and a Regulation was issued that ethnic Kyrgyz with passports of foreign countries can buy a house or flat. But the problem is that the migration flow has become such huge that already the next several generations will not speak Kyrgyz. And they will see no need to visit Kyrgyzstan at all. We do not want to end up this way, because we are a small nation, and we have to work hard so that Kyrgyzstan doesn't end up without Kyrgyz people.

My son has returned to Kyrgyzstan to live, he also has a German passport, and he can't get permanent residence, because first of all he has to prove that he is employed. But in order to be employed he has to have official identification documents. So it is a vicious circle and his problem has not been addressed so far. He cannot register his car because he requires employment and permits to stay, and there are other absurd barriers: it is a real knot. This is despite the fact that he will never be dependent: he doesn't get unemployment benefit or receive any other government assistance. His father is here: my son is Kyrgyz, he was born here and has returned – he should have the right to live here without all these stupid problems. He is like a kayrylman (a returned person), the problems of the returnees need solved, and so we should study the Turkish ID practice as the model in this area works well there.

Turkish public organizations are more democratic and address problems on the spot and promptly, because their institutional regulations are very precise and closely connected to the reality of ordinary people, professions, areas, economic sectors and social assistance.

Representative of Kyrgyz diaspora in Turkey:

When we registered our organization in 2009, we also agreed our Charter, which regulates our activity. Later we discovered that Bishkek knew our organization well, so we needed to set up an office there. We also expected to set up offices in Ankara, Istanbul, and Izmir. We started studying our Charter in detail and it turned out that we had a Charter for a public organization representing a small area, but there are also Chapters for organisations at national level. One year later we changed our Chapter at our general meeting, so we could open offices abroad. Later we developed in detail a Constitution for our association that covers everything and is our guiding document.

The document just needs to be written once and will be in use for many years. And the document is not only useful for us. Later we began studying why things are like this in Turkey. It turns out that public organizations in Kyrgyzstan cannot operate easily because public organizations in Kyrgyzstan are one person and not the community. We discovered that the first Turkish law on public organizations was issued in 1870, still in the Ottoman era. Since then, the Law has only been modified two or three times: the 1870 Law; the version of the Republic in the 1930s, some amendments in the 1980s, and the latest changes dated 2008. Everything was prescribed there in detail: how a public organization should run its operations, what might be required of it, so everything is foreseen. We are going to translate this law into Kyrgyz and Russian languages in order to study its possible adoption in Kyrgyzstan.

Migrants' contributions are included in the state budget: this is not correct as labour migrants and their payments are temporary phenomena, but laws and regulations are required to keep everything transparent

Representative of the Kyrgyz diaspora in the USA:

It is problematic that Kyrgyzstan's Parliament includes migrants' remittances as expected annual payments (that actually have not been received yet) to the state budget. They say that "last year the payments were approximately as expected: this year we also expect to receive USD 2 billion, so please envisage this amount in next year's budget". It is quite interesting that they now remember our compatriots! Wherever you are, if you are from Kyrgyzstan, born in Kyrgyzstan, your homeland is Kyrgyzstan. My homeland is Kyrgyzstan! All the other migrants also believe this: how many Kyrgyzstanis have migrated? One million, a million and half: all those who reside abroad are compatriots. Kyrgyz people who live in Naryn, Talas or Issyk Kul regions: we are all compatriots. You can separate off seasonal labour migrants, who come and go. They have their own specific difficulties; they need legal support (for example, support with agreeing contracts for seasonal work in host-countries. That is another aspects. But there are migrants who have left and settled down, and these people are not interested in seasonal work or seasonal salaries. They have problems of another kind, their kids do not speak Kyrgyz, their children do not want to visit Kyrgyzstan because they are already integrated in the host-country, they have friends, they were born there: these individuals are not our compatriots anymore, they are ethnic Kyrgyz who were born abroad. Their motherland is the USA or Germany or Russia, whatever country they were born in. They have become ethnic Kyrgyz outside the Kyrgyz Republic.

Human resource sexpert, UAE:

It is critical to understand at government level that a diaspora can bring people together abroad; people need an idea that will unite them, rally them, be of interest to all, that will be supported and promoted for the benefit of Kyrgyzstan's development. Every single Kyrgyz has five Kyrgyz acquaintances. If one hears something and conveys this valuable information to five more people, this could ease their stay abroad or help someone and something in their home country.

At the same time, measures need to be taken to simplify the stay of Kyrgyzstanis in foreign countries.

I can give the example of Ethiopia. Currently they are experiencing great changes in their migration policy. I know this because I am responsible for recruiting staff from the country. I believe that the Ethiopian Government is trying to help its people but in the meantime it is making people's employment here in the Emirates even tougher. I remember such a case: a girl arrived from Ethiopia and found a job: she had come on a tourist visa. She found work and then returned home but failed to arrive back in the UAE. So it means that she bore all these costs for nothing. Why? The Ethiopian Government decided to control its migration process and they did it as follows: first of all, a person should have an official medical checkup, then the checkup results should be sent to the employer via DHL. And this is only half of it. Next the girl, before her arrival in the Emirates, should be provided with an original visa (we send digital versions of visa). However, Ethiopian law prescribes that a person is prohibited from leaving the country without an original visa at the airport. Even though the girl had a visa and this was registered electronically in the system, it did not matter. She needed an original visa. This does not help the worker: no employer will spend money on sending a visa home to everyone.

If we hire 200 people per month for the Emirates only, we cannot afford to send original visas for passports to everyone. This country has an electronic system setup to allow us to send visas to their email accounts, and then border officers could see that the person has a visa. And yes, this Government wants to do something beneficial for their people. It turns out that Ethiopia has experienced such cases, when Arabs from the Emirates used to come to the country to look for domestic workers and babysitters. And when Ethiopian women arrived with tourist visas and worked for these families, their employers could do anything they wanted. They can beat them, do whatever else, and the victims were not able to complain about it, since they did not have official documents for their stay. Of course, the Ethiopian Government reacted to this, made decisions, but it did not think of conducting a survey of affected people to find out whether a certain decision or another would help

migrants to be safe and have their rights protected. I have heard of many such cases, since I am responsible for recruiting from all countries. And now I know for sure what Nepal migrants will accuse their Government of, what migrants from Sri Lanka will complain of, or Ethiopians. After all, the authorities in all countries have to listen to their people and be aware of the consequences of their actions.

When recruiting we need to take the nationality and legislation of their countries into account. This is another example: in order to migrate someone from Sri Lanka has to complete pre-departure training. I am personally completely in favour. Kyrgyzstan does something similar, and I know the benefit of such pre-departure training: for instance, it is obligatory for labour migration to South Korea. But Sri Lanka conducts this training in groups, perhaps to save money. I once hired a man: he was interviewed and went back to Sri Lanka to await his work visa. His work visa had been issued and he needed to submit it to his Government to receive the governmental pre-departure training. After submitting his visa the man was to be included in a waiting list for training that would be delivered only two months after he had obtained the visa. Under the UAE's legislation, a visa holder has the right to entry the country with a visa issued for a certain date within three months after that date. But not every employer is going to wait two months and an additional two weeks of training. An employer will say, "Look, excuse me, you have to wait for two months, but we need an employee right now, so we have to cancel the offer and hire someone else". I know many such issues in recruiting, and every person I have spoken to has their own story about such difficulties. I'm interested and I always ask them: "How, what, why did your government do this, did you complain about it, and did you say anything?" And, particularly to my question about complaints, they answer that there is no point; their government do not listen to them.

It is interesting to me to study and compare legislation on migration and employment abroad, and I collect this information for myself so I will be able to provide advice in the future. If I hire an Ethiopian girl again, it will be recommended that she doesn't return home but stays here. But in general, the law says that migrants have to depart, because one person is not allowed to have two visas. They arrived with a tourist visa, and to receive a work visa the migrants have to be outside the host-country. We have to get ourselves out of this somehow.

Conditions for returning home – reforming the musical education system and culture. Introducing simple time management and communication technologies (email, Skype, and so on) as well as ethics for interaction between diasporas and charity organizations.

Musical education expert, USA:

I: Could you please tell me if any state institutions have been reformed, for example, the Ministry of Culture, the Ministry of Education, our schools or universities, or have any innovations been initiated by the state authorities, are efforts being made in the area of your concern, and would these have any effect on where you decide to live?

R: Absolutely they would. I mentioned this issue at a meeting with the Deputy Minister of Culture last May. Last year I talked to the Director of the musical boarding school that I studied at. We discussed reforms, and changing teaching methods to bring them closer to global standards. But I spent two hours talking with the Director, and felt that he did not understand me. After all, the proposals we discussed would cost no extra money, but in fact save the public funds. I offered very specific ideas about how to help children, how to develop them. For instance, these boarding school children study in the daytime, and then they are free. They have to spend their free time on homework and piano study. They have no help: they are left to rely on their own resources. And then two days later they should go to specialized classes, but they have made no progress because their free time was wasted. They are young children: is this acceptable? I have proposed, for example, to provide the children with tutors like Moscow has done. Why is the Moscow school number one? Because parents hire tutors to provide their children with additional support, then parents work with their children themselves, and finally they go to music school to study with teachers. Just think how much time!

I: So it means that they interact much longer with advanced tutors, and practice more.

R: Of course. That's how it should be. Because no young child who is going to exercise independently of their own free will. It is not natural for a kid to sit still, you know? We have to understand our children as well. We have to assist them with their studies, think up something interesting, engage and train them, give them something new, teach them through play.

But communication should be sorted out. Communication is a catastrophe. It has to be done either through the Ministry of Culture or the school, whichever organization is concerned. For example, there is no culture of email communication. It has a certain culture and ethics. Someone writes and another answers, and yes, emailing is faster. For instance, when we were planning our anniversary concert, we discussed our schedule, and related issues. So you write emails, send everything, all the ideas, then wait and...no answer: they receive all the materials, they read everything, but do not respond. And then you phone them and only afterwards you establish if they are going to approve this schedule or not. It is quite a challenge.

How could they help us? First of all, they should accept the assistance that Kyrgyz compatriots are ready to provide. For example, I can only speak with the specific assistance I can provide. For example, the person who I should communicate and approve everything with for the competition, for some reasons she answers Skype, but not emails. So how can we communicate? It is an issue with IT literacy for communication purposes.

Secondly, when you agreed something precisely with people: that on a certain day I will teach my lesson, have a meeting, a tutorial or another free lesson for children. Even if I'm there in front of them and they assign a day for the lesson, at the end they have no such day in their schedule, can you imagine? This day is filled with other things, they just forgot!

In other words, people should be interested in receiving assistance: they do not know how to accept help. After all the, our assistance is not only about tutorials and lessons, I have raised funds and transferred them to them. So far the school has not reported to us on the money collected for them by our group of graduates. There is no transparency even at school level, never mind ministry level.

As to reform of musical education, I would be very grateful if you state that reforms are necessary. I have specific plans, a programme: quite specific ideas to improve musical education in Kyrgyzstan. How many specialised schools should there be in each region and, by the way, this will entail employment too. Graduates of conservatories, music colleges, absolutely all of them stay in Bishkek and do not work in their areas of specialization. Why don't they think about children in villages: they wish to receive a musical education too! There are so many people in need in rural area. We have very talented people, even parents in villages would be happy to give musical education to their children. Why is everything concentrated in Bishkek, it is not right. As a result, music school graduates stay at home and are unemployed.

It was said that all these publicly-funded schools (state music schools, I mean) spend so much budget money. Theatres, Houses of Culture yield absolutely nothing, neither spiritual nourishment nor anything else, but their staff are employed and supplied with public funds. I was in Uzgen: their local House of Culture is empty and there is just one administrator. So the Government pays for this employee, probably just for the building. And this House of Culture did not bring any value or benefit. Such facilities are supported for nothing by Ministry of Culture, and hence the Kyrgyz government, however it would be better to channel these funds to healthcare, the education sector, schools I mean. Currently these public funds are spent on absolutely useless facilities that provide neither spiritual nourishment, nor education, nor financial profit. I visited the Deputy Minister of Culture, and wasn't sure to what extent he was in a position to influence this situation: did he pass the suggestion on to Minister of Culture, and was the Minister able to change these things? I have my doubts.

Links between public organizations and the Kyrgyz parliament, a model from Turkey to adapt in Kyrgyzstan

Representative of the Kyrgyz diaspora in China and Turkey:

R: We established the Tosor Koluno public association in Tosor village, Issyk Kul region, Kyrgyzstan.

In Turkey, a public association is established, for example, for one village. They meet once a month, once a year; they assist someone in the village; they create and strengthen their ties with their village. We would like to set one up not for those who are abroad, but for those who have stayed in Kyrgyzstan and because of external or internal migration live far from their home village.

We use the same prototype and structure of the association established by Aibek in Istanbul: board members, board of trustees, and a CEO. This system has already been working for 100 years. Can you imagine, the idea was supported for the first time in 1870 and since then it has been working in Turkey: it turns out that public organizations have close connections with the Turkish parliament. Public opinion is built by public associations, which are enshrined in legislation. For instance, taxi drivers establish their own association and then taxi driver associations are united in one common association. The public association is therefore built upward and promotes further the needs of its members: it asks lawmakers to create conditions and policies to meet their needs. Later at a session of the Legislative Assembly the lawmakers declare that taxi drivers need this or that, this specification of wheels, for instance. And then the law is passed and implemented. But as for us, our lawmaker perhaps once saw something new in legislation in Turkey or somewhere else, and on returning they initiated the introduction of new legislation, but this new legislation had not been discussed with community, and did not meet the real needs of the people and therefore was not properly implemented. People just do not understand the law.

We established our association six months ago, and since then we have received many proposals, problems that were not apparent before. In other words there are things that are beyond the awareness of our parliamentarians. Let us assume that I am the CEO and am directly in touch with the people concerned. That's what we did; the members of the association are people who came from Tosor, our common village. But they don't live there. That is why our assistance is more about infrastructure (electricity, water, and so on) than personal needs.

Currently we are working on a project that we have set our hopes and efforts on, we are working on a voluntary basis. Eventually, a human being gets older physically, and at some point we have to hand our experience and assets on to a younger generation. We therefore engage old and young generations to meet each other. There is no gap between these generations.

Expert on musical education and festivals, Germany:

Of course, I was born in Kyrgyzstan, and I spent half of my life here while for the other half I have been living in Germany. I have the same number of friends here and there, I'm not drawing any borders. I consider myself rich, not financially but culturally, and anyone who knows many cultures or languages, is richer than anyone else. That person finds it easier to understand people, feels very comfortable, is not afraid, as only lack of knowledge causes fears. Some people are afraid of Islam, others have other fears, all people are scared of something and do not know the true reasons for these fears: they know neither culture nor traditions, and often interpret things differently.

Everyone seeks opportunities – a businessman, former compatriots, former Kyrgyz – they are all searching, travelling, arriving. They need to establish a foundation, so they need suggestions, i.e. forums, but not just statistical forums but real ones as well that cover defined areas and can offer people suggestions of how to participate. They can research these things for themselves and come to the conclusion: "This is an economic forum, and I can participate in this, I will get certain advantages, benefits from it." I am a German from Kyrgyzstan and I am invited to turn to them, they can facilitate my entry to this business. Thus I am admitted like a compatriot and provided with the conditions I need to contact them again and propose initiatives and projects.

The lack of conditions and rules for returning to Kyrgyzstan is a threat to Kyrgyzstan's economy and society

Representative of the Kyrgyz diaspora in China:

The Government has to develop such a system: a young person completes school, enrolls at university or wants to continue studying further: let them! But there shall be some grants, some social insurance. A person who has studied abroad for five years: let them come back. There shall be commitments made by the student's parents or someone else. On graduation and return to home, the state should immediately provide mortgage credit, a flat or a house as motivation. The society has created a person, so shouldn't we put some conditions in place?

It is difficult to develop projects after project in a corrupt environment. If the norm is corrupt practice then it will not yield the required results. The Government still does not understand that migration puts the growth of the Kyrgyz economy in jeopardy.

Role of the state in establishing conditions and motivating compatriots to return to Kyrgyzstan

Charity and mass media expert, Switzerland:

R: The state, our Parliament and our Government, have to play a serious role in setting very clear game rules to remove loopholes such as when a company or enterprise pretends to be assisting someone or somewhere but is actually avoiding taxation. Taxation is critical for social programmes run by the state.

I: Will your decision to go back to Kyrgyzstan depend on a change in government structure? Or government reforms, or something else?

R: This is a very difficult question for me. I once thought of returning to Kyrgyzstan after the regime was overthrown in April 2010. But I was held back by the fact that people with shady pasts are still being promoted to the Government and Parliament. Actually, I would return to Kyrgyzstan if government recruitment policy changed, and young and progressive people were mobilized to the political scene.

Discourse about successful Kyrgyz who observe traditions, return to their motherland with capital ('financially independent') and invest in the development of Kyrgyzstan.

Representative of the Kyrgyz diaspora in Russia:

Look, exactly one year ago we have a construction boom here (in Kyrgyzstan). Roughly 60 per cent of the elite apartments were bought by migrants. In other words, our migrants made investments towards their return to Kyrgyzstan. There are other emigrants, perhaps Russians and other non-Kyrgyz people, who migrate to other countries, remain there and settle down. We Kyrgyz are different, we will return in any case and in any case we will send our remittances to Kyrgyzstan. That is our tradition. It is our core. In addition we have many friends not only in Russia, but also in other countries, in other diasporas, and these people have become self-sufficient. They are real business people and send the money they earn back to Kyrgyzstan. There are many has many self-made businessmen in Russia now, and this is good, right?

Protracted decisions about returning are related to the question: "Why stay?"

Representative of the Kyrgyz diaspora in Germany and the European Union:

R: Of course, when I arrived in Germany, I was thinking that after two years of medical traineeship, I would return to Kyrgyzstan. However, my friends and former colleagues with whom I was in close contact talked me out of it. Maybe that was intemperate youth speaking: I'll get some experience and come back to Kyrgyzstan and work. But with time I understood that acquiring enough experience would naturally require investment and time. I decided to stay further to work and acquire a wider understanding of medicine, surgery, so that in the future I will be a valuable surgeon, a specialist, and then return to Kyrgyzstan. And that is my plan for the future.

I: How many years will acquiring this experience, developing your connections and expertise, take?

R: Well, on average (some may be faster, some take longer), I think 10 years in surgery would be about right.

The first phase is traineeship, and then I have to work as a surgeon, so seven years in total. Two years ago I planned for myself a five-year programme, and then hopefully at the end of this period I would return to Kyrgyzstan, not too old and not too young. So, we will see, how it turns out. I want to return to Kyrgyzstan in the prime of my life. I need to start my life in Kyrgyzstan not from scratch, but any new starting point will need some efforts. If I return after 50, it will be likely be very tough.

I: Did you think whether to stay in Germany or travel to another host-country? Did you have such plans?

R: Yes, I did. I thought of the United Kingdom, France or Spain. But I did not plan to move there for a long period, just for the short-term, just to see how medicine works in those countries. But not for a longer period, because that would again require more time.

I am planning to return to Kyrgyzstan, because all the time I have stayed in Germany, my soul was in Kyrgyzstan. I am here physically, but my soul is in Kyrgyzstan. I have no doubt that I wish to return home and work there, but when? That is the question. I am a Kyrgyz citizen and I'm not intending to change my citizenship at the moment.

Ethnic Kyrgyz people with experience of life in developed countries and the lack of conditions in place at home for their return.

Medical expert, Germany:

My son has returned to Kyrgyzstan, and he is now trying to open a business. He is entrepreneur, and is hoping things will work out. In any case, he wants to live in his homeland.

I: How did you cultivate this sensor feeling in your child? How did he turn out that way?

R: It is hard to say. I did not tell him that he had to return. On the contrary, I told him: "When you graduate, you will be able to go". I have always told him: "You can get a passport", but he did not want a German passport. However, we have experienced problems with his Kyrgyz passport. You cannot even travel to London, as you have to arrange a visa three weeks in advance. He was refused a US visa because of his Kyrgyz passport; and they commented: "You did not convince us that you were not going to stay in the USA, even though he mentioned that his parents are residents of Germany. His feelings were so hurt that he did not want to travel there at all. Later he realized that if you lived in Germany, a German passport would be important. In other words there are situations that force naturalization and make you to take the passport of the country where you live now, and this is not because we do not want Kyrgyz citizenship. We have no dual citizenship, neither Germany nor Kyrgyzstan. I feel that is normal: each country may decide for itself. Nevertheless, Turkey has this Blue Card that empowers Turkish people up to the third generation to buy property, do business in Turkey, and return any time they wish, apart from for political positions. A Blue Card holder has no right to vote.

We need such regulations in Kyrgyzstan, too. We need an identification document in which Kyrgyz ethnicity is certified that empowers the holder to arrive, buy a house or a car in their home country, get a job, all but political influence. Such people can be registered where they stay and so on: all these procedures can be worked out. We have good relations with the Turks, and we can take their practice and adapt it to our circumstances. I have drafted a letter with my proposals and submitted it to the Kyrgyz President's Office with a copy to your Foundation (ROI IPF), so I hope that this initiative will be supported.

Pessimism and conviction that in the next 20 years Kyrgyzstan will not achieve the level of development required for the wellbeing of Kyrgyzstanis at home. A huge problem of instability for the middle class.

Expert, business person, Russia:

The first reason to return to Kyrgyzstan was our wish to implement our project. Some years ago when we stayed in Kyrgyzstan, we (my husband and I) wanted to open a pre-school education business, but we were afraid. Everything is much more difficult in Kyrgyzstan. It is easier for us without citizenship, money, connections, and other assets to open our club for children in Krasnodar in Russia than it is now here in Kyrgyzstan.

The question of return is a very hard one. It seems to me that none of the things we want for Kyrgyzstan

will happen in the next 20 years. It is more likely that they happen in 50 years. We only wish for decent conditions for labour, for survival at least. Because young families suffer a lot in Kyrgyzstan.

For our family, housing is the problem. That is, we expect to have everything regularly. For instance, we have our salary and our Russian salary allows us to rent a reasonable flat, pay for our child's courses, by him clothes for the seasons, if not expensive ones. If we had such opportunities, that's at least something, then we can spend on ourselves, study and strive for something more. But it's impossible in Kyrgyzstan, even if you're well educated, to get a well-paid job. You need money and connections in Kyrgyzstan, and so it is a very difficult question.

Identity of the Kyrgyz people in Kyrgyzstan and abroad

Cinematography expert, USA:

R: Frankly, we would like to build a house for our family in the village to allow our children to learn more Kyrgyz language and dip into our culture, because it is difficult to do this in an urban environment, and Kyrgyz urban people have no need to learn Kyrgyz in their adult lives, so it is unrealistic to expect them to learn Kyrgyz at all. It is much easier to let your children live in a completely Kyrgyz-speaking environment for two or three years; maybe five years; and then they will know and absorb everything you need and acquire that identity. It is quite easy for my kids to become Americans, but to become Kyrgyz post-factum is unrealistic. But you have to become Kyrgyz (if you are ethnic Kyrgyz) and then be whoever you like, wear any cap. You know, American culture is very easy to understand, and particularly for my children in particular, because my own values are very close to liberal values, and we therefore understand that we shouldn't miss this chance.

Because this is their culture of their parents, their family, their ancestors, and it is shameful not to know it. Not knowing is a big loss, and then learning the culture as foreigners. You will not be able to imbue in full in any case. I believe that many culture-related things are stored in the genes anyway. I do understand this: for example, when I hear the komuz I feel something completely unexpected awakening inside me, and I want my children to have this feeling, to comprehend and accept this. I do not want them to treat their native culture and language with disdain, or as foreigners. As long as my children want to learn Kyrgyz, they will learn it, but I do not want them to learn the language as a foreign language or as foreigners.

When my daughter was small, she spoke Kyrgyz. Then she went to a Russian-language kindergarten and started staying permanently in the city, and she saw simple visual difference between urban and

rural kids. Urban children dressed in stylish clothes, they spoke about fashionable things, like cartoons, but kids from villages did not. But once she met a girl who had come from Sweden, and that girl was dressed like a European kid but spoke fluently in Kyrgyz. My daughter understood that cool kids also speak Kyrgyz. And actually before that meeting she thought that Kyrgyz language was a language for old people only. So the only thing she missed was a role model. I realized that developing an attachment in my child to her native culture is rather easy, the only thing you need is for her to meet children she thinks are cool, dress in modern way, are well-educated and well read, and travel, but also speak Kyrgyz. Then she understands that native speakers are people whom she can and must consider her equals. She believes that the people she sees in rural areas are slightly retrograde. She even has asked me: "Mum, why are Kyrgyz people in the village all black and so wrinkled". I answered: "Daughter, this is because they live in a high mountain area. If we moved there, we will be just like them. And it is not because they are worse or poorer, just because of different living conditions in the village and the city".

I: Children used to notice some differences between urban and rural areas, and maybe they link their native language and its significance to this physical difference in context.

R: To speak English is cool, to speak French is cool, to speak in Russian is just convenient, to watch cartoons for instance, so we thought, what if we move to a village? That would be a dramatically different approach.

I: Actually, this is such a challenge for many Kyrgyzstanis who stay abroad for 20-30 years: they ask for kindergartens to open with Kyrgyz language teaching. You and your family see the only solution is to establish such an environment in a village and devote several years of your family's life to language learning: this is quite a drastic approach.

R: Well, this is based upon my experience. I living in the city until I was 13, I went to a Russian school, and there were two Kyrgyz (one boy and me) in our class. Later our family moved to a rural area and I spent five years in this medium. That was shock therapy for me indeed. I felt very unhappy at the time, but later on, when I moved to Bishkek I understood the importance of the experience. Because I had stopped calling Kyrgyz "they": I stopped thinking of myself as Russian. I now understood my native language: now I can read and understand Kyrgyz literature, and I even try writing in Kyrgyz. Although I have slightly lost the language over the last 10 years, it still exists in me, the fundamentals. I believe that such an experience would help my children. There are some things you just can't learn at school. For instance, Kyrgyz humour: to understand it you have to have seen various scenes in Kyrgyz life.

Moreover, even as a child, you go to real Kyrgyz funerals – and this is a big part of our culture. I was

happy that my daughter went to a funeral with her grandmother. I asked her to take her and let her see it. Cultural understanding is built upon on such things. If she doesn't experience it at this age, she will later only be joining her own culture from the outside. I want her not to be outside the "circle" but inside it. I want her to have such a core.

Ethnic Kyrgyz people and their links with their motherland, the Kyrgyz identity, and "prices and values"

Expert in medicine, Germany:

R: There is the expression: "knowing the price of everything and the value of nothing". And we live now in a time when everyone talks about prices only, how much things cost, this is so expensive, the more expensive the better: this is our era. We forget about values. I was raised in a village, we respected people, and amongst these very respected people there were some who were not even able to read. Now people say, "he graduated from university": it may be he is a bad man, but anyway it is believed that the more expensive the facility graduated from the better. However, there were wise Kyrgyz in villages who were respected by everyone, people sought their advice. Although these respected people were not able to read, they were wise about life. They had life wisdom: values they would not transgress. In those days the family brought up their children with these values and explained, "It is essential for life, you have to act that way".

I: Are ethnic Kyrgyz entitled to return to their motherland and grow their wellbeing? Let us say starting by buying a house and so on. How should this be done?

R: So, I suggested learning from the practice of Turkish people in Germany where about six million Turkish people live. With all the money they earn there, they build houses in Turkey, open businesses if they have the resources. They benefit from this a lot; I mean the economy of Turkey. And now the people who were living and studying in Germany are returning to Turkey; there is this tendency. Because the Turkish economy is doing well. And many of them (ethnic Turkish in Germany) say that they are Turkish in Germany, but they are German in Turkey: anyway, the migrants have acquired this mentality. If my child migrated with me to Germany when he was 15 and grew up there, surely it would be tough for him to return to Kyrgyzstan in another 15 years.

On the price of success, homecoming, and the advantage of staying abroad

Human resources expert, UAE

Everyone has his or her own level of success. For example, one year ago I was on the first step, now I am on the second step. If I returned to Kyrgyzstan, I would be able to jump to the tenth step and be a success at once. It will be higher than my position here, which is the second step of the imagined stairs to my success. Perhaps if I returned to Kyrgyzstan, I could be 10 steps higher. Maybe on that step, I would bring benefits to my country more, but on the other hand, if I stay abroad and receive information here and I share this information with those who stay in my home country this is an advantage as well. So, you see, the decision is balanced. One the one hand stay at home, be of benefit to your country and enjoy all the status advantages. On the other hand, I believe that I have learned many things here and assisted and explained important things to many people. **Possibly I even do more good being abroad. Thus, the decision should be taken on the basis of how much good I would be able to do here or there.**

Mobilization of compatriots and diasporas

Our respondents offered rather pragmatic and feasible ideas to mobilize diasporas and specific compatriots and organizations to take part in initiatives to develop their home country and hometown.

The 2014 Forum discussed the discourse that when Kyrgyzstanis travel to Dubai they become harder working and more disciplined, tolerant, patient, law-abiding and committed (cited in the presentation of Kyrgyz Consul to UAE (Mekendeshter Forum, Bishkek, July 2014).

Studying business discipline, and our compatriots' business experience returns to Kyrgyzstan

Representative of the Kyrgyz diaspora in the USA:

R: Being abroad, Kyrgyzstanis learn to be disciplined and obey the law like happens in developed, rich countries. You become part of a community, you become more tolerant, and patient. Migrants tend to change, become more hardworking, financially-competent people. A new generation of Kyrgyzstanis living here [the USA] would like to see Kyrgyzstanis as that sort of people. We are trying to bring up our children with certain keyskills and help them become stronger. Tabaldy Egemberdiev said: "They become warriors, and return to Kyrgyzstan well-experienced and complete businessmen. Any business in Kyrgyzstan, just look around, is connected directly or indirectly to our migrants. They arrived in a host-country, they were employed there as cleaners or bar staff, cooks or managers, wherever they worked for and in whatever positions, they

look at the practice and already dream: "Oh, actually this is the model for me. If I could establish such a café in Bishkek, I would be able to earn quite well." Next, they keep saving their money and send remittances (if they have the means to do so) to parents, brothers or sisters. And they start their business slowly but surely: designers, cafés, beautiful coffee shops: all these ideas were imported to Kyrgyzstan.

Coming home in order not to lose their connection with the motherland

Expert in medicine, Germany:

They have left the country for various reasons: we cannot stop this flow. It is problem not just for our country: it is aglobal trend. If there is unemployment, especially among youth, they will migrate to feed their families. From one perspective it is a positive phenomenon, but on the other hand they leave this place for a better life. Do you know how many people have migrated without their families, whose children were left in Kyrgyzstan? This problem touches me deeply. My eldest son lives in Kazakhstan. He is a Kazakhstani citizen. His wife is Kazakh. He had a car with a yellow number plate. And because he was a Kyrgyz citizen, the traffic police repeatedly stopped him, and demanded more and more documents from him. Finally he was fed up and took Kazakh citizenship. He is a banker. I have asked him: "Will you return to Kyrgyzstan?" He answers: "Well, we'll see". He is also afraid to change his place of residence. But just imagine, my son came back, he would have no problems because he would have his house and car formalized as necessary, he would have opportunities to stay because he has money. However, what about

if he was working abroad, with children, and now he failed to get a job: he could only stay for one month more and would have no confidence in his future. And then he would make a U-turn and leave. That is a problem! If we want our good guys back, we have to simplify the bureaucracy. We need to follow the Turkish model, let's think for instance about the case of a man who migrated to Germany in the 1960s, he married there, and has children. Now he is 70, his son is 40, and his grandson has the right to return but the fourth generation is already Germans, but who are they for Kyrgyzstan?

If my grandchildren come here [to Kyrgyzstan] and say that this house of our grandparents, we grew up here, they will have absolutely different feeling about their homeland. The homeland is a place where their home, the family nest, is. If we lose this feeling as well, it will be difficult.

However, God loves us, the Kyrgyz people. First of all, we can rapidly adapt to new conditions and situations. For instance, our students in Germany learn the language quickly and adjust. From one perspective this is not a bad feature – better survival skills but on the other hand this is not good, if we adapt well we may lose ourselves. But again there are other cases, just compare how many Uighurs live without their homeland and flag; they have nowhere to return to. They are fighting for it. How many Kurds are there in Iran, Turkey, and Iraq: all of them are separated, Kurds are dispersed all over the world. They are also stateless. When Kyrgyz compatriots stay abroad they should be granted the right to return to Kyrgyzstan and build their lives with comfort and benefit their country through their projects. They should be allowed to return anytime they want. They should not be impeded. If my children come and stay for one month, but documents are not given to them, they will go away. Then I will leave, too.

Annex 3.6. Semi-structured interviews with representatives of governmental authorities of Kyrgyzstan

"Nothing holds them here, they look for opportunities"

Representative of the Ministry of Social Development:

Everyone looks for a better place. First of all, unemployment, poor salaries, the lack of decent housing, that is the trouble. They therefore migrate to find better work, earn money for to buy property, or a car at least. Young people are especially keen to go because they have poor salaries or no work at all. My best friend lives in the USA. My younger sister lives in Turkey: she emigrated because she had neither her own flat nor a job. Even though she managed to find a job, the salary offered was poor, and so she decided to leave. Now she has already been living in Turkey for five years.

My sister does not plan to return to her homeland yet. As for my best friend, she left to join her daughter, she became a US citizen, she is helping to bring up her grandson, and she drives him to his school and back. But they did not intend to emigrate. They have already been living there for eight or nine years. My sister is not going to return, as nothing keeps her here. She has neither a flat, nor anything else here, except us, her family. She visits us and goes back to Turkey. She is looking for opportunities.

these people home. I think that children who have been attending schools abroad and then enrolled at foreign universities: these children are basically lost for Kyrgyzstan, they have integrated in full into their host-countries, adhere to a new mentality through education. They will not be able to adapt to us, and happily turn into 'nuts and bolts' of a successful country. They will marry and die there, and their children will say, as we often hear: "I have Gypsy, Jewish, Kazakh blood in me". And ours will say: "Actually my grandfather, my great-grandfather was from Central Asia". This will happen in two or three generations for sure. It is a shame. Actually we do not give birth to children and raise them to see them contributing to the wealth of a successful or rich country. My opinion is that they should be useful to their motherland.

We need to see real opportunities for Kyrgyzstanis – a Kyrgyzstan brand

Representative of the State Registration Service:

R: There is a gap between Kyrgyzstan's reality and the things people see there. In other words, it is a kind of imagination, an illusion perhaps: I have experienced this and know it for sure. I had some illusions that have disappeared now. Very likely that it is not our compatriots' fault. It is very likely that it is a problem of our Government which does not establish the conditions that would allow them to become aware of the reality.

I: Are there any positive things here, or is the reality abroad actual reality?

R: The actual reality is in Kyrgyzstan and their actual reality is their opportunity to participate in the formation of Kyrgyzstan.

Green Card for me and my family as the ultimate goal.

Representative of the State Construction Agency:

People who went to USA to work, seeking temporary jobs, later decided to stay. Some migrate with Green Cards. Even my uncle migrated with a Green Card. He and his family have already been there for seven years.

We raise our children for developed and rich countries, but who is going to fulfil their duty to the homeland?

Representative of the Ministry of Energy:

They have property there, but their adult children are still educated here. That is, people are there, of course, because of poor living conditions in Kyrgyzstan. If everything was okay here, they would not have to stay with their families in the north for years, decades. I feel that all these departures and moneymaking abroad are not a good thing. I believe that it is rather bad: it would be better to have

Success abroad is thought to be easier than success in Kyrgyzstan, but "to become a millionaire immediately" is an unrealistic goal even if you sacrifice your children's command of Kyrgyz language

Representative of the Ministry of Agriculture and Water Resources:

R: When I visited North Dakota in the USA, I met young Kyrgyz people. They told me that they don't communicate between themselves: many Kyrgyz people arrived but they don't interact with each other. Some of them have found their feet and now they are doing okay. But others have just started

work, and they don't think about socialising: they have to work, earn money, after all, they went there for employment, to earn money. Maybe it is true. However, compatriots with families told me: "Our children will not learn Kyrgyz any more". They are sorry about this. But they are going to stay, because do not see any reasons to return. I told them: "No, there are many things you can do". It just seems to them there is nothing for them to do here. If they can save some money there [in the host-country], they will be able to start any business here. But they want to be someone significant or have something substantial (they mentioned Ayu and Dordoi, famous Kyrgyz companies). But to become Ayu and Dordoi you need to work hard and for a long time. Or become like Shoro. I always tell them and tekk my students here at the Agrarian University that: "Nobody becomes a millionaire at once, and in any case, those businessmen or successful farmers have to work hard."

Protecting our citizens' rights abroad with our diplomatic missions

Representative of the State Registration Service:

I know that there are many problems when our citizens migrate. For example, with regard to marriage: this mainly affects our girls. They marry and start families. After some time they divorce, and our compatriots are left unprotected. Why? Because they have a child born as a citizen of other country. Well, these are typical situations that may occur. There is need for some kind of information space where they will find information about their rights, and how they can protect themselves.

I: From the point of our compatriots or those who have gone abroad, which ministries do you think are the most important? Who needs help from whom? Do migrants make such requests through ministries and agencies?

R: The Ministry of Foreign Affairs, the Ministry of Defence, The Ministry of Social Development, The Ministry of Culture, The Ministry of Labour and Migration, local government. Requests are generally about migration-related issues, how to obtain passports, issues to do with formalizing property ownership. There are also requests from people searching for their ancestors. Recently there was a case – an older woman was searching her father, and by the way we found him.

Such communication is generally made through the Ministry of Foreign Affairs: they deliver the requests to us. Maybe there are some contacts at sub-agency level, the level of departments: unfortunately, I have no information about that now. As to the necessity of these services, I think we do need this

kind of information, at least for analytical work: to research, discover needs and challenges, collect statistics, and programme our activities based on the statistics.

With regard to assistance to compatriots from our Registration Service, we can provide a lot. We oversee the main informational resources of the state: on population, transportation means, and the land register. Thus we supply information services to all state authorities. Some of our registration services are also delegated to local self-government bodies and local state administrations. This is just one aspect. We interact with the Ministry of Justice, because that Ministry sets registration-related policy and we implement this policy. Also, we interact with the Ministry of Foreign Affairs, the Ministry of Internal Affairs, the Public Prosecutor's Office, and the Ministry of Finance. Well, with all of them in fact.

Motivation to unite in diasporas abroad: connections and networking for successful integration in a new country

Representative of the Ministry of Foreign Affairs:

Providing legal assistance and cooperating with migrants are two different things. Of course, 23 years have passed since Kyrgyzstan became independent, and certain diasporas, some diasporal associations have been established in this period, and some of them stand on their own two feet: they are well organized and run organizations, in particular in Russia and Turkey. Some countries have our diasporas, the core of which include citizens of the host-country, they are already citizens of foreign countries. They are not our citizens.

If we take the Russian Federation, the diasporal organizations mainly consist of citizens of Russia, but all of them are former Kyrgyz citizens. When did they migrate? Five, 10, 15, someone 20 years ago: they settled down, their children are growing up, they have jobs there and are full citizens of the Russian Federation. We (Kyrgyzstan and Russia) have an agreed-legal framework: we cannot have dual citizenship with Russia. These migrants relinquish our citizenship and are granted Russian citizenship. I believe that the Kyrgyz MFA and many other ministries and agencies could cooperate actively with such diasporal organizations. In which ways? On economic issues, for instance. Many diasporal organizations are already well established: they are administrated by well-to-do persons with financial resources, and they are willing to invest in Kyrgyzstan's economy, the economy of their country of origin. Well, as a start, let us establish small enterprises or joint ventures, construct social facilities: all these things are positive. Every single dollar sent from outside into our country will be useful in the end.

Representative of the Ministry of Labour, Migration, and Youth:

I: Which services or value added do our compatriots themselves get from participation in diasporal organizations? What is your opinion? Why do they need to associate at all?

R: Well, we need to go to celebrations, parties, have a sort of rotating savings association. If something happens, these people will come and support you. You're in a circle although you're abroad. There is also a practical side to this phenomenon, first of all, there are traditions in our community which have been created, refined, and adapted for many centuries. Why does everyone in Kyrgyzstan make the criticism: "The person who died a sheep and a cow were slaughtered for them, and they went into debt". Why do they do this: not because of being rich and bored, but because they know they will die tomorrow, and they want to be buried with the same respect. First of all, it is their personal interest to participate; if something happens to them, their community will support them. It is a personal fear or phobia of finding oneself alone. Because human beings are social creatures, they will in any case associate into groups of three or five.

For instance, there are seven or eight associations in Moscow established by expats who went there to study as early as the 1970s, in Soviet times. Those students stayed there to work as university lecturers, so they are well-educated, cultural intellectuals, who understood that were not alone. After the collapse of the USSR, more and more of our compatriots went to Moscow and the 'first' expats occupied the position of intermediaries. They began to provide not services but assistance for successful integration and adaption to the new location. Because they (the newly arrived migrants) were often their family members or friends, they got involved in addressing the needs of those who arrive. This may be language issues or psychological problems, as it always hurts to be far away from your home, the conditions you are used to, and family and friends. Thus, they naturally help these people.

Sectoral approaches and cooperation with Kyrgyzstanis who are living abroad and/or diasporal organizations specifically in the sector that the government body works in

Representative of the Ministry of Foreign Affairs:

Russia is a country that needs human resources, Turkey is not such a country, Turkey is a country that sends labour to European countries. Therefore the legislation in Turkey is much stricter than in Russia. It is impossible to arrive to Turkey for no particular reason: it is almost impossible to obtain

a work permit. That is why the number of Kyrgyz nationals is limited: it is a constraint. If Turkey was like Russia or was another former Soviet country, then the number of our compatriots would be higher for sure. But because it is a western country, its laws are designed to protect the interests of its citizens against an excess of labour resources: they therefore do not accept labour resources from outside, from other countries. Correspondingly their laws are restrictive; obtaining permits is quite a challenge. Another problem is visas: before we were allowed to stay in Turkey for one month without a visa, like in Russia, where we also can stay without a visa, but people can travel to Russia three times cheaper. Our people can find good, legal jobs in Turkey but only if they know the system. Who knows the system? Students firstly, those who graduated there: they are the core of this diaspora, they know the laws, are graduates, and Turkish employers are particularly interested in these staff, because they are multicultural and therefore in more favoured position than Turkish citizens. As to Russia, our migrants are employed in the service sector, unskilled jobs. There is no demand in Turkey for such work from our citizens. These jobs are done by Turkish citizens. But there are highly-qualified experts with experience of several cultures and languages, and skills in the area of cooperation with Russia. Turkey needs Russian-speaking specialists, who know about Russian legislation. Who can do this? Of course, a person who graduated in Turkey and speaks Turkish, Russian and Kyrgyz.

And our migrants are in an advantageous position, they get jobs easier, and it is almost impossible for them to be employed in the shadow economy. For example, under Turkish legislation work permits are not issued for construction workers without a specific reason.

Discourse about the diaspora organisation of doctors from Kyrgyzstan who are in great demand in Russia: "you can earn an apartment for your family!"

Representative of the Ministry of Health:

R: Many doctors emigrate, including to the Russia Federation. They are very happy there. Mr. Beniaminov, the Head of Russian Customs Service said at a session of the Intergovernmental Commission that one of the regions of Russia is fully supplied by healthcare professionals, doctors from Kyrgyzstan. He was talking about Penza region. Can you imagine how many doctors migrated there? And our compatriots are in great demand in Russia. Once I have met a classmate: she has spent five years in Russia. She had gone to visit family members, and went with her niece to a local clinic: they were sitting in line and waiting for a consultation. One woman started complaining about her condition, and my classmate started telling her how to treat it, what she had to do. The head doctor was

passing by and said: "Gosh, are you a doctor giving such consultations?" He offered her a job without any supporting documentation. So she has been working illegally for five years and earning quite well. She told me that her husband went back home, but she stayed for five years and she when came back she bought a flat here. They returned.

Formulating the needs of the public sector and society that could be addressed with assistance provided by the diaspora through the database of needs.

Representative of the Ministry of Social Development:

R: We will soon setup the database. The Presidential Academy of Public Administration and a company, "Info-System", have developed a database of children's residential institutions and established the www.detiokmot.kg website, but now this site does not work. We have just forwarded the agreement on transferring the database to our Ministry. We need to update the database. It includes about 100 or more residential institutions for children aged 0-18. These are facilities where children stay until they reach the age of majority.

Civil society could easily help, but there have been no initiatives so far. NGOs can only criticize: "Bla-bla-bla". They use their grants for their round-tables, workshops and training, and that is all.

I: Is there any list of needs that our compatriots could look at and act upon. They could say: "I would like to help this child individually, or this family". Do you have such a database? Or in general, as you see, our compatriots want to donate, they have some money. We could collect funds by crowd funding. How can you open channels through which these compatriots could help this specific group of vulnerable families?

R: The database I mentioned before sets out some needs. Actually the database was established for this reason. The database is for those who can help but don't know how to. So it does contain relevant information.

Representative of the Ministry of Culture:

R: Village and small district centres have Houses of Culture, clubs and libraries. We have a database of these cultural facilities.

I: Are you interested in publicising this database and declaring: "Dear compatriots, we have these dilapidated facilities and clubs, would you like to contribute to them: it will cost this much". Do you think it would make sense to ask for help from our compatriots?

R: Well, they were born and raised here, so they are aware of the situation.

I: And what do you think about tours of Kyrgyzstan organized by Kyrgyz diasporas abroad? How interesting would that be and what could you do to support it?

R: We can show them tourist sites, drive them along the Silk Way. In the summer time show them our nature. Alternatively, we could travel in winter; I believe that in winter nature has a specific charm. Now we have ski lodges, our climate and nature is good for this leisure activity as well. So the only we need is infrastructure. Jailoos (summer pastures) would also be good. Foreign tourists especially want to enjoy wild nature, mountain rivers, and so on.

I: Anyway, Kyrgyzstanis who have migrated abroad have families, children and grandchildren, and they realize their lack of engagement and wish to visit Kyrgyzstan. Are they in some way covered by your Ministry as clients or not?

R: No, they are not. That is why we need to establish connections with our compatriots, whether through cultural events or tourism. They have to be provided with relevant materials, informed about the activities and events we are offering. We therefore need to cooperate with our diasporas abroad in a systematic way. We have no such connections yet.

Need for the human resources of the diaspora and old and new styles of staff training

Representative of the Ministry of Agriculture:

The Ministry is primarily responsible for agrarian policy. If we employ someone for management of the crop production sector, that person should have agricultural qualifications. We also employ graduates from humanitarian and economic departments. All of them have to come through a competitive selection process.

We cannot afford to train them at our expense since we have a limited budget; we didn't, don't and won't have enough to spend. But there are training programmes: for example 20 people were educated in China and returned to Kyrgyzstan. Every year the Chinese Ministry of Commerce invites our staff for training: we have ad hoc cooperation for training on planning and bio-laboratory – in other words, many people have enjoyed a Chinese education. For another example, Iran has invited us to participate in training on rice cultivation. There are many projects in the agriculture sector. Our employees attend the training as do staff of village administrations and farmers, to study and get to know new approaches and innovations.

I: If we setup Kyrgyzstan's Expats Expert Roster, what experience does the Ministry of Agriculture require?

R: We need modern innovative practice. International experts arrive here from various projects and suggest that they can teach this and that. We say: "We don't need you to teach us that", and ask us to adjust the programme. For instance, we have a USD 30 million project in which USD 5 million is envisaged as consulting fees for one expert. But we say: "If the expert is a foreign specialist, then let him do this, but our domestic expert will study this". The donors, for instance, provided us with a USD 3 million grant, of which USD 1.5 million was allocated for experts: this is unacceptable! We are making many changes now.

We have lots of experts, quite enough. The expert has to work, see, understand, and analyse. Those are experts who work with us directly. We have analytical resources. We have just come to an agreement with your colleague, Sagynbaev. He was interested specifically in drip irrigation and green houses.

We have specially established the Innovation Technologies, Drop Irrigation and Greenhouses Centre. We need innovative technology. We have prepared a list of village administrations where such projects are ongoing and required in order to keep our compatriots abroad informed about specific regions where there is a need for greenhouses or drop irrigation. So just please visit, invest and assist specific regions, as our compatriots abroad do have home villages: after all they were born in a certain village, district and so on.

The energy sector needs human resources "as enduring as a Mongolian horse and as unpretentious as a saxaul"

Representative of the Ministry of Energy and Industry, a decision maker:

I: Tell us please which reforms are expected in energy sector, in order to mobilize the best experts?

R: We do not need "experts" just because they graduated or were employed abroad. If experts want to come, they will come. We have friends who migrated to Canada and are employed in the energy sector, but they are very well paid. So why should they come here, will they organise a revolution here? The local mentality is different, but we are not stupid, not more stupid than those guys are. They will not come to us, and even if they come, we will see if they can work day and night physically like we do. And maybe they are too soft for our conditions and want to improve everything hugging their PCs? It is absurd [laughing]. They couldn't exert themselves like we do, oh my [laughing]!

I: Which qualities does a person need to have to be employed in the Ministry of Energy? What are your expectations, preferable specializations, let's say your model?

R: No model, that is a meaningless word. The required qualifications are set out, with the experience and background given for all levels of experts. As for education, knowledge, they have to pass tests at the Testing Centre. We have a competitive system, and people agree to the salary taking into consideration their prospects, so anyway it is their choice and they are going to work hard day and night here, and I can any moment tell them, "Okay come in here", and he will stand here quietly. So if he needs this, he's welcome, let him to come for a USD 100 salary.

I: Okay, but how are you going to retain such bright, great and interesting employees?

R: We don't have any such employees: they don't sit here.

I: Why not?

R: Because bright, great and interesting specialists are well-paid in the private sector.

I: So do you think you have a staff shortage or not?

P: No, I don't. Because of our salary scales, we cherish and take care of the staff, but later they will leave...[laughing]

I: Do you nurture your personnel here?

R: Yes, we do (laughing), we nurture them to be as unpretentious as the saxaul and as enduring as the Mongolian horse [laughing].

I: Do they do their job well?

R: Yes, they do [laughing], unpretentious and enduring ones can survive here, others escape.

Well, so they have survived, very good: they are now trained. But in any case half of them will leave, because they are now trained and know how to write, communicate, work, and they will immediately move over to a successful private business or to power suppliers, or will further their careers in the civil service.

You could cope with this salary for one year, you could suffer three years without food or housing, like a saxaul, but later you would say: "F...k you", and leave, and you would be right to. And when our employees leave our agency, I see them off with pleasure and wish them all the best.

Of course, they are people. But I do not believe in these molly-coddled foreign experts, who are going to organize revolutions here. They are used to leaving in the evening, having twodays off. As for me, I have been working in the civil service for 16 years and I've taken no holidays. No weekends, no

professional holidays. No Saturdays or Sundays, I'm always here until 21:00.

I: Well, it actually a sort of absolutely different school, may be you are the "last of the Mohicans"?

R: No, I am not alone. We make that sort of people here [laughing].

We train people who can work well, people who want to grow professionally. At present, we have about 16 national projects and more small projects, and all these projects are administrated and supervised by our team. Furthermore we have relations with the outside world: importing and exporting; water, industry and energy. Our employees are exhausted, overloaded. We receive about 13-14,000 documents a year, and 10,000 documents are sent back. Sixty people in the Ministry manage This huge document turnover, including 13 employees for the energy sector, and 10 in two units responsible for industry. It is an impossible working environment. We therefore have no time to deal with small or even significant challenges in the energy and industry sectors.

Vision from expert level and capacity of compatriots in the development sector

Representative of the Ministry of Transportation:

Those people, who have graduated from foreign universities, generally bring in new knowledge and approaches. And business management experience abroad or employment in private business abroad is imported here and practised, and thus our system is improving a little. Did you notice that people who have been at least one year abroad for study prefer a managerial approach to public administration. These people slightly differ from people who have never been abroad, those who have stayed and will stay in the Kyrgyz Republic without a break.

Representative of the State Registration Service:

We would like to receive specific information about expat experts. Possibly detailed CVs, contact details that we could use to keep in touch and set up initiative groups, may be consultative groups.

Gaps and risks associated with migration and diasporas

Are there only positives and benefits from ongoing co-operation and strengthened cooperation with Kyrgyz nationals abroad? Are there any negative aspects?

There are both positive and negative aspects, but this can only be assessed and interpreted personally

by experts, who observe and are engaged in diaspora-related activities. Kyrgyzstan's civil service is to a large extent dependent on personalities who become an institutional memory in absence of transparent and sustainable institutions. It should be noticed that decisions on migration at the Ministry of Labour, Migration, and Youth are made by someone who has experience of working for the Ministry of Foreign Affairs, and departments of migration and labour in four different agencies (since 1999): the Ministry of Social Development, the Committee of Migration and Employment in the Ministry of Foreign Affairs, and since 2005 the Ministry of Labour in several incarnations.

Kyrgyz diplomatic staff and protection of labour migrants' rights

Representative of the Ministry of Labour, Migration, and Youth:

Between 1999 and 2005 I worked for the Ministry of Foreign Affairs (MFA), between 2005 and 2015 I worked at the Ministry of Labour, from 2012 to 2015 at the MFA again, and since 2015 I have been working in the migration sector again. When I worked for the MFA, I was assigned to consular positions to protect the rights and interests of our citizens abroad, including labour migrants. So in practice my specialization over the last 15 years has been related to migration problems.

I am a professional diplomat specialized in law, but I have been working on social issues for a long time. I was responsible for protection of labour migrants' rights. When I was assigned to be Almaty vice-consul, in 2002, transboundary migration of our tobacco planters was a very topical issue. Almaty region "took" about 7,500 Kyrgyz nationals, predominately from Nookan district in Batken region: they migrated to Almaty region to cultivate tobacco. There were many infringements of the basic human rights, and when I was in Almaty, I prepared a series of analytical notes on the status of our migrants that triggered on storm on the radio, television and newspapers, to the extent that we wrote with Kyrgyz theatre actors the script for a play called "Trap". The theatre company travelled around Nookan district and the villages that send tobacco workers with the play, showing the people the real forms of labour exploitation that people can find themselves trapped in.

Human trafficking is hard to prove, because quite often people migrate on a voluntary basis and are employed without contracts. Actually they themselves violate the law and collude with their employer. They receive their salaries in envelopes, do not pay taxes, and become participants in the informal, shadow economy. Therefore protecting their rights is faced with the difficulty of determining, what is specifically slavery and not something else. They often do not know their responsibilities: the law prescribes both rights and responsibilities within these rights. Every person's freedom ends where another

person's freedom begins. Usually people set a high value on their freedom, but neglect the freedoms of others and ignore their responsibilities to society, to others. That is why this situation evolves.

Representative of the Ministry of Labour, Migration, and Youth:

R: It is a pity that guys return from some countries somewhat brainwashed, especially students. Guys, who go to the Middle East and Turkey, tend to have too theological education, a less secular one. It is pity that guys who graduate from European universities advocate alien traditions, LGBT pride parades and other similar things. In terms of classical education, I'm completely supportive of their foreign education. As to labour migrants, I am sorry that they have to migrate.

There are economic calculations and these prove that a person being abroad contributes to the host economy. The remittances that a migrant sends to the home country do not cover their absence from Kyrgyzstan. In other words, if they had stayed and worked in Kyrgyzstan, they could have contributed more to the development of our country than what they do being abroad.

As for migrants who stays abroad, first of all the host-country receives a ready-for-work person in whom Kyrgyzstan has already invested in and brought up through education at kindergarten, school, and university, healthcare, access to various social benefits: all these things were invested in this person in order that when the person reached working age they would contribute to our country's GDP producing one product or another.

I: Have all these calculations about adult migration and able-bodied youth migration and related risks been voiced in official policy?

R: As of yet, they have not been raised, but we are doing this now.

I: Do you know why hasn't been raised before?

R: Because so few people in Kyrgyzstan and the world understand the problem of migration. There are very few qualified migration experts in the world, and actually no universal model. **There is an understanding that it is very difficult to influence migration processes as they all depend on two components: differences in salaries, and a lack of employment opportunities. Both components are applicable to Kyrgyzstan. Well, one aspect is connected with the other, i.e. there are actually employment opportunities but they are not attractive for employees, and so-called frictional unemployment emerges, where a person is able to work but does not want to waste their time on such a poorly-paid job.**

"Business of diasporas: the dark side of diaspora networking"

Representative of the Ministry of Labour, Migration, and Youth:

R: The bigger the association the more that people will want to use the privileges or advantages of these groups. If, for example, they have established a public organization and have received money from parliamentary candidates, they want to turn their status into dollars, and say to people, "Let's support this candidate, I'm one of you." Very often, a number of public organizations (established by this principle) want to take advantage of the people's desire to be part of a community, because a human being cannot live individually, we are social creatures. Thus, these leaders setup their association with this goal. There are also people who establish public organizations in order to make names for themselves as patrons who allegedly help people with their problems, but when people actually come to them, they say: "I will help you, would you like help with your registration, no one can help you but me – it is my community service, you can pay me RUB 700", for example. Or "Would you like me to help you with a work permit or Russian citizenship", but then they say everywhere: "I help people, I help people, I help so many people, do you see this bundle of applications". In reality, why do they do it? In practice they act as an intermediary between a regulatory authority in the host-country and the people. This so-called intermediary goes to these facilities and says: "I represent a diasporal association, I have access to people, would you like me to help you organize something that you need, and you please help me with these permits", i.e. he acts as an entrepreneur: he takes the agreed amount, pays another amount, and earns on average KGS 300-500 from each person.

Struggle for leadership within diasporas, competition for status within and the resources of a diaspora, machinations to get access to financial resources, and loss of the majority's confidence and the leader's supremacy

Representative of the Ministry of Labour, Migration, and Youth:

Later the swell of people's became so huge that no public organization was able to manage it. And these organizations were established. But those "first" migrants keep on believing that they were "elders", but even young people, who have been in Russia for five years, started saying: "I have been living here for five years, I became an elder, too". Another of his opponents counters, "I have been living here for 20 years and I am more of an elder than you." That is why fragmentation of diasporal organizations happened, as well as misunderstanding between members over leadership; it is natural, because leadership entails certain dividends. It is specifically

financial self-interest that drives the leader to say that the diaspora should be allocated land plots for construction. And we have had cases when leaders were granted land plots and afterwards sold them and made money. Or these leaders joined in the process of issuing permits as middlemen; and when it happened, of course, all the participants found themselves in property related disputes like: "I should get more, and you less". "Do you remember you wasted the funds": well, everything began with a public organization with good will and good intentions, they just agreed to do simple crowdfunding (KGS100 for needs such as returning dead bodies home). Okay, they take money for one, two, three months, and then the board gathers for its next meeting and asks: "Where is money?" But the money has been spent.

"You 'ate' the money, you should not run the organization. I should be the leader."

"If you are not happy with me, okay, go ahead and setup your own organization."

Such insurmountable friction arises. Therefore many associations have emerged, but to unite them, taking into account their history, was quite a challenge. It is not easy to identify which is more important, who makes a contribution, and who is secretly destructive: double-entry bookkeeping is practiced everywhere.

Diasporas and political ambitions

Representative of the Ministry of Labour, Migration, and Youth:

With regard to the diaspora: they declare that associations are ready to invest their money in Kyrgyzstan. They say, "We are patriots of our country: we will develop our villages, we are ready to do everything, but the state does not help us in any way. We are self-made businessmen, we are independent and we hate Kyrgyz officials who gave us no support, we hate parliamentarians and the Government who are idiots and can do nothing for their country. Look at us, we are self-made, we look after our families. And if you allow us to sit on the driver's seat here we will do the same for our country, everything will be okay."

To this extent, they wish to represent the state, the nation in their host-countries as well. Actually, their ambitions might extend to the countries where they settled as migrants, both to citizens of other countries and to newcomers. However, they very often have thick accents when they speak the languages of their host-countries, even Russian, and they will never be part of that community. As a result, their resources and unfulfilled ambitions make them spend money to establish political parties.

Again, gradation is necessary. Some people are entrepreneurs and have some spare money. Others are

labour migrants and earn little money. These are different things. If we talk about entrepreneurs, we have to take into account the fact that they earned their money abroad and accordingly they have a basis to earn money later, as well as skills and connections to develop their business further while diverting their own funds. **They should work where they have earned their capital, so if they wish to invest some of the money in Kyrgyzstan, it will be based on personal interest and no humane ideals. A business person cannot act from humanitarian motives in the full sense of this word: he will only invest in Kyrgyzstan if he sees real rewards from it.**

Lobbying of private interests during compatriots forums, efforts to create a unified diaspora as a cultural autonomy of Kyrgyzstanis in Russia, challenges and barriers

Representative of the Ministry of Labour, Migration, and Youth:

The compatriot forums in Kyrgyzstan and abroad gather quite a narrow circle of people who pursue selfish ends. At the forums no one cares about people, the people engaged into real labour. In other words they lobby their own business interests or personal vanities at these forums, and there have been no benefits from these meetings. I have therefore decided that my participation is not particularly necessary, particularly as my participation as a civil servant would mean I would have to choose one or another side. It was more critical for me to appear as an independent observer, instead of indulging someone's interests and siding with somebody, as anyway disputes arise because of personal ambitions and selfish goals.

It is important to me to be outside this process. We tried to organize a Kyrgyz diaspora in Russia, we attempted to do so based on Russian legislation and to establish a national and cultural autonomy of Kyrgyzstanis as a single body in Russia. Arguments about who to chose as chairperson, as well as what the composition of such an association should be, arose between leaders from different regions. This led to the process being suspended. I am going to raise this concern again and continue to try to get the diaspora officially established finally. The purpose is to establish a unified body supported by a Secretariat with whom one may work and discuss all issues. As of yet, we have been working at a lower level: we directly contact people who need protection, whose rights have been infringed. We collaborate bilaterally with public bodies. However, I still have good relations with all the leaders and active members of the diasporas so we can talk to them, and they talk to us. We have mutually supportive and friendly relationships with all the leaders of the Kyrgyz diasporal associations, and we do utilize this, it is a reciprocal approach.

On the need for the state to have a vision for diasporas in its strategic and programming context

Representative of the State Registration Service:

R: The problem is that there is no mechanism to implement cooperation with diasporas. Even if a Trust Fund is established which not only makes donations but also implements projects through Public Private Partnership. If our compatriots can make money abroad, they may wish to invest here and make money and create conditions to do so. But there is no model in place to manage or implement projects because no such mechanism is in place. It is probably too early yet.

I: In general, what is financial and material capacity of our compatriots, in your view?

R: It is massive. A friend of mine worked for a financial institution, and once he shared me their statistic that the volume of remittances transferred from the United Kingdom to Kyrgyzstan in 2004 was USD 10 million. This amount was transferred within a one year period, quite a serious amount. Legal remittances amount to more than the annual budgets of some ministries. Therefore it is extremely powerful! The issue is to use it the right way, to channel it to the right initiatives.

R: It is hard to say whether civil servants and officials understand this capacity. I have not discussed it with them so far. After all, I only have been working for the Government for one year.

Representative of the State Registration Service:

As for diasporas, from a policy perspective, there should be a specific paper which sets out the general principles, mission, goals, and so forth. People should know the purpose, be aware that is not just for show. For example, there were certain channels concerning the return of dead bodies through which people disseminated information and gathered money. "We need help, as much as you can give". However, when I do it, I should know what it is for, why. In other words, there should be some principles enshrined. It shouldn't just be because you wake up today and think that, "I need this!" Moreover, you should not draw on any purely cultural and ethnic feelings. This should be wider and more inclusive, a good team.

Currently there no one body, that coordinates and tracks the situation in Kyrgyzstan.

Vision of the diaspora and development and refinement of state policy on the definitions of "compatriot" and "diaspora"

Representative of the State Registration Service:

I: Many civil servants have muddled understandings of the term "compatriot": the definition is loose, especially in the regulatory base. The understanding we have now is too narrow, seeing "compatriots" as Kyrgyz citizens who live abroad and or formally registered with permanent residence. An entire stratum of ethnic Kyrgyz Kyrgyzstanis (more than 500,000 in Russia), who became Russian citizens: are they our compatriots?

R: According to the Constitution of the Kyrgyz Republic individuals identify their ethnic affiliation independently, choosing for themselves. This is therefore the main defining. For me personally these are people, who consider themselves Kyrgyzstani and who feel for Kyrgyzstan. The person does not have to be born here, but there should be some connection with Kyrgyzstan. Ethnic connection, for instance: a child who was born to an international marriage of which the mother or a father originated from Kyrgyzstan – this child is also connected to Kyrgyzstan to some extent. Ethnic Kyrgyz who live in China also have an affiliation to our country, exactly on these terms. In other words, we have a wider understanding of Kyrgyz "compatriot" abroad.

Representative of the Ministry of Labour, Migration, and Youth:

R: A compatriot (if we take etymology of the word) is a person with the same motherland as you. Therefore, on this logic, it is a person born on this territory, their home town is here, so we're talking about people who mentally perceive Kyrgyzstan to be their homeland: they are our compatriots. But if individuals believe that they were born accidentally during their father's business trip, when he was a soldier at a military base, and their mental home is in another country, then everything depends on the personal attitude of this individual to this land, whether they feel affinity to the Kyrgyz community, whether they have lost touch with their hometown.

Ethnic Kyrgyz who have lived together in communities abroad for along time are our compatriots, if they feel that Kyrgyzstan is their historical motherland. At present, there are 501,000 of our citizens in Russia, in addition to 540,000 of our citizens who have received Russian citizenship since 1991. I believe that all these people are our compatriots. I feel that all these one million people are our compatriots, and they believe the same thing.

I: Can we continue working with them, can we cooperate?

R: If they want it, if they do not feel mentally detached from Kyrgyzstan, only in this case. But if they do not strive for this, feel that they have returned to their historical motherland in Russia and realized that they have already adapted to Russian

life and have no thoughts about and nostalgia for Kyrgyzstan, then they should be seen as lost citizens, detached from Kyrgyzstan. If they were born in Kyrgyzstan and raised here, in my opinion, they are anyway our compatriots, because we all were born in the same motherland. We have to work with all sorts, both with those who are Kyrgyz citizens abroad, those who previously lived in the Kyrgyz Republic, and those who consider themselves ethnic Kyrgyz but have lived in China, Turkey and so on for more than 200 years. Our Constitution declares that every single person has the right to choose his or her ethnicity: it is that citizen's right. If I decide right now that from this moment I am Belarusian, the Constitution cannot forbid this. I can go to the Registration Office and state I am Dungan and demand, "to change my passport as I believe I am Dungan". And this is quite right, because it is in no way related to my parents, whatever ethnicity they are; it is more about my mental self-perception.

Representative of the State Construction Agency:

I: We have analysed several ministries and agencies, and already know that they have no regulatory frameworks for compatriots. In other words, they are not referred to as either clients or partners. Do you think this situation will change in the near future? Will compatriots or diaspora figure in some papers, policies or laws? And is it necessary?

R: I believe it is necessary. Otherwise, we lose the experience of our compatriots abroad. It is not only good education they receive there, but also life experience, productive experience that they get abroad.

I: Can you please give your definition of "compatriots" whom your agency should cooperate with? Or compatriots whom you could help?

R: "Compatriots" are our citizens who are living abroad, naturally. That is my understanding.

I: So if they are not our citizens, should they be our compatriots?

R: Why not? They don't necessarily have to be our citizens.

They might change their passports or citizenship for objective reasons. That's natural, because to be a full citizen abroad, you need a local passport, citizenship of the host-country: otherwise you are going to be totally alien. I do not believe this is wrong. Everyone seeks better lives for themselves and their families. It is a normal process. So we should not forget them in any circumstances. We have to work with them. I am happy that the Roza Otunbayeva Initiative is trying to address this problem. Otherwise, if we have no effective regulation and relevant laws adapted, we will risk losing this connection.

I. To what extent should understanding of compatriots be extended or narrowed?

R: Unambiguously it should be extended, because some people are born here but later migrate to other countries. If we limit the definition to citizens, no results will be achieved. Those ethnic Kyrgyz people should be considered our compatriots. We need to work comprehensively at a wider scale.

R: We also can provide you with information about schools or pre-school facilities, clinics or other healthcare facilities that need assistance or are in critical condition.

Perception of diasporas as a transnational phenomena that confirms Kyrgyzstan's expats' needs for governmental services

Representative of the Ministry of Labour, Migration, and Youth:

But bear in mind, that in any case diasporas have almost no influence, instruments, or tools to provide services for a whole mass of arrivals. They do not have enough capacity to meet these needs. For example, Naryn region has a population of less than 300,000 people, but Moscow itself has 250,000 Kyrgyz citizens. That is, it can be compared with Naryn region or with two Kyrgyzstan regions together, if to talk about all the Kyrgyz migrants in Russia. Services for Naryn's people are provided by a regional state administration led by the governor, with the police, the tax service, social infrastructure and others: a huge army of civil servants. As to Kyrgyzstan's diplomatic missions in Russia, there are only consuls, seven people, to meet the needs of the same number of people but outside Kyrgyzstan.

On some nuances of the state programme on compatriots initiated by the Zamandash association

Representative of the Ministry of Internal Affairs:

We now know that our colleagues from the Ministry of Labour, Migration, and Youth are developing a "National Programme on Compatriots". I think this is a good initiative, there are pluses, but also minuses. The core of the Programme is based on proposals made by Zamandash, thus the state is paying attention to its citizens residing abroad. That is good, but it is a mistake to pay more attention to citizens abroad at the expenses of the majority of the population who remain inside Kyrgyzstan. This could lead to social discontent, if our citizens who live in Kyrgyzstan start asking the government, "Why do you pay more attention to people abroad and not enough to people living in our regions?"

Views on why people emigrate and the attraction of diasporas

Representative of the Ministry of Labour, Migration, and Youth:

I: Why, despite the huge risks they face in the Russian Federation, do labour migrants go there? They are oppressed, their rights are infringed and so on: why they keep on migrating?

R: Because they are not oppressed so much there, they live much better there than in their native villages. Can you imagine, you live in a village without electricity some of the time, an outside toilet, no cultural clubs, cinema, nothing. You complete school and arrive in the shining and beautiful city of Moscow where you do not need to work as hard as you did in your village. You had to get up at 5 a.m. to feed horses, clean the stables or something else, your parents made you a farm labourer. All your life from second grade in school you were overworked to support your family. Because our mentality towards children is wrong: we have a consumerist attitude to our children. Getting love, hugs and warmth from our children is not enough for our people: they try to make them work. They believe that when the child grows up, they can demand care and food from them because they fed the child earlier. It is a completely misguided system of values.

The usefulness of diasporal forums and criteria to assess the quality of diasporal associations

Representative of the Ministry of Labour, Migration, and Youth:

R: Participants at such forums hype themselves very well. They gather together as a small group of stakeholders. As a rule there is one rich businessman surrounded by people with unrealised ambitions, and he starts trumpeting that "we diasporas are cool, we do everything in Russia, the USA, everywhere..."

I: Currently there are no criteria for well-functioning diasporas. Probably this is because we lack frameworks: there is no way to understand and assess the success of diasporal associations?

R: I absolutely don't want to say that our diasporas do nothing. Merely not everything that we imagine they do. If we talk about diasporal associations of our Kyrgyz compatriots abroad, there are some really worthy individuals, leaders who have been doing the job for many years: it may be they are not so rich as some "social climbers", but nevertheless they do what is needed: there are associations, organizations, teams. There are enthusiastic people who are actually engaged, and there are other people who do business under the cover of public organizations.

State policy is needed so that Kyrgyz abroad are not lost

Representative of the Ministry of Energy and Industry:

I: What can we do in Kyrgyzstan to prevent Kyrgyz diasporas abroad from being lost, detached from us?

R: State policy should be developed by the civil service; there are appropriate state bodies, there is the Kyrgyzstan Peoples Assembly. These agencies have to bother about that, and we have to bother about the energy sector. Why? The Kyrgyz who live in China, Tajikistan, Afghanistan have leaders and the leaders have two positions: maybe they want to come back to stay here; "it is such a pleasure to live with your people, it is happiness!" If they do want it, we have to do our best, appropriate state policy should be developed, they need to be drawn back. We have enough land, Kyrgyzstan is not overcrowded. As to those who prefer to stay abroad, we have to build cultural relations with them. If they have decided to stay there, it means that they live better than we, or at least not worse. A person seeks a better life, a more comfortable life, however, they wish to feel Kyrgyz. And such people have to be supported. We have to send performers, artists, scientists to share our culture, Children need educated... In other words, relations have to be maintained with those who will not come to Kyrgyzstan. As to those Kyrgyz compatriots who wish to relocate to Kyrgyzstan, their moving to Kyrgyzstan needs supporting.

The brand of Kyrgyzstan is needed at international level

Representative of the State Registration Service:

The children of my friends (who live abroad) do not speak Kyrgyz, but my friends all they can to ensure their children are aware of Kyrgyz traditions, language, and culture. My friend left his child here for three months to learn Kyrgyz. However, the strangest thing is that other children around began to speak English, rather than him speaking Kyrgyz.

But, of course, they have very close ties. There are family values, after all. They support their families, their parents, send remittances; I have invited them many times to return to Kyrgyzstan. But I was told, "What would I do there? It's better for me to send money."

Anyway, our Government should establish an international brand for Kyrgyzstan, and promote interest to Kyrgyzstan through campaigns, not only amongst our citizens but others as well.

The state has to create a brand; probably the Ministry of Culture should do this.

There should be a decision making structure a hierarchy: the concept, the brand, should be defined at the top level and then delivered by various channels to users. For this, our compatriots would be a method of communication, participants in the whole process.

There is a need for trade missions, logistics bases and hubs that diasporas could facilitate

Representative of the Ministry of Agriculture and Water Resources:

R: Let's look at my sector, agriculture. If we keep in touch with our compatriots abroad, both sides will benefit from it. The compatriots could establish a logistics centre or a hub to keep in touch, to develop our sector. Although they are not senior managers or business people, they could anyway deal with distribution of produce. However, we are not able to organize the distribution of produce yet. If we have reliable compatriots there, we could organise the sector much better. There would be an interstate base: for instance, a hub would be established in Russia, and a Kyrgyzstan-Russia Intergovernmental Commission will set down everything: "Yekaterinburg has a base, a transshipment base or a wholesale facility".

Need for "National Project" or "National Projects"

Representative of the Ministry of Finance:

Okay, we are talking about a "National Project". What is a "National Project"? Nobody will answer. Someone will say that the budget of the national project is USD 50 million. Purely technical and financial. And when I say national project, I mean a state project. I would start the national project from the very beginning; we have to stop discussing problems. The problems should be discussed at the level of experts, and decision-making should take place at that level too. We've got bogged down in discussions: and anybody can call themselves specialists or economists now, now even an ex-philologist can be an economist and a financial expert. I mean let's initiate this on your platform, let's discuss projects on other platforms. We have seven regions: let's assume seven national projects. Let's build seven plants with all the conditions needed for business in these seven regions taking account of all markets and prerequisites. We can declare: "Guys, my dear people, we promise a plant for dried fruit production in Batken, here you go". We sign agreements, your dried fruits will be supplied to Russia, to Siberia and other Russian regions, so please go ahead". Naryn will have a meat production facility. Naryn region

has always been famous for its meat, its sheep. Let's start with medium-scale plants at least, if we can't rehabilitate the large meat production facilities there, then we can reach agreements with China or Iran about their distribution markets, ensure meat supply and affordable prices for our domestic consumers, and export meat to one market or another. That is, we discuss many proposals, but they are left on paper, without further implementation.

Our compatriots will not invest millions of dollars here: they just don't have any such opportunities. I am talking about the scale. The state has to spark it off: "Guys, we have two or five plants that are going to be functional within five years". Both ministers and regional governors can roll up their sleeves, like Peter the Great did with his "Window to Europe" through establishing Russian navy and construction of St. Petersburg. Every single official should use the same approach: day and night guard construction sites to prevent any theft, by foreman or engineer. Only then we will be able to speak about responsibility.

For example, clinics are a national project. You have mentioned very good and critical themes for social projects. Unfortunately our country, our state, pays little attention to our children's institutions, our orphans. I'm not saying we should just be thinking about business projects. Social projects could be children's cardiology: anything affecting human health is a national project. People's health, public health, is the main national project of the government. We are a socially-oriented state and this is done within a public process. Why do we mobilize credit, foreign resources with the state growing at the expense of revenues? I mean we pay benefits, pensions: this is a social project. The funding needs prioritization. Surely advanced clinics would have been constructed long ago if the state could afford them. We might even have had well-developed medical tourism. We shouldn't divide social projects from business projects. All these things have to evolve in parallel, of course, without forgetting top priority social problems.

Bee keeping: a niche for the national project?

Representative of the Ministry of Agriculture:

R: Beekeeping is more developed in Kyrgyzstan than in other Central Asian countries. They don't have it in Kazakhstan now. We have a clean environment, so our honey is ecologically pure as well. Our brand is Kyrgyz honey. Output is small, but we market our honey as ecologically clean Kyrgyz brand honey. Like our Kyrgyz brand cognac. Our honey is better than that of neighbouring countries, Kazakhstan and Uzbekistan, because we have wild mountain grasses. The wild mountain grass is in Alpine and sub-Alpine meadows 2,000-2,500

metres above sea level. The science is better developed in Kyrgyzstan than in other neighbouring countries. Currently the only Doctor of Sciences in Central Asia on bee diseases is me. So we do have a better developed beekeeping sector now, but in the 1980s and 1990s beekeeping was extremely well-developed. The market economy has destroyed it all to some extent, and this happened everywhere: livestock breeding, beekeeping, and other sectors: we even had well-developed heavy industry. Now all the sectors in Kyrgyz economy are recovering gradually, including beekeeping.

I: Do you cooperate with other regions of the world where quality honey is produced?

R: Yes, we do. We cooperate with Russia. We have international organization like Apimondia. Apimondia organizes conference every three years that we take part in. Last year our beekeepers participated in the competition and won the Grand Prix – the winner was honey from At Bashy, and Issyk Ata and Toguz Torouz honeys won silver medals. Each location has its own unique bees.

Bees also have breeds, races. We have zoned two races of bees: Carpathian and Carnica bees. Carnica bees, or Central Russian bees, are found everywhere in Kyrgyzstan (At Bashy, Toktogul and Chatkal districts).

We differentiate herbs by composition and analysis. Basically, we have mixed wild mountain grasses. We have no white honey.

Our compatriots could be good in beekeeping, too, or in livestock breeding or farming. One needs to strengthen connections in all sectors. We could cooperate with compatriots through trading, and those who are our friends could conclude contracts with us and assist a lot.

I: Are there any agreements with Kyrgyz diasporal organizations or business associations abroad?

R: We have just recently signed memorandums with the Federation of Associations. We deal with them directly. There is one woman from Vladikavkaz; Kabardino-Balkaria who also cooperates with us. It is the diaspora that live here: we cooperate with them.

I: Does it mean that when in Kyrgyzstan they export your products?

R: I do not know, maybe they export. We have signed a memorandum.

I: Do you think that such memorandums could be a basis for future memorandums to be signed with Kyrgyz diasporas in the USA, Turkey, and so forth?

R: Yes, if someone organizes it, it will happen. For example, the Ministry of Tourism should work with diasporas, right?

Public health promotion and healthy lifestyles as the national project?

Representative of the Ministry of Health:

R: Usually, when we talk about assistance, we are thinking of some kind of financial aid. But there are other types of assistance. For example, [migrants] can facilitate introduction of best practice from elsewhere; share their experience. For instance, our doctors living and working abroad can share their experience. Health promotion and disease-prevention happen abroad too. When I visited Turkey, I met the Turkish Deputy Minister of Health. He met me outside the Ministry building: his office was on the third floor. He told me: "Sorry that I did not invite you to use the lift, and we have to use the stairs. I have strongly recommended to all our employees not to use the lift. We have moved to a new building and we do have a nice lift, but it is a disease-prevention measure – physical activity – it is movement. Therefore our Ministry does not use the lift." I have also heard (but not personally) that when you call the Ministry and are put on hold, you are briefed with disease prevention information. When I visited Japan and Japanese private companies, I saw a large screen in a company's hall where the company president said: "The success of the company is your success, and if you are devoted to the company, the company will prosper and you will too. They have such briefings every morning for 20 minutes, like we have five-minute briefings at clinics. That's where the commitment comes from. For example, the fact that smoking is damaging and causes diseases is valuable information too. Therefore, not only financial resources are required, but also intellectual input.

The issue of money in the civil service, overcoming dependence on financial resources and looking for new approaches to ensuring interagency cooperation in diaspora-relate work

Representative of Kyrgyz Construction Agency:

Do not forget, of course, that all sorts of programmes can be developed and established, but everything depends on the economy, on money, on the size of the state budget. Naturally, if the state budget is rich enough and can afford a lot, many projects can be implemented. You have mentioned that there are some benefits of co-financing, but unfortunately we have no such opportunities. Even constructing eight more kindergartens from 30 kindergartens already operating in the republic. But it is always infinitely small.

Representative of the State Registration Services:

But the problem of our civil service is a certain isolation or immunity from external factors. For example, every agency operates in its own way and has individual strategic goals and plans. Every institution operates separately rather than as a component of a unified system. Thus ideas are developed in "a closed group" and not discussed transparently with other agencies: also, there is no platform to address these issues.

Within the Council an equivalent to UN "Goodwill Ambassadors" should be created. They should play a role that would see negative experience in the civil service as lessons learned or experience gained, from the perspective: "Don't go there". And encouraging positive practice: "Look, there are issues, you have abilities, so please find a solution". My ex boss – one of the best managers in North America – told me: "A minus times a minus is a plus", so this principle has to be utilized.

Many ministers declare they have no funds, but personally I think that this is a myth created to avoid addressing problems. Actually enough funds have been allocated to implement some projects and run activities. But the Kyrgyz State Registration Service, in particular, has no institutional mechanisms to perform the tasks assigned to it! But on the other hand I do understand that staff have no time to do it. Every day they are dealing with letters: letters, letters, letters.

I: What should be done apart from letters?

R: In our central office, we are responsible for overall coordination. Analysis, planning, coordination, implementation and seeing the results. If we look at how we do things, we have not one well-developed process, i.e. no management system at all. I believe that this problem doesn't only affect us; all systems and agencies face this. We can simply look at the planning process at government level. The President decided to declare this National Security Year. Everyone started drafting their programmes. The programmes were prepared without analysis, without inputs. Some objectives were outlined that are only going to be implemented on paper: no results are expected. This is a systemic problem probably. I don't know where, it hard to give details. However, there is a gap somewhere. Therefore this idea, frankly speaking, that's how it was born: it needs planning, discussing and elaborating in detail, and afterwards needs to be conveyed to implementers, explanations given for why it is being done: we need to fully coordinate this work. Later on, we will need to provide support with implementation somehow, then analyse, and reveal the results. It is a simple thing, you see, when the activity reaches programming level, my staff will tell me: "No", because they have not time to do it, you understand?

In order to use external resources, someone's competences, we need to have a platform. We tried to

establish a competence centre here, an e-competence centre, where the staff has opportunities to receive support, expert or educational. For example, we have an IT expert who went to Turkey. There should be defined infrastructure where participants can come and talk about problems, and raise issues. Later on, I would need to monitor these activities as a manager: you studied something, now please presentation your research and train others. All these expat experts need to be gathered together: there should be a database of knowledge established with defined access, there should be oversight and planning. I always say, that we have no human resources management: we just have staff management.

I: A mental leap needs to occur?

R: Correct. We have this problem: without a second thought I refused to draft a strategic development programme to develop the service. Why? Because there should a specific strategy, under which should come strategies for human resources, finances, marketing, international cooperation, IT, and whatever: all to ensure the strategy is fulfilled.

Representative of the Ministry of Transportation:

R: If road is in good condition, infrastructure is easy to build, people will construct appropriate facilities (cafés, petrol stations, leisure facilities, and even residential areas) along the road.

I: What sort of assistance should state bodies provide so that the conditions are created?

R: First of all we have to do things, not play at bureaucracy. If someone has a good project, they need to be supported, provided with capital at low interest. Permits should be sold to allow them to construct those facilities. The most important thing is that someone wants to build and the project meets safety requirements, all architectural requirements: then the state has to assist.

R: We have a highways policy; we allow construction along side roads. In Kyrgyzstan's legislation, land acquisition for road construction is divide into several classes, from first to fifth class: it depends on the width of the road, and this land acquisition is by the state, and the government determines exactly how far from the road a building can be built. We issue technical permits.

I: Does the Ministry of Transportation specifically regulate land acquisition for roads and surrounding infrastructure?

R: No, it does not. We only regulate where it can be constructed, but the site has to be identified by the local administration: we define the section of road along which specific facilities can be constructed, as well as access roads.

Business climate in Kyrgyzstan from the point of view of a governmental finance expert

Representative of the Ministry of Finance:

R: I have great confidence that business can be done calmly in Kyrgyzstan. No doubt there are nuances: I am not going to talk about well-known things. If you work cleverly and hard, you will be able to do good business. People can earn the same money that expats earn abroad, perhaps less or more, but in general our market can develop. Young people should be encouraged to do business rather than politics.

Why do we talk about the contribution of expats? Why should we demand this? We, the Government, should just ensure the conditions are in place. They already understand that our country is more competitive country, in comparison with Kazakhstan of course: we cannot compare with Russia, but in general people will return. We can attract business with good proposals. Let it be business or social projects. Let to run businesses, make their public contribution.

I: So, in general, what assistance do compatriots need to understand the need to invest into Kyrgyzstan? Either to return and provide some sort of assistance, or to think about returning in general?

R: I will tell you two things. There are business projects and there are social projects. People from certain villages, areas, provide support: it is a kind of "social project". I do not think that it is planned, annual payments. From time to time they provide financial and technical assistance to their parents, grandparents and family members who live in Kyrgyzstan. For example, help to buy a cow, a horse, sheep for consumption: this is indeed a social project. These are very likely people who are well-to-do and able to save some spare money for their villages, for the basic livelihood of their family at home, and so on. However, as I mentioned before, the main focus is the business process itself. Any potential investor will look at the conditions. It does not matter whether that person is from the area or not. You tell them: "Look, I have a proposal, I will give you a land plot, you will invest or build a facility, and our tax rate will be this low, so let's calculate about this business opportunities." And then this person will come with pleasure, because he has a personal commercial interest.

I: Do you think that there are conditions in place for this?

R: I'm not saying the conditions are in place. I've said we have to split social and business projects. Young people who want business projects should be given signals to the state. For example, they can signal through programmes to support small and medium business, entrepreneurship, and so on. Those with capital can be released from taxation

for some time until they stand on their own two feet, let's say for two or three years. A social project is something different. A social project is a public one: it comes from the heart, the soul. It my deeply-held, principled belief that business and social projects are separate. Special programmes should be developed for each of these processes.

Our policy and legislation are okay. We need to look at implementation in certain situations. I am quite distant from programmes. We have a lot of programmes. We need a concrete business proposal: "This is what we have; you invest this much, we will invest that much, the land plot costs so much. So please work – nobody will disturb you; nobody will seize your business. Live, work, earn, save."

Vision of culture of paying taxes

Representative of the Ministry of Labour, Migration, and Youth:

Everything is like a conveyer bely, about 200 people go to the Embassy every day. People don't look for help from any international organizations or NGOs; they all go to the Consul and address their problems with assistance from the Consul. Diasporas cannot resolve many issues; such as marriage registration replacing lost passports; or issuing birth certificates. They will never be given such authority, as they are not civil servants.

I: Does that mean that Consulates and other diplomatic missions should be strengthened?

R: The Ministry of Foreign Affairs always repeats this. Diplomatic missions should be strengthened with both funds and human resources.

And in general, people in Kyrgyzstan have to pay their taxes. At present 45 per cent of business people do not pay taxes, and 90 per cent of those who do pay have dual-entry bookkeeping. There is no culture of paying taxes in Kyrgyzstan, and no civil legal society in the republic. In order to change everything and improve the situation for Kyrgyzstanis abroad, we need to look at issues such as rural-urban migration, infrastructure development, and establishment of industrial facilities in order to educate people, so that they will not be marginal at home.

Possible patronage policy to promote social business

Representative of the Ministry of Labour, Migration, and Youth:

I: Do you think that there are social business people, social entrepreneurs?

R: There are patrons who have earned crazy money and make contributions to orphanages and other causes. We are not discussing this now, humanitarian issues, but whether these people should establish enterprises, create employment, invest in the country's economy. Let's separate this from pure business people. A businessperson is someone who is trying to make profits. However, if we are discussing patrons, it is a different story. Business people will invest in a country if they expect a real return.

Analytical resources: collection and regular processing of statistical, analytical and other data on compatriots abroad, diasporas, and the contributions of Kyrgyz people to the development of their home country and hometowns

Representative of the State Registration Service:

I: On the motivation for compatriots to return home: in one interview it was said that land and property registration are the cornerstone for compatriots, because indeed as soon as they lose contact with their land, if they have no property here in Kyrgyzstan, nothing will hold them here. What is the role of the Registration Service in addressing these issues?

R: Well, according to Doing Business 2014, Kyrgyzstan's property registration system was the fourth best. In other words, our system was recognized as one of the best in the world. The Registration Service has highlighted this ranking and publishes it in all its reports.

I: But very few know us as the country with the fourth best property registration systems worldwide. Do you think that this will affect our compatriots' confidence that life will get better in Kyrgyzstan?

R: Of course, life is better. In 2013, we were twentieth in the "Doing Business" ranking, but in 2014, we are fourth. We are creating an e-services portal, a one-stop shop for all our services. This service will be promoted amongst our compatriots abroad. At the moment public relations, possession of information and monitoring are weak. In general, of course, we do have positive results from our activities; but in terms of specific benefits for citizens, there's nothing to boast about. Any system has two parts: the front and back offices. What we are doing now is tidying our backoffice. When our backoffice is working well, the whole system will be harmonized.

Representative of the Ministry of Social Development:

We cooperate with the National Statistical Committee; we source information from their website. Our Ministry has a special system: the Corporate

Information System on Social Assistance. The System covers all children, and families who receive monthly social benefits for children (those with children with disabilities). It also records which children are living in residential institutions. The database has been already established, but it is only 90 per cent complete in fact, because some areas don't have internet access. This causes some problems.

This database has already been introduced everywhere in our system: our staff have to monitor how many beneficiaries there are in each region, and if any beneficiary also receives benefits in another region. I think that it is true: I don't know for sure because I don't work at district level, so I cannot answer for them. However, undoubtedly many of them struggled with using the computers and understanding the approach to work. When the system was being introduced training was given, including for those entering data.

We invite them for two or three days of training if possible, and go to the field to explain the relevant legislation. I think that we can cooperate in this field.

Institutional resources of the healthcare system

Representative of the Ministry of Health:

Compatriots can access the database on Village Health Committees. Young healthcare providers, who work in-situ, need support too: they need scholarships. Kyrgyzstan's expats could share their knowledge on health promotion; propose sensible ideas on healthy lifestyles based on their experience abroad.

Our compatriots could forge links with research institutes and develop academic links. We have twinned towns: it would be good to develop relations in all appropriate areas: cultural, social and the healthcare system. In order to cooperate well, we need interaction points. For example, Gulya Fritsche stays in Germany: she is a dependable person and she helped to diagnose my femoral artery problem. I contacted Mrs. Fritsche to have an examination abroad. Thanks to my classmate, Gulya, a leading expert, I received this diagnosis pain-free in Germany. She arranged everything and accompanied me everywhere, and together we got the diagnosis done. It would seem that since I am the Deputy Health Minister, I could have managed it myself, but this private practice is more comfortable. It turned out that everything is okay with my artery, though I had been given a serious diagnosis before. I gave this example just to illustrate how our compatriots play a linking role even for such simple health examinations. This is also true with regard to our people, patients, who travel to Turkey for medical assistance. Treatment abroad will obviously require

a translator as this is a foreign country, a foreign language and conditions. It is staying in another country and getting treatment. Our compatriots are necessary even for very basic communication and interaction.

Every Ministry has its international cooperation unit. I believe that this is the mandate of such units: international interaction in various areas. For example, we have several Intergovernmental Commissions which represent the interests of our state in various matters. On Kyrgyz-Polish cooperation for instance: our Ministry of Foreign Affairs asks us to provide ideas for cooperation in the health sector. I, for example, do not know Poland's strengths in healthcare, and in such cases we could turn to our compatriots and ask them to look for relevant materials, publications and so on. Then the expat experts could tell us that the Polish healthcare system is very strong in this aspect. India is very strong in IT: we are expecting the Indian Prime Minister soon. A Memorandum of Mutual Understanding is being drafted now within the framework of a Kyrgyz-Indian agreement. Currently Indian partners are supplying six state bodies with telemedicine equipment: videoconferencing machines, computers, and so on. In this way, our Cardiological Institute, the Institute of Maternity and Childhood Protection, and the National Surgery Centre will be connected with our regions and India. In addition, we will be able to take master-classes remotely on various types of surgery. Our compatriots could suggest such contact points; where and how we can cooperate. This does not require funding; just some things that can be sourced internally I think. I believe that diasporas abroad could support construction of facilities or provide a university scholarship for a student who, for example, upon graduation will be employed in Alay district. Compatriots could support such students, pay for their studies and say, "You will go to and work for Chong Alay territorial hospital in 6-8 years when you graduate." I feel that, in addition to pure financial relations, we could cooperate in very different areas.

Representative of the Ministry of Social Development:

Our Ministry, essentially, develops and implements policy for protection of persons with disabilities, elderly people, children, and vulnerable families. Vulnerable families, often low-income households, receive benefits. But some children and families don't receive social support because they don't have identification documents. Our Ministry has a system to establish if someone has a disability. We cover all residential homes for older people. All residential institutions for persons with disabilities are covered by this system, too. We have two residential children's psycho-neurological facilities. These are not Ministry of Health institutions: the Ministry of Health provides services for healthy children. They have one facility in Tokmak town for children under

four years, but afterwards those children are transferred to our system. If a child is unwell, that child will stay with us until they turn 18. And if their family or friends do not take them, those who are older than 18 will be transferred to adult facilities. That is our system.

I: Do you have enough resources to do such a lot?

R: Far from enough. Only today I have talked to a colleague in my department. She asked me: "How are you? We have a meeting tomorrow", and I answered: "But how? You know that previously our department just covered children, I headed a department of 15 people, but now just seven are left: half our personnel were made redundant". Can you imagine: just seven of us are responsible for developing and implementing policy on children's, but it's not possible to develop the policies and legal regulations: we just don't have time for the job. Our time is completely taken up with routine tasks, which we shouldn't be doing. Our department develops regulations and laws and then implements them; it is responsible for reporting and analysis; and liaises with the Government and Parliament. We are simply exhausted: we can't manage this work load either physically or emotionally. Now we have a crazy work pace, in the digital era, everyone requests information in one hour, or we are given tasks to be complete within two days and the findings submitted to the Government and Parliament. This is especially true on child-related topics – I go to Parliament or Government every day. We receive requests concerning cases about child abuse and cruelty to children. Our pay is minimal, and we have almost no equipment.

The needs of our compatriots abroad for support and assistance are diverse, but they can be categorized and listed under area of focus, such as rights protection, employment, university enrolment, and participation in social and economic affairs in the host-country.

Consular services and rates, regulations governing the legal aspects of Kyrgyz citizens' residence abroad

Representative of the Ministry of Foreign Affairs:

R: The job of the Consular Service is to assist and promote the rights and interests of our citizens who are residing abroad. It should be noted that under Kyrgyz legislation, Kyrgyz compatriots are just Kyrgyz citizens who for various reasons, are voluntarily stay abroad, are employed abroad and remain our citizens. The state provides these compatriots with consulting services, consular services, and so on. Any citizen of Kyrgyzstan who resides abroad faces certain problems, such as challenges connected to legalization, formalization of documents, birth certificates for children, and so on. They usually turn to our diplomatic missions. Our embassies do assist them. If our citizens give birth abroad, they register

the birth at our embassy. If our citizens abroad want to marry, they again turn to our diplomatic missions to officially register their marriage and receive a marriage certificate. There are number of such examples, so in other words our embassies, general consulates and missions provide a wide range of consulate services abroad.

It should be stressed that Kyrgyzstan has various ministries and agencies that provide services to the population, but abroad these services are provided by our embassies. So, in other words, a consular officer abroad represents all the ministries and agencies for our citizens.

This multifunctional working practice of diplomatic missions is like that of other countries, and it accords with international law and best practice.

People become experts in our field of specialization step-by-step, gaining experience, participating in workshops and training: naturally colleagues have to strive to progress in their profession. Our personnel have to familiarize themselves first with the regulatory framework. Everything in our embassies and diplomatic missions is based on Kyrgyzstan's legislation. Therefore, if something needs to be done, one shall know the regulations and laws. That is, the consulate does not provide unlawful services, in principle these should not be provided.

There are consular fee rates. There is a special regulation on consular fees approved by government resolution that sets out what people should pay. If you wish, you can find this information freely online. Consulates deliver their services based on and in accordance with this resolution.

The consular fees are transferred to the public budget. There is also the term "actual expenditure": these costs are left at the disposal of the embassy and channelled to cover indirect expenses, the costs of copying, paper, glue, pens, so-called administrative costs. These costs are small: on average USD 5-10 per consular action.

On guarantees of investment

Representative of the Ministry of Finance:

I: Are there any guarantees for investors who are our compatriots, especially if they are not Kyrgyz citizens?

R: We have the most faithful law on foreign investments for investors. If you look at this law, you will see that there are no differences in conditions or guarantees for internal or external investors. So Kyrgyz living abroad have the same conditions and guarantees as those of us who stay in Kyrgyzstan. This is heart of our, let's say, Code on investment.

The law stipulates that all conditions and guarantees are secured, but issues of risk still exist. Insurance risk, business risk and so on.

Database on education

Representative of the Ministry of Education:

R: We do not know who wants to cooperate. If there is a group, some people or an association that wishes to cooperate officially on education-related matters, why not!

I: Do you have lists, databases of needs in the education sector at village level, municipal level?

R: We do have some needs in the pre-school sector: what kindergarten is necessary, how many children stay in every village. We have data on schools, for instance, how many school are in critical condition, how many school require rehabilitation, where schools are to be constructed, how many shifts operate in a school, how many are over capacity and under capacity schools, and so on.

I: What can compatriots do with the data available now at your ministry, including Kyrgyz-language learning? Many Kyrgyz compatriots abroad want to send their children to Kyrgyzstan to learn Kyrgyz. Or are there any other activities? Could you open these databases to our compatriots, to share on your website?

R: We have our website. At the moment we're working on this very issue of open source resources. We expect to open the information up to people who want to support one or another educational organization. Now we would like to upload data on book supply by year group and by subject, we also expect to share information on physical infrastructure, and what is needed, such as which schools are in critical condition. We have had such databases before, but not for public access.

We will probably finish this work by end of this year. It is clear that the work will not be completed by the autumn as it is labour-intensive and extensive. We were partially financed by our donors and partially by internal resources: the data collection was carried out in digital format to minimize expenditure.

Services for migrants

Representative of the State Registration Service:

R: We provide the Kyrgyz population with all registration-related services. For example, many Kyrgyzstanis migrated, changed their citizenship, but they

still had property here. Another example: currently our driving licences in Russia do not meet the requirements of the Vienna Convention. Our citizens have to travel to Kyrgyzstan and spend money and time to replace these licences. Probably we could do have this done there, put conditions in place to provide such services promptly. It's connected to passports, trips, visas.

State policy on retaining doctors in Kyrgyzstan

Representative of the Ministry of Health:

I: It is interesting that our personnel are in great demand there. Could you please tell us what we should do to keep them here? Can the Ministry of Health support this?

R: Not only the Ministry but the state does all it can. The most critical contribution was made in 2010: salaries were increased by a factor of 2.5, thanks to our President. This initiative has retained some staff, especially mid-level healthcare professionals. We also have the Physician's Deposit Programme for young doctors - and not just the young - to keep staff in the regions. At the beginning, this Programme did not work, but now we have 150 places. Of course, it is not enough: a drop in the ocean. We pay young specialists who live in remote regions an extra KGS 39,000 every three months. This money is accumulated as a deposit and will be paid to the young expert after three years and saved in their bank account. In addition, according to Kyrgyz legislation local state administrations (village administrations, local self-government bodies and governors) are responsible for providing healthcare providers with social benefits. Under the Laws "On protection of public health" and "On the status of a healthcare provider", these health providers should be provided with social benefits: housing, reduced communal costs, and supplies of coal. However, these regulations are not current being implemented everywhere.

For example, the Mayor of Sulyukta town provides housing and discounts on utilities. Not every municipality is involved, and more should be done to make the mechanism work better.

What else should the state do? The Ministry of Health provides grant-funded places for all Kyrgyzstan's universities including the Medical Academy. In total, there are 400 students this year of whom 200 will graduate without paying for their tuition. After this, the Ministry allocates these young experts to regions. However, unfortunately, these young health specialists do not always arrive in remote regions. Last year we had a 75 per cent "arrival" rate. The previous year, 57 per cent. I remember that when I was graduating, the state assigned all students and

nobody objected: only students who graduated with distinction remained in the city. Medical residency or post-graduate study were only for those who were highly recommended. At that time, residency was a privilege, and now everyone who wants to enrol for post-graduate study. The residency was a first step to academic life as a post-graduate. And so I therefore was in residency and not assigned to a region. Previously everyone was assigned. But now we only assign those students who did not pay for their tuition at diploma and post-diploma level (two years or one year of residency). This is how we plan to retain staff, through students who study at public expense. And this deposit is one of the ways we foster staff retention.

This is all good, of course, but not everyone does what they should: providing flats or social benefits.

I: Could you please tell me how our compatriots could be useful, how they could participate? For example, what about scholarships for those who were go to work in a village, extra payments for young healthcare providers.

R: Of course, they could support them, but unfortunately we have no links with our compatriots abroad. We would work with expats very closely, but we have no connections, not one meeting. Everyone in our Ministry has at least one friend or family member who is abroad. Even if that person doesn't have Russian citizenship, at least they are employed and earn money. Unfortunately, links are not coordinated: this does not contribute to common good. We could combine our efforts, but at present there is no progress in this regard.

I: Does your Ministry have any regulation that defines the status of compatriots abroad as stakeholders in the healthcare system?

R: No, we have no such regulation.

On general healthcare reforms as collateral for the Kyrgyz diaspora's positive impression of the country's development

Representative of the Ministry of Health:

Healthcare reforms have been going on for many years. Our "Den Sooluk" programme to 2016 has four priorities: 1) mother and child health, 2) tuberculosis, 3) HIV, and 4) AIDS. Because of the high maternal death rate, we failed to achieve the Millennium Development Goal as the indicator should be 15 out of 7, but it now is 50 out of 7. Our rate is this high because of migration. Last year there were 10 cases of maternal mortality among migrants, already this year the figure is 14. Migrants affect morbidity and death rates in Kyrgyzstan in

various ways, because our labour migrants who migrated and were planning to acquire Russian citizenship, used to return ill. The same is true for female migrants who arrive in a host-country, become pregnant, and return to Kyrgyzstan, because they are not provided with the services they would receive in Kyrgyzstan in the host-country. Our State Guarantee Programme provides pregnant women with free healthcare assistance. These pregnant women tend to arrive in Kyrgyz maternity hospitals during late pregnancy having received no healthcare during pregnancy, and they die in hospitals as a result of complications, blood loss, and various diseases and. Behind every indicator there is a human life. This is our gene pool. A healthy woman is a healthy nation. Therefore we are risking a lot, if we don't liaise with our labour migrants, our compatriots abroad, who one way or another impact on our gene pool.

As to disease prevention, we have developed the Health 2020 Strategy within the framework of the All-European Health Strategy 2020 that is aimed towards preventive medicine. Twenty per cent of disease prevention and health promotion comes to the healthcare system, while 80 per cent requires interagency interaction.

For example, tuberculosis is not only a healthcare system problem; it concerns the State Penitentiary Service as well, and general social interaction. We have the highest rate of cardiovascular disease, strokes, heart attacks, and so on. In order to prevent these diseases, we need prevention measures: healthy lifestyles, quitting smoking, alcohol abuse control – everything leading to cardiovascular disease. This doesn't only depend on the healthcare system. We are talking about the damage caused by smoking: currently we have a progressive law that doesn't work. If you and I sit at café and someone sits next to us and smokes, no-one is protected, and actually we don't mind, we do not stop smokers.

Prevention has various aspects; for healthcare providers, it includes revision of all curricula, an development of clinical protocols to enable our physicians to treat these patients in a modern way and take preventive measures.

If we're talking about training of healthcare providers, we're talking about education standards, the revision of all curricula and training standards. We have been educating our students following international standards for three years, they will graduate in three years as family physicians. But unfortunately, the family physicians are still only in their third year at university. They all will work as general practitioners. On graduation, they have to work as general practitioners, after that they specialize as anaesthetists, surgeons, obstetricians gynaecologists, and so on.

When talking about the public, we shall mention the harm caused by smoking from early childhood, and

take prevention measures. If we're talking about viral hepatitis, we should mention hand washing and observing fundamental sanitation rules. This job has to be done on all fronts, not with healthcare providers only, not only the general public, but with other agencies, public and private sectors, too.

Reforms concerning social security for migrants, possible solutions, and social work with neglected children of migrants

Representative of the Ministry of Social Development:

The Kyrgyz Republic is a member of the Customs Union and the Eurasian Economic. I would like to ask Kyrgyzstan's Social Fund to develop a system to record the period of migration or remittances made by migrants from the host-country and add this period to their total period of employment. Alternatively, payments made by migrants in Moscow could be returned to them on their return to Kyrgyzstan. It's not just about the Russian Federation, but all other EEU member states. If host-countries are not associated with the EEU, it is likely, that we will need to make a bilateral agreement. The Social Fund has to amend its laws and regulations with regard to pension benefits and social security.

Our department has units that cover both benefits for persons with disabilities and for elderly people. They share data and information. There is another unit responsible for state benefits and compensation allowances: they also share information on people who do not have enough years of contributions. These departments turn to us: we pay them the social benefits so they provide information.

The Social Fund regulates pension benefits. Issues of social protection are the responsibility of the Ministry of Social Development. In fact, the Ministry of Labour has responsibility for working with migrants, that is: citizens who migrate for work abroad.

When women leave and abandon children in maternity houses, we get in touch with our migrants through embassies. We bring these abandoned children back to Kyrgyzstan. Since 2011 we have brought 48 children back. We take them to residential institutions run by the Ministry of Health, and then we search for the parents or family members of the child. If they have no objections, we send the children for adoption or guardianship. If they are ill, have cerebral palsy or other difficult diagnoses, they will be raised in infant homes.

Political will to build cooperation with "graduates of a diaspora", i.e. those who are ready to share innovative approaches in projects to develop Kyrgyzstan

Representative of the Ministry of Transport:

There are now many young people who have studied abroad and wish to share their knowledge in practice, particularly in civil service management and business administration. I have friends, too, who graduated from foreign universities. They want to give something back and, I am sorry for a rough metaphor, to break the old system that has been in place since the Soviet era. At present, we have a market economy, but time is against us. We have to do more, especially since our young people, who have experienced a different way of life, want to make everything quick, high quality and useful for Kyrgyzstan. We have received proposals from groups of young people who have studied abroad, we discuss problems, they suggest ideas they encountered abroad to improve working conditions and life in small settlements, and they asked for our assistance. These young people are very active now: they construct playgrounds themselves for children by their own; they build bus terminals, build parks, they just need help to procure construction materials, and faster formalization documents. You know, we have a huge bureaucracy from the lowest level to the top. It takes lots of time to agree something. I welcome people who come directly to me to tackle useful matters. I instruct colleagues to implement such requests without delay to help people who are doing good.

The economic reforms necessary for working with diasporas

Political will or processes in public bodies that aim to build or widen relationships with Kyrgyzstanis abroad and/or Kyrgyz diasporal organizations

Representative of the Ministry of Foreign Affairs:

Coming back to the Compatriots Liaison Council, now we are working towards this, the Government is engaged. However, it is somewhat mistaken to pay excessive attention to our compatriots abroad, we have to start from the source. Why do our compatriots migrate? The answer is to find work. How can we address this problem? We have to not assist them abroad, but to tackle this problem radically here. If we establish workplaces in Kyrgyzstan, with decent conditions, our citizens will no longer migrate but stay here, work and secure their livelihoods in Kyrgyzstan. After all it is much better to work at home than abroad. And so the overarching task of the state is to ensure economic conditions in Kyrgyzstan.

Example of the need to provide ethnic Kyrgyz or natives of Kyrgyzstan with work.

This is a very typical example. As a huge number of our citizens are abroad, some sectors are suffering human resources shortages that are supplied with foreign labour: for example, by citizens of Tajikistan, Uzbekistan, Turkey, China, and the same Russian Federation, who come and are employed here. If we (and when I say "we" I am not talking that Ministry of Foreign Affairs but the state as a whole) start establishing such conditions, and eventually workplaces – if we progress gradually towards this goal, and if we adopt relevant legal regulations and laws, and develop policies to secure and protect workplaces for Kyrgyz citizens inside Kyrgyzstan.

Our colleagues from the Ministry of Labour, Migration, and Youth are working on this. The Ministry of Labour has a Commission that issues permits for employment of foreign citizens. We are fairly well coordinated because the Commission also includes Ministry of Foreign Affairs (MFA) representatives, and the MFA agrees with the Ministry of Labour and Migration about the need to provide our own citizens with work.

Mandate of the Kyrgyz Government, benefits of active engagement with the activity of the Compatriots Liaison Council abroad

Lack of diaspora policy development in most state bodies

Representative of the State Construction Agency:

I: If we take this in its institutional context, does your agency have a policy, political will, and mechanisms to keep in touch with compatriots abroad?

R: Unfortunately, as far as I know our department does not.

I: No interaction with compatriots at all?

R: As far as I know.

I: Have any Kyrgyz diasporal organizations come to you with any questions? Have they ever asked for any assistance or something else?

R: I have had no such experience at work. Honestly, they haven't."

Representative of the Ministry of Foreign Affairs:

I: Working with "compatriots" is an incorrect phrase. We need to clearly delineate terms as there is no definition of a "compatriot" but there is the definition of a "citizen" for us, so our Ministry of Foreign Affairs deals with Kyrgyz citizens without distinction

due to race, gender or age. If they have Kyrgyzstani passports they are entitled to turn to our Ministry of Foreign Affairs, our diplomatic missions worldwide for various forms of legal assistance and counselling. But compatriots are something different.

There are several understandings of citizens of the Kyrgyz Republic. Citizens of our republic can be abroad for various purposes; if the main purpose is labour migration, then the Ministry of Migration is responsible for their migration-related problems, and the MFA for protection of their rights and interests. There is no such term "compatriot". This term should not be used because mass media and the general public are prone to misuse the term "compatriot". My personal view is that this is a distortion: the term "compatriot" includes ethnic Kyrgyz people and former citizens with foreign citizenship, but based on our legislation these terms should be clearly defined and separated.

I: You and your agency clearly understand the difference between the Ministry of Labour and your Ministry. You have mentioned two issues that the state has to deal with: protecting our migrants' rights and labour migration. But what can and should we do with huge number of those people who live abroad whose rights do not require protection, but who have a lot of knowledge, they have financial resources and a desire to help their home country. How should they be categorized, and which Ministry should interact with them?

R: If they are our citizens, they don't need anything else: they can freely come to Kyrgyzstan; there are no barriers. We have specialized ministries, so every ministry has to provide services within its competency, responsibility. If it's a matter of science, we have a ministry, if it's the economy another agency; for foreign affairs our Ministry is available so our citizens can turn to us directly.

Protection of rights through diaspora representatives – cascade of actions to protection rights within a network

If an incident occurs in a region, an instruction or request will be sent to the appropriate Kyrgyzstani living in Russia. This may not necessarily be a registered organization, it may just be active community members. They can go to the field and find out what happened with a person who made the complaint.

Each host town has five or six such people empowered to act; our embassies have lists of people with whom they work. So, they work as a network. The person empowered to act arrives on the spot, and appraises the scale of challenge, whether they can sort it out themselves. If not, a staff member from the nearest consulate is sent to address this problem.

The state has two fundamental functions; external protection of borders and domestic protection of the population from criminals. All the other social functions are just promises from politicians to get more votes.

People residing abroad and the population at home, given the current conditions of humanity's historical development, in my opinion, very often have an entitlement mentality. The population takes no responsibility for their own actions, which can lead to either positive or negative results.

The state sees these people and assists them. The state has established centres in foreign countries where people may turn to if they face difficulties, in any case the person will come to an embassy. If people are okay, they do not turn to us. However, to look for 540,000 people and assign a consular officer for every migrant, to monitor if they are okay and everything is going fine seems neither feasible nor necessary. Though we do have data on the number of our migrants in Russia, for instance. We register absolutely all Kyrgyz citizens who stay in Russia: we have quantitative data disaggregated by region and demography. Actually, there are clear figures, and migration analysis has many approaches to calculate how many people have left and arrived, right up to sewer system data on Bishkek, for example, to calculate water use in a certain period. This shows the number of population in the city and the volume of water used.

Business opportunities for investment in small hydropower stations

Representative of the Ministry of Energy:

R: Maybe I am more pragmatic. We can propose the development of small hydropower stations: these are not an expensive investment for our Kyrgyzstani entrepreneurs abroad. There are two ways to get involved. The first is to come and do business in Kyrgyzstan investing their money. We have associations of small hydropower stations: send the money and they will construct the stations. Small hydropower stations can function for 100 years: their children and grandchildren will enjoy the electricity generated by these stations. Electric power is always appreciated, so you are doing business here and investing in the future at the same time. It is a very long-term and environment friendly business that can be run even if you stay in the Netherlands. Thus, the entrepreneur has a small hydropower station here that generates electricity, and people consume this power and pay. Sounds good, right?

Potential to invest in micro hydropower station, details of government proposal

Representative of the Ministry of Energy and Industry, decision maker:

A small hydropower sector is serviced by very few people, just five. The electric power generated by small hydropower stations has a cost price, and this cost includes the salaries of the service personnel, maintenance, duty, repair works, and so on, but in any case there will definitely be a profit left from the station. I'm not talking about wind generators or solar batteries, because they are expensive; but energy from small hydropower stations has competitive prices. One kilowatt per hour generated by a small hydropower station will cost twice as much as that from a standard hydropower station. It is therefore a reasonable price, and it will be appreciated in our region, since Kazakhstan and Uzbekistan are next to us where electricity is generated through burning of coal at very high prices and at cost to the environment. Again, we will be able to export this electricity: we will find clients in any case. We have 242 rivers that can be equipped with any number of small or micro hydropower stations.

There is also another approach – some people just want to spend money on this initiative, they want to pay for it. For instance, we all have home villages or towns: I am from Talas, he is from Kemin, this person is from Batken, okay, let them to establish small hydropower stations for their villages. The station will be installed and named after this investor compatriot, for example, "Abdylda Kerimbaev Small Hydropower Station", so his name will last 100 years. His family or fellow villagers will easily operate this facility, they will hire others and pay them, and all the taxes will be paid to the public budget. We will calculate all the costs annually and add 15 per cent of profit, and eventually buy the electricity at this price. We are not going to make them as it is practiced in Armenia. We are not going to make a surplus profit at the expense of the general public. Let's assume we have a small hydropower station at cost price KGS 1: we will buy for KGS 1.15. This price will be buying price for the national electrical power grid. The national operator in its turn will sell this electricity may be for KGS 3 to the end users: that is a different matter. We calculate the costs of the small hydropower stations and its profit. We will be able to purchase the full volume of power generated.

Kyrgyzstan's Law "On renewable energy sources", which was introduced several years ago, envisages purchasing the entire volume of energy generated. It provides well-to-do Kyrgyzstanis abroad with a good opportunity to do business in this energy sector at home. Investors from Korea, Turkey, and China are very keen to come to this market.

There are some benefits, not a tax holiday but customs-free import of equipment. Secondly, we apply the maximum rate to small hydropower stations, 2.1 times the standard rate, for buying electricity from power distribution operators, so that in eight years you've earned it back.

The power station usually covers its costs in eight years, and then we set a profitable rate, but not as high as before. We will buy all the electricity generated by the small hydropower station apart from that required for the owner's own needs. The operator of this station will sell the electricity to the country: everything is legislated for. Now this market has started, and those who enter first will have advantages. In what sense? They will have the best locations on rivers, where users live nearby, where power lines and substations are 'next door'. Yes, they will have advantages: roads, infrastructure. But the next small hydropower station developers will have to go further to construct the stations upstream, build or pave roads, and lay power lines. So, like in any mining business, first you take minerals on or near the surface and then you have to go deep underground. The same is true here. Currently 242 riverbeds are waiting for investors.

Why compatriots will be better investors than foreigners

Foreign investors come for sure; they have money. But they have many barriers, such as language. For example, if I arrive in Tanzania: I do not know the language, the mentality and the behaviour of the people, whether I'll get my money back or not, whether my business will be successful or not. But these are our Kyrgyz compatriots who have migrated and know all these matters inside out, they are not afraid of us. Of course, they do not have to strive for success here, money is available, so please just invest into your native Kyrgyzstan, and Kyrgyzstan will be happy that it has electricity. The compatriot investors will be happy to have local business and 100 per cent of their money returned.

Everyone needs this, the country needs it, because they say that in order to cope with the winter we need an extra 2.5 billion kW. We cut off or limit electric power in the winter, and people freeze and do not like us. That is why alternative power capacity has to be developed. Large hydropower stations, like upstream Naryn and Kambar Ata 1, are very expensive and require billions of dollars: they require intergovernmental agreements and takes 7-8 years.

At the 2016 Mekendeshter Forum a round table should be planned on small hydropower stations to foster real discussion of such business proposals.

State “Affordable Housing” Programme

Representative of the State Construction Agency:

I: We don't have enough young teachers and doctors: all of them have migrated, especially doctors in certain specialties, for example, paediatricians. Will the state “Affordable Housing” programme motivate compatriots to return from Russia and other countries to Kyrgyzstan? What do you think?

R: Naturally, we will provide information about this programme through the mass media. The initiative will be implemented through banks, so advertising will come from the banks, as the banks will be interested in promoting this as well.

Maybe we will really be able to make some amendments in favour of our compatriots.

I: Let's at least consider it. The Compatriots Liaison Council can at least provide information, let them review it. There should be a proportion for those ready to return. Many paediatricians emigrated because they were offered flats and other benefits in Russia. We could make a counter offer.

The focus of the migration policy of the Kyrgyz Republic

Representative of the Ministry of Labour, Migration and Youth:

I: Which policies and mechanisms are required, from the perspective of your Ministry, to improve the communications with compatriots?

R: Kyrgyzstan's migration policy has had two main goals. The first is to protect the rights and interests of citizens living and working abroad. The second is diversifying, combined with protecting and facilitating legalization of their residence in the other country. This may consist of awareness building, negotiating and signing bilateral agreements with the host-country, facilitating in-situ data collection, and inspecting citizens' living conditions if requested. This could be, for example, if a citizen did not receive a salary, argued with the employer, is unlawfully in the country, or has been detained by law-enforcement bodies. In suchcases, it is necessary to visit prisons, the foreign citizens' detention centre to inspect and understand the situation, including field inspections to record statistical data. Sociological surveys have also been conducted. Thus, the policy has these two pillars.

Intergovernmental commissions as an effective method of cooperation

Now we say that goal of the migratory policy should not be constant servicing of migrant flows.

In a globalised world there will always be differences in salary. Even if we reach the salary level of Russia and Kazakhstan, there will be a difference between salaries earned in Kyrgyzstan and the USA. So there are several levels of development of countries: developed countries, less-developed, developing countries that have the low income per capita, and bankrupt countries. Labour migration will always exist, and servicing of this migration will always be required, too. This is the aim we have been pursuing so far. We were able to cope with it to some degree. For example, we had clear indices for Russia in 2005, and our objective was to reduce the number of people that arrived illegally by 50 per cent. We reached this goal, and even more, when the patent system was introduced in Russia and some changes made in legislation. We negotiate with Russia and participate in various platforms with our Russian colleagues, we justify the need to legalise our citizens. For example, there is a Kyrgyz-Russian working group on migration (since 1996 the group's sessions are conducted twice a year in rotation, in Russia and in Kyrgyzstan).

Because of agreements and negotiations with all the former Soviet countries, Kyrgyzstan enjoys a simplified naturalization procedure. This was another approach to legalization and allows people to move freely and use their abilities.

This intergovernmental working group is the primary platform to take decisions and discuss. It has led to the signing of some intergovernmental agreements, mechanisms and instruments. Absolutely all migration agreements have been developed by this working group, including agreements on simplified naturalization, and the possibility to arrive to the Russian Federation with our ID cards.

Russian law stipulates that citizens require specific categories of identity documents to enter the country. We have separate agreements with each country, specifying what documents are needed and which citizens may enter the territory. This can be an ID card or a passport, or a sailor's passport, the list of all documents, and authorization to return to the home country. Every single country has specific agreements on valid documents authorizing entry and departure from the country. The group from Kyrgyzstan (chaired by me) consists of stakeholders and representatives of state bodies that are invited based on the agenda.

I: It looks like an expert working group and institutionally it just a transitional step, but it has been functioning since 1996: I think that is phenomenal.

R: It is kept going by individuals and institutional structures tend to develop gradually; everything is based on legal principles, on the fundamentals and differences in Kyrgyz and Russian legislation. Russian protects its own interests in its national labour market, and they have their own interests just like Kyrgyzstan does. However, we are not driven

by personal interests, though personal factors do undoubtedly play a role: we are guided by national legislation.

So, there are authorized bodies for migration in Kyrgyzstan and Russia. Currently these are our Ministry of Labour, Migration, and Youth and the Russian Federal Migration Service. The working group understands that authorized bodies - whatever they are called, whatever system they belong to – are responsible for working with this working group.

Needs for human resources management for cooperation with diasporas

Expert resources: cooperation at expert level with compatriots abroad

Representative of the Ministry of Transportation:

There are young people abroad studying transportation and road construction in universities, and I have told them if they need any materials or statistical data, I can send it to assist their studies. For example, one student is writing a dissertation on Kyrgyz highway improvement. These are young people who wish to contribute to road construction and bridge improvement in the country. Our colleagues are studying transport, road construction, and IT technology as part of the JICA programme.

I also had the chance to study abroad, and I had an opportunity to stay there. However, a true patriot is someone who always returns and uses their knowledge here in Kyrgyzstan. So, I try to use the knowledge and experience I obtained here.

There are many active young people who return to Kyrgyzstan, and they need to be provided with well-paid jobs. Therefore, we want to conduct reform that will mean our young specialists can utilise their knowledge. We want to change the construction norms and regulations (SNiP) that have been in place since 1989 and 1960, since the Soviet period. We will adapt our norms to international standards, or our system will always be bureaucratic. When we start to design roads, our specialists refer to SNiPs, which were created in 1980. So nothing changes and the roads are built based using old standards. We must apply new technology.

We have turned to donors. The Asian Development Bank is supporting our initiatives. The World Bank is ready to provide technical support and mobilize people who want to introduce new regulations specifically for new technologies. There is new technology all over the world, so we have to update our norms and standards.

People who are aware of our Ministry's agenda and mission come to work here, go to study abroad and

come back again. Our newly-assigned Minister mobilizes young people who have studied or been employed abroad. We have one expert in the Ministry who worked in Canada for several years. He wants to work in the transportation system, to improve the quality of road construction, and we support such people; we do our best to employ them to realise their potential.

I know one of our compatriots who works in Russia. He has big company building railways and roads. He has visited us and I was happy to support him. I told him about our current projects and that he could participate and use his experience gained in Russia. I strongly encourage this.

There is a large outflow of IT specialists. Many highly-qualified specialists work in Kazakhstan and Russia, because our main problem is low wages.

Needs for human resources management in the civil service

Representative of the Ministry of Health:

R: Careers in the civil service should be based on competitive and career principles. Initially you should enrol in this system on a competitive basis. Then promotion should depend on personal achievements. For example, the human resources system in Japan is as follows: their Civil Service Chamber was opened in 1948: it has significant experience. So, everyone takes part in competitions for all vacancies starting from school. A person can take any position in a state authority, either from outside or inside. However, there is a clear system: once you enter the system at any position, your further promotion depends only on personal achievement.

We have a competition-based system. Any vacancy has to be filled through a competition. It does not take account of good or poor performance of this person. The person is enrolled in internal reserves according to evaluation results. For example, our employees are enrolled in internal reserves. Based on the evaluation results, if there is a new vacancy, the employee will be able to apply for this position only through internal competition, with no outside participants. However, this is testing again, the same procedure, with the exception of questions from the main test.

The key testing is on the Constitution and the basic laws that every civil servant should be aware of: such as the Law "On the Civil Service", the Law "On Declarations", the Law "On the National Language", and the Law "On Gender Equality", and so on: it is a large legal framework. If you go to website of the State Human Resources Service, you will find the basic test and subject tests. The

subject tests were developed taking into account the functional duties for each position and the relevant legal regulations.

So, if an employee wants to be promoted to Head of Department, that person should pass tests on record keeping in addition to the basic tests. An when you enter the internal reserve, you do not take a basic test; just a subject test. Anyway, the test is required regardless of your performance. But we said that the system should be promotion-competitive so that every person is motivated: if they work well, there should be some guarantees.

For example, civil servants in Japan feel secure in their jobs: if they work well they will be promoted. They use horizontal rotation, then vertical rotation and so on. People who achieve good results at their positions will be promoted every two or three years. In this way, people are incentivised to work better. We have persistently been drafting amendments to legislation concerning competition and the career system, but no amendments have been adopted so far. The Law "On Civil Service" implies a competition-based system, a competition and career-based system: we still do not have it although it is in the draft law. This draft is available from the State Human Resources Service.

The same has happened with salaries. You know that our salaries have gradually been standardised. There is a range of different ministries and agencies with different salaries, for example, the Ministry of Economy, and the Ministry of Finance.

For this reason our employees are not motivated. After salary increases, many of our employees have left for state healthcare facilities since the salary is higher there, and the working day is shorter. Even senior physicians are paid twice as much as a Minister, and have less responsibility.

Leadership approach of decision makers

Representative of the Ministry of Social Development:

R: Our Minister is very active and always supports initiatives like the Compatriot Liaison Council. He is trying to establish contacts to improve our social system. Of course, there are shortages in funding. My employees receive a maximum of KGS 7,000-8,000 per month. You know, some even rent flats with their children, their families.

Diasporas could provide help, for example, for vulnerable groups – to build a block for children and families, to buy a building for a family-type home.

Now the policy is to optimize and transform those large residential institutions. It is clear that we cannot just close them, but there is no need to maintain

such large facilities. The plan is to create mini family-type homes. For example, 10-15 children could live in one house with home-like conditions, and not like a large orphanage. They would go to an ordinary school, live at home, and have a foster mum, and the social workers would provide assistance and support these families.

I: How many houses do you need? It would be good to say that we need about 150 such buildings for social housing; and specify the amount of funding needed to house 10-15 children.

R: We have not calculated the number of houses. It depends, but we have an optimization plan that has been developed from a government regulation. According to this regulation, there are 11 orphanages in our optimization plan. We need approximately 10 houses as a starting point. This plan is scheduled for 2013-2018.

I: Can we look at this plan? Is it online or could you provide us with digital version of it, so that we could know the legal regulatory framework: that would be interesting for the Compatriots' Liaison Council. The goals and objectives of the Ministry for such homes could be further specified and one make a request to the compatriots since the diaspora organizations, including those in Russia and Turkey, also run charities. They are still providing our consulates with assistance, including assistance with cultural and art events, tours of entertainers and musicians.

R: For example, social services are extremely underdeveloped in the regions. We need to create children's centres that could help 10-30 children from low-income families: opening groups for children withdrawing and extra lessons. They would provide one meal. The children would attend these groups for three to five hours. It would be good to have similar facilities for children with disabilities, because these children do not go to school: they do not even go outside because they use wheelchairs. If their motor skills could be developed, they could learn how to hold a spoon and a cup. Our people used to just put them in these wheelchairs and only deal with their peeing. We Kyrgyz are embarrassed to show such children. Bishkek has many such centres but there are very few in the regions.

Many NGOs are working on this problem and delivering training to staff in these facilities, but the centres should be established in regions where nobody knows about such services. The centres should be setup in areas with larger numbers of children with disabilities, not just for four or five, taking into account real demand.

The key thing that can be done by compatriots in cooperation with the Ministry of Social Development is support for implementation of the Optimisation Plan on the managing and financing of residential institutions 2013-2018.

Representative of the Ministry of Agriculture:

We can make the following proposal. Large diasporas abroad could provide us with logistics, a logistical centre, refrigerator units and sale of products in markets, right? Storage, logistics and refrigerators can all be located in one place. This needs to be fine-tuned at local level first and then at state and interstate level.

There are real shortages in institutional resources such as legal regulations; units and departments for liaison with compatriots; and mechanisms and rules on diasporas, compatriots and migrants as well as on their contributions to Kyrgyzstan's development.

Legal regulations on honorary consuls

Representative of the Ministry of Foreign Affairs:

I: To what extent does legislation empower the Ministry of Foreign Affairs to appoint and support honorary consuls? And how does this differ from diaspora organizations?

R: A distinction also needs to be made here: diasporal organizations and institute of honorary consuls are two completely different areas. Diasporal organizations are diasporas, i.e. civic associations regardless of citizenship, they could have our citizenship or another citizenship. They form an association on the basis of some ideological, ethnic or cultural values, and registered in the host-country where they perform their activities. As a rule, diaspora organizations perform social, cultural, and humanitarian functions. They seek to maintain ties between our citizens abroad and Kyrgyzstan.

Honorary consuls are something different. This is completely about consular issues and is regulated by international legislation, particularly the Vienna Convention on Consular Relations. Honorary consuls are assigned by the state. If Kyrgyzstan has an honorary consul in a country, Kyrgyzstan has assigned this consul to perform specific functions with consent given by the country. Diaspora organizations are not created by the state; they associate under the legislation of the host-country on the basis of their own beliefs. The citizens register the public associations with the appropriate judicial bodies.

I: What requirements do the state have for honorary consuls, how is the consul selected?

R: There is a regulatory framework specifically for honorary consuls, with clear criteria to be met by the person who will perform the functions. In general, I would say that these people have to be respected in the host-country, have authority and image, and a

good reputation. Being wealthy is not a mandatory condition, although that is taken into account. Artists and scientists can be considered for this mission, too, or people from the healthcare system. It is important to promote national interests both in the financial sector and in cultural and humanitarian areas. Any honorary consul who is not a business person but an artist, scientist or doctor, and has the right image in the host-country, can represent Kyrgyzstan with dignity.

I: What opportunities are available for members of the diasporas to represent our foreign service, apart from as honorary consuls? We know that members of diaspora run some joint activities with our consulates and embassies, but they lack official status. How can their activity and contributions be recognized, perhaps through the Council or in another way?

R: Actually this question has been on our agenda for a long time. I think that any of our citizens who helps Kyrgyzstan or our foreign service, should do it for selfless reasons. I believe that, if the citizen provides assistance in order to be recognized by the country that is not right. Contributions should be selfless and not to anticipate awards. However, we do have the practice of awarding and encouraging people who provide support to Kyrgyzstan. This is also recognition. Official appreciation, state awards, medals, and orders: this is all encouragement by the state, so we have this system. My opinion is that if you want to provide support, please do so, because you are a citizen, a patriot. Currently there is a difficult situation in Kyrgyzstan – a deficit in funding – but I would emphasize that the state and the government are doing what they can to encourage such people.

Intergovernmental working groups

Representative of the Ministry of Labour, Migration and Youth:

I have been monitoring migration for many years. Opportunities to migrate are a result of intergovernmental working group activity. Host-countries regulate any movements of absolutely any categories of citizens and labour force. This is a migration process that requires regulation. If a person exits, crosses the border, fills in the migration card, and registers in a regulated manner, this means that all the conditions have previously been discussed and agreed at the level of the working groups. Though you never realise this, you don't understand why you can migrate and why there are such rules in place, everything is feasible because a lot of work has gone into enabling citizens to go abroad.

At the very least it is a platform where we can listen to each other, share views and understand how

to protect our interests and come to a consensus. When decisions are made at governmental level, we make our judgment based on consultations with colleagues.

**Civil servants as patriots of their job and homelands:
“We didn’t have careers, but we train specialists”**

**Representative of the Ministry
of Social Development:**

R: It was the Child Protection Department that was transferred to the Ministry. There are seven people left. Salaries are low because we are civil servants. The civil service was reorganized in 2011 and they said “cut”. Everybody criticizes the civil service, saying that we pilfer money. Nobody understands that we do all this dirty work. At that time, many people were fired, and the number of departments was reduced.

I: So why do people still work here? Is there any training for staff?

R: How could training help? It provides nothing. The thing is that there is no work out there and these graduates are ready to work anywhere. It is important that it is the civil service: it is good experience for young people. As for me, I started working here as a young specialist. I was expecting career growth. After a while I realized that I am at an age that is not interesting for potential employers. Therefore I haven't tried to change my place of work.

I love our country very much and I always say this, even to foreigners. Despite the fact that our country is small, Kyrgyz people always were and will be patriots who contribute to their country. As a patriot, I defend our country, our Kyrgyz, and work here. I really believe in it and fight for it. That is how I feel. I train specialists. Though sometimes I get offended because I have trained so many specialists and all of them left to for work elsewhere. I invest in everyone, even explain them how to do routine paperwork, how to write in both languages, Kyrgyz and Russian: I speak and write both languages fluently. I help them with legislation and recommend that they read certain laws to find norms. I suggested legislative amendments to take account of how life is changing and discrepancies were emerging in the legislation. All in all, everything that I know, I pass on to young staff and train them accordingly. The salary is very low, but the pressure is high. So many people cannot afford this and leave, but I keep going.

Good specialists

By the way, our Ministry has good specialists. Many of our colleagues emphasize, when they look at our documentation and see how we write, that our Ministry always trains highly qualified specialists. Even our Minister always stresses it.

Information and communication technologies for working with data and regions

We always ask for help: this is how things work. We are not involved in the economy; we don't produce or license. Therefore, we need assistance for vulnerable groups, the poor and older people.

Budgetary funds allocated to our sector are entirely spent on support for older people in residential care, social benefits, and allowances. This is our job in the social sector: to protect the vulnerable. We must provide the guarantees that the country provides: we are intermediaries. This, of course, is not enough: the equipment in orphanages and care homes for the elderly is antiquated. The buildings were built 50-60 years ago and need repaired. They need vehicles as well.

UNICEF launched many centres after the events in the south, but all of them were closed after a year because of lack of financing. UNICEF provided support for a year, however after that neither local self-governments nor the national budget were able to provide the necessary funding. So, the key thing is not just to establish centres, but the sustainability of further financial support. This is what we need to think about.

Human resources: salaries and employee benefits, training and mentoring programmes

**Representative of the Ministry of Labour,
Migration and Youth:**

I: In your opinion, are there any strong specialists, experts, human resources in the Ministry?

R: Well, we have the number of people that the Government approved for the migration service.

I: We have heard from many ministries that the staffing structure and the salary levels are a kind of straitjacket that keeps those agencies and pay at low levels. For example, would you be able to retain a specialist with a perfect background and experience? Is it possible?

R: We will not be able to retain such specialists. Having worked in our system, they would continue their career abroad - with the International Organization for Migration, the United Nations system, or the OSCE.

There are specialists who have worked here along time, and specialists with less experience. The thing is that our job is rather interesting here: we set challenging targets and people want to be creative at work. As for the salaries and the need for additional staff, these are national issues: we cannot complain here since we see the same situation

in other agencies. We have talked about higher salaries in the Ministry of Foreign Affairs; the Ministry of Economy and the Ministry of Finance have bonuses and the 13th salary that we do not have, but in general staff at the Ministry of Finance have low remuneration, everyone in Kyrgyzstan's civil service earns little. This is our reality: we cannot just quit the job or there will be a gap.

Diasporas should be the focus area of other agencies: the energy sector is the focus for energy specialists. All the more because resources are limited.

Representative of the Ministry of Energy and Industry:

R: There are 61 specialists who support the entire energy system, not only the energy sector, but industry as well. As far as I remember, there are 14 subsectors of industry: textile industry, metallurgy, construction materials, the engineering industry and so on. Ten people are responsible for industry. Two departments deal with the power sector: the Electricity Generation and Transmission Department and the Power Distribution Department. One department, consisting of six people, is responsible for the fuel sector (fuel, coal, oil and gas). The other departments are the administration department, human resources, the legal team and the project implementation unit. In 2010, the volume of documents reached 7,000 per year, and currently we have 15,000 a year. The number of documents has doubled, and the quantity of staff has fallen by 20 per cent, in 2012.

I: Are there shortages in human, financial and expert resources to fulfil your mandate?

R: We have enough resources to fulfil our mandate and our assigned objectives. Issues regarding compatriots and diasporas should also be taken into account, but unfortunately, there is a heavy workload. So, the other side should take the initiative. For example, you asked me for an interview and we agreed. It is your initiative, because I would not come to you and say that I wanted to give an interview.

I: What analytical resources do you know? Databases, statistics? You have mentioned that there are good expert metallurgists living abroad. Do you have a database of these expat experts?

R: You know, the key function of the Ministry of Energy is policy making in energy sector. To be honest, working with the diaspora is not our field. The Ministry of Foreign Affairs and the Ministry of Labour, Migration and Youth should deal with these issues. We need to work in our area – energy and industry – the rest is not our mandate. The only thing we could say is that: "If you have any opportunity to invest in the energy and industry sectors, you shall start up a new industrial enterprises".

The state programmes on integration to the Eurasian Economic Union, as in the field of construction and on affordable housing for civil servants

Representative of the State Agency for Architecture, Construction, Housing and Communal Services:

R: Integration to the Eurasian Economic Union is beneficial for us as we will be able to participate in state procurement and, tenders in EEU countries. Our builders, architects and planners have learnt to build better. You can see very well the construction boom we have been having in the last five years, even three years. Previously multi-storey buildings were taking years to build, but now they are completed within six months with sound structures. The quality has improved. Do not forget that many citizens in Kyrgyzstan do not have their own housing yet. They are also standing in line for land plots. It will be unfair to give priority only to Kyrgyz nationals abroad, because we have citizens living here in Kyrgyzstan who have no housing. How can we resolve this issue? We have developed the "Affordable Housing" programme for 2015-2010 with the Ministry of Economic Development. **As far as I know, we are about to submit a draft regulation for approval.** The Ministry of Justice has already given its go-ahead.

I believe that the "Affordable Housing" programme will address many problems. As far as I know, there will be mortgage credit lending with relatively low interest rates for young teachers and doctors, that is for employees in the social sector.

I'd like to tell you one more thing about affordable housing. We have another project that we would like to be implemented in Sokuluk district, just outside Bishkek. The plan is to build the "Sputnik" micro-district with private investment. In order to implement this project, the state is planning to provide land plots and communications, which usually have a significant impact on the price of land plots and real estate. In return, the investor is required to sell the flats in the multi-storey blocks at cost price, with minimum profit.

The "Affordable Housing" programme is intended for young doctors and teachers. This is another private project for investors. The cost of one square metres in a new building for self-decoration on average is USD 700 (from USD 650 to USD 800 per square metre). The real production cost per square metre is on average USD 400-450. Of course, because of the difficult economic situation I forecast the cost of housing to fall to USD 500 per square metre. However, the problem is that our developers tend to give themselves wide profit margins.

Capacity of public bodies

Financial resources: the budget, donor projects, and so on.

Representative of the Ministry of Labour, Migration and Youth:

R: To discuss the outcome of this activity we should first identify the target group. The target group includes business people and, like Karl Marx said, they would sell their mother for profit. We are dealing with people who have money, who have the opportunity to lobby their interests, and for whom the priority is financial profit. According to them, non-stop inspections by the tax authority, the architectural agency and law-enforcement bodies start as soon as they establish production in Kyrgyzstan. They are used to working in a quite different tax environment where treatment of small and medium-sized entrepreneurship is different, such as in Russia, where everything is put in place for their interests. They want clear rules in Kyrgyzstan as well. However, the rules cannot be the same as in other country since the country's economic development has been different, its sources of income and other parts of GDP and the public budget are also different. So, they will be insisting on rules as familiar as possible for them. However, the issue is about taxation, economic policy, social and economic development of the country as a whole: if it was possible, the Ministry of Economy would have taken the measures a long time ago. If the Ministry has not done this so far, there are reasons for this.

I: The question has arisen: why should we have different conditions for compatriots abroad?

R: Under our legislation they cannot differ in any way. That is, the law does not distinguish between individual categories of investors. There are external and internal investors, and investments include direct and indirect ones. National legislation provides equally favourable conditions for all groups of investors: this is the country's investment policy. Just now we should think about the investment attractiveness of our country in general, in order to establish conditions for diasporas to contribute to our country and mobilize them to do so.

Investment opportunity consists of five key elements. The first is political stability. If there is a social rising, such as in 2005 and 2010, this will deter investors. Social instability and the 48 per cent poverty rate in the country are very serious preconditions for repeat of revolution.

The second condition is independence of the court system and the passing of impartial court decisions between investors and whoever, including in the court of arbitration, the criminal court and the civil court. Our courts cannot protect "Kumtor Operating Company" from people switching off the electricity and putting Kumtor out of operation for two days. The court decisions have not been made to this day: this economic sabotage remained unpunished. Neither external nor internal investor will come to our country, if the Government and the court system do

not protect them for selfish or political goals. Decisions are not made for fear that they would lead to a social uprising again.

The third key element of investment policy is prioritization of sectors of the national economy. According to economic theory, each region has its own absolute and relative advantages. The economic strength of our country in relation to Uzbekistan, Kazakhstan, Russia, all other countries of the world, should be clearly indicated in concept documents. The priority economic sectors are indicated in the national strategy of sustainable development: however, there are the same economic sectors as in other countries. We do not have a unique niche that could make our country attractive for investors.

The fourth point is the taxation system. We say that lower taxes can lead to higher income, as goods become competitive, making it very profitable and attractive for investment.

And the fifth factor is the availability of a labour force. The labour market should have sufficient quality and quantity of human resources. If there is no labour force in the region, it is difficult to create an enterprise since the cost of labour will be very high. On the other hand, if a labour abundant region has a high unemployment rate, competition among employees will be higher, and employers will have the opportunity to choose personnel from a large pool of people for less payment.

These are five basic elements of investment policy that are related to each other: political stability depends on the number of people employed in these sectors. The last factor is that there are many unemployed people in the country, around 140-170,000 people: they cannot find employment and secure an adequate income, so a social uprising is more probable. If there are more workplaces in the country, a social uprising is less likely. Employment and economic policy are related to each other. People will come and invest in the country if these conditions are observed. National legislation does not prescribe different activities for specific groups of people. It is not enough to create conditions, invite groups of people and tell about it for everything to change. Institutional reforms are required in order to change the situation.

Economic development is the core condition for reducing migration

Urban development requires new technology parks and establishment of industrial zones based on the Soviet pattern or the modern Malaysian approach, with workplaces and new urban infrastructure surrounding it. Four tendencies of migratory policy will be developed in the period to 2030:

First, it is necessary to establish new centres of attraction for internal and external migrants. It needs to be done in a way that migrants do not leave, and those migrants who have already

migrated will want to return, and if they return they will look and see that something is changing and they can find themselves here. In such a case they will come back and bring all their capital here, and start investing in the country. There will be no progress while we go around in circles, say to ourselves that everything is fine, export our labour force and receive 27 per cent of our GDP from remittances. Then for our whole life we'll keep exporting labour force: Kyrgyzstan will have a population of 7.5 million in 15 years. Fortunately, the current birth rate is good, but after 2030 there will be an ageing of the population and then a population decrease.

Second, the national labour market should be protected from qualified labour outflow. Next, keep servicing the flows that do exist, and the fourth is humanitarian migration, including refugees and returnees, who arrive to their historical homeland and try to integrate.

The "Mekendeshter" Expat Expert Roster

Representative of the State Registration Service (SRS):

I: Is there political will in the SRS to build and expand relations with Kyrgyz compatriots?

R: We had this idea last year. When I started working here, I wanted to create a permanent platform. We launched a campaign "Reforming Together". We do not have enough competencies and skills in specific areas, and there is need to consult with lawyers and experts in different areas, for example, in information technology, information security, and personal data security. So we planned to setup permanent working groups that could work remotely without coming here. The announcement was placed on our website, on social media, and broadcasted in the mass media. Compatriots residing abroad could work in these areas: joint activities on specific issues and projects are possible. Some project initiatives would have been implemented, but unfortunately, we received no feedback and gave up on the idea.

Successful example of a compatriot coming back, "like a diaspora graduate"

Representative of the Ministry of Agriculture, Research Institute:

Some people migrate abroad to earn money, but can't someone make money here as well? I don't know, frankly. If I knew, I would leave too.

To tell you the truth, I'm not a fan of migration. I always say, "Okay. But you can work and earn money here". The vice-principal of Ala Too University graduated from Harvard. He returned, and now he works in external relations and teaches in Kyrgyzstan, he is young. He may train others, and educate them. But generally everyone thinks about themselves.

The idea of returning to your country

Representative of the Ministry of Energy and Industry, human resources:

There is no need to idealize compatriots. There are people, who have settled in other countries and will not move anywhere. Only those compatriots who have spare money may want to contribute. There might be some people, who wish to return to Kyrgyzstan to retire. I know people who work in Russia and buy flats and build houses here, planning to come back to Kyrgyzstan one day.

Kyrgyz culture visits the Kyrgyz diaspora

Representative of the Ministry of Culture:

R: Apart from the Ministry, our entertainers are in touch with the diasporas and are invited by them. These initiatives are not coordinated with us as we cannot provide any financial assistance.

I: What financial resources are required? Is this necessary to support relations with compatriots, diaspora organizations?

R: They'll probably allocate more funds: I don't know if it is possible in the near future or not. Current legislation envisages allocating 3 per cent of the national budget to the culture sector, but the real figure is 1 per cent. This means that there are no funds for development and 80 per cent of funds allocated are spent on salaries and 20 per cent on the maintenance of communal services.

There are 45 staff members, who are responsible for culture, tourism and information issues. Maybe we will see a time, when 4 per cent of GDP comes from tourism. If this exceeded 10 per cent, new tourist options could be developed. For one thing, we could increase the number of staff members, so they could represent the country at tourist fairs around the world. If the country is not represented and advertised, the tourist flow will be small. Information also needs to be provided at high levels.

Duty to homeland as a motivation to return to Kyrgyzstan

Representative of the SRS:

R: Every one of our citizens who has studied abroad feels a sense of obligation to Kyrgyzstan, to use their knowledge to make a contribution to the development of the country. I had the same feeling after my graduation but, to be honest, I could not decide for a long time. One of the main factors affecting my decision was the global financial crisis in 2008. I graduated in 2008 and worked in various areas for a while, and then I have decided to come here. Having arrived in Kyrgyzstan, I tried to get a job at the Ministry of Economy and Trade. Unfortunately, I was not able to get a job because of local traditions and some certain peculiarities of our way of thinking. So, I was definitely disappointed. It was 2009.

Conditions for homecoming: financial and housing problems

Representative of the State Agency for Architecture, Construction and Housing and Communal Services:

R: Many compatriots cannot return to Kyrgyzstan because they have no housing. This psychological factor is hard to overcome. I mean: to arrive and know you have nowhere to live except a rented flat – this frightens many people. For example, why was it easy to me to return? Because my parents are here; and my home. I knew that I had come home, I have a family. Those, who have no house have no sense of homecoming. So, if there are some projects on housing for compatriots, it would be a significant factor. If you remember, there was a program for Russian compatriots. The state provided temporary lodging for repatriates on arrivals. In 1990s, a similar programme was run by Germany to provide their returning compatriots with free housing. Unemployed compatriots even received allowances to live peacefully with their families and learn their mother tongue. That was state support.

Innovations in rural health care as indicators of improvement that can motivate diaspora to return

Representative of the Ministry of Health:

We have potential, of course. For example, we have Village Health Committees (VHCs) at local level. VHCs work in nearly 85 per cent of the villages thanks to the Swiss project. This is a very successful project by the Swiss Cooperation Office that was piloted in Naryn region and then replicated across the country. We boast about it everywhere. VHCs specify their priorities and do prevention work themselves. There are Health Promotion Offices

in all Family Medicine Centres (FMCs). In addition, we have national and city health promotion centres that are supported by FMCs and VHCs as well.

The Sanitary and Epidemiological Inspectorate only has supervisory functions. Previously there was the Law "On sanitary and epidemiological safety" which emphasised monitoring. In 2009, the Law "On public healthcare" was adopted with a focus on prevention measures. That's why prevention measures are a priority for the Ministry of Health.

Conditions for return: positive difference in salaries and cost of living

Representative of the Ministry of Labour, Migration and Youth:

R: Of course they lose their ties with their homeland. Those million people who arrive in Russia will mostly stay there, and history has confirmed this repeatedly.

When they are young, they do not think about coming back to Kyrgyzstan, and when they become older, they realize that their children, who have grown in Russia, do not speak Kyrgyz and feel completely disconnected from their former home country: this is a second generation of migrants. Then the 60-70 year old faces a dilemma: either return to the home village and live there far from the children or stay in the city with the children, most likely the second option will be chosen. And what the person says about missing the home country and wanting to return and contribute, taking into account age and experience, remain only a theory.

I: Are there any opportunities for people who work as street cleaners and restaurant workers to find work in Kyrgyzstan?

R: It's possible, but there is a difference in salaries. Salaries specifically, not prices, are one of the factors affecting labour migration.

Tendencies and motivation to return, and links with the main reasons to leave

Currently, there is no tendency for return. There are several categories of migrants: those who left for good and changed their citizenship; temporary labour migrants; students; and people who are visiting someone; or those receiving medical treatment. So we're talking about what the person's ultimate goals are, and what sort of property they have in Kyrgyzstan. If it is a young man without a house of his own, who completed school and is leaving the country, it is unlikely that he will return to Kyrgyzstan, as he has no property interest in Kyrgyzstan. It is easier for him to be outside Kyrgyzstan and receive higher salary than to return to Kyrgyzstan and rent a flat.

It is unlikely he will decide to return. It depends on the region of residence as well. There are regions where families received a hectare of land per family member as a result of land reform. In such cases, it is most probably that the person will not try to go abroad. For example, in the densely populated Fergana valley, you know, each family member received 0.7 hectares.

Missing home as a motivation for returning to Kyrgyzstan

Representative of the Ministry of Energy and Industry, human resources:

R: Because of my field of specialization and employment, I have had to live in different countries. I lived in Kazakhstan for nine years, Russia for 10 years, Afghanistan for two and a half years, and Germany for six or seven years. I've had lots of business travel abroad. When I was outside Kyrgyzstan, I always felt a poignant pain and a longing for home. I wanted to return to Kyrgyzstan and live here. When I was studying in Novosibirsk, our Kyrgyz diaspora arranged meetings once a year, because there were many students from Kyrgyzstan who studied in the city. There were lots of postgraduates and PhD students. Novosibirsk is a city of science, the Siberian branch of the Soviet Academy of Sciences.

After graduating from university, almost all the students returned to Kyrgyzstan. Some stayed in Russia to continue their scientific research and were transferred to enterprises. Those universities were preparing specialists not only for Kyrgyzstan, but for the whole Soviet Union. My cousin graduated from the Moscow Institute of Steel and Alloys: he then went to work in "Maiskoe" mining company and became chief engineer in the gold mining enterprise. Any compatriots who studied abroad and acquired specialist knowledge, advanced management tools and access to new technology are valuable for any employer.

The resources available to the national energy industry sector do not allow for hiring and retention of talented specialists

Representative of the Ministry of Energy and Industry, human resources:

I: How it is reflected in your regulatory framework, for instance? Is there any political will?

R: Recruitment to the civil service, and particularly to the Ministry of Energy, is carried out by competition. We place announcements in the mass media, including online media. If people wish to participate

in the competition, they have to submit their documents. Three days ago, one young man, 28, who had studied in the USA, applied to us and we planned to hire him, but when we told him that the salary for a specialist in our agency is about KGS 6,000 per month, he was very surprised. The salary of a senior specialist is approximately KGS 7,000 and a chief specialist KGS 9,000. A Unit Head earns KGS 13,000-14,000 depending on years of employment. Despite this, the Ministry has strong competition for these positions, as many specialists are unemployed. For example, we announced a vacancy for senior specialist in our Legal Department. Nine people applied for the job and they were aware of the KGS 9,000 remuneration. That will be the last competition, but there's a lot of work. On the one hand, working for civil service is prestigious, however, the salary is low. But the same is true for all state bodies.

Creating conditions for the return of diasporas and their investment in the energy sector

Representative of the Ministry of Energy and Industry, human resources:

R: We can propose benefits for our compatriots: "If you build a hydropower station, you will receive a higher tariff, because you are our compatriots, and foreigners will receive less". There is only one advantage: they are compatriots. That is the main advantage for investing their money.

If the compatriot realizes that other country has more benefits than Kyrgyzstan, he will go there to earn more money.

I: What is the policy of our country to stop them going to other countries? Why do we need compatriots, who go to other places?

R: Return of the investments is the main advantage, well, actually confidence in return.

I: What does the Ministry of Energy do to ensure return? Is this in your competence or not?

R: We run the energy sector policy, but we have calculations: if construction of a small hydropower station costs so much, the recoupment period will be so long. If they have money, let them contribute to development in their native village or somewhere else.

I: This list of small hydropower stations is a resource that could be helpful for the Compatriots Liaison Council. The Council was established under the Chairmanship of the Prime Minister. The regulation was signed on 29 April. How will your Ministry participate in this Council? Will your agency delegate a representative to this Council? And how much does your Ministry value compatriots and links with them?

R: Our minister is a member of the Government. And he has a relationship with it, the Council, to discuss the issues relating to the energy sector. But for some reason everyone thinks about energy. But there's a second part: industry. Please: create enterprises. Now energy companies are installing smart meters, you know they buy them abroad. Why? Don't we have enough brains to look at and produce these meters? To make them somehow cheaper.

I: So, your Ministry will be able to cooperate with compatriots on industry issues and creation of industrial enterprises?

R: Yes, we will. Take, for example, the Kaindy cable factory where about 30 per cent of shares are state owned. This factory manufactures electric cables that are in little demand, whereas it could make modern cables.

I: What are they lacking? Why don't they manufacture modern cables?

R: They need more money to upgrade the production line, install new equipment, and so on. Secondly, they need raw materials, for example, aluminium. The largest aluminium plant in Central Asia – "TALKO" – is in Tajikistan. Electricity is required to produce aluminium, to create new capacity and new enterprises. Unfortunately, to our shame, since in more than 20 years of independence we have not been able to introduce any new power capacity.

Well, one power unit of Kambarata -2HPS has been launched, one generator. In these years not one hydropower stations, not one thermal power plants has been built. We generated 14 billion kilowatts before, and we still do.

I: Is that enough for the country's needs?

R: It is not enough, of course. Electricity is needed for new engineering projects, new facilities. Now there is a plan to construct a cement factory, but we do not have enough electricity.

I: So what are the barriers? Why was new capacity not invested in before?

R: The reason is money. Kambarata-1 Hydropower Station needs USD 4 billion. At present construction of Upper Naryn Hydropower Station is ongoing. Three medium-sized hydropower stations cost about USD 700 million: the exact figure should be clarified. Russia ("Rusgidro") and Kyrgyzstan are implementing the project jointly. Kyrgyzstan allocates land, and Russia provides the financing.

I: What mechanisms are available to have sustainable funding and growth?

R: The first mechanism is that our compatriots have enough money to contribute to the country. The second thing is their will. Two things: money and will.

I: Let's assume that compatriots have enough money and will: what can your Ministry of Energy do for them?

R: We can propose an area suitable for construction of a hydropower station; we can define the station capacity and its cost. For example, if the tariff is 2.5 cent, what price would the population pay; if people can pay that amount, the compatriot investors would cover their expenses for the small hydroelectric station.

I: What are the mechanisms for this? Should a person from the village administration come and say that they need a small hydropower station? Or is your Ministry responsible for identifying needs for hydropower stations in specific districts or areas? How does it usually work?

R: There is a list of small hydropower stations that can be built in Kyrgyzstan containing data on capacity and investment required. The mechanisms, projects and strategies are all there: it's a general concept. There is only one mechanism - if someone has money and readiness, they should come and say, "I have USD 5 million and I want to construct a hydropower station. Please come with your proposal and invest."

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GLOSSARY

Benchmarking, benchmarking survey and forthcoming studies – foundational research, which sets the basic parameters that can serve as a baseline for measurements over time interval to track changes, trends, spikes and behaviour in the studied phenomenon, environment or process. After the benchmarking (i.e. after the initial measurement, data collection and analysis), all subsequent studies should be made in the framework laid down in the primary, basic research, to allow for comparative analysis.

Diaspora – a transnational phenomenon (i.e. with the status “expat” or “residing abroad”) representing a migrant population, either settled or continuing to move, that is linked by any aspects of personal and/or collective self-consciousness and identity with history; memory; cultural, ethnic, racial, religious, mental, genetic, physical and material, linguistic and artistic (including needs and rights) aspects of a certain geography, country, nation, people, language; as well as spiritual and religious belief, and intellectual and cultural affiliation.

Diasporal association or organization, the cultural and ethnic autonomy – a formal or informal self-forming association of the migrant population and representatives of certain ethnic, religious or cultural communities in a country that is not the historical native land for members of this diaspora.

Kyrgyz compatriot – as a result of this survey, several categories of compatriots have been identified to establish the compatriot cooperation policy. These are:

- 1) all international migrants, i.e. Kyrgyzstanis who have been abroad for more than 12 months, including those doing work authorized by Kyrgyz state authorities in foreign countries;
- 2) labour migrant, experts, seasonal and shuttle migrants who work for companies and organizations in foreign countries;
- 3) students who study at universities abroad;
- 4) emigrants from the Kyrgyz Republic, expats from Kyrgyzstan who have been naturalized by alien countries; and
- 5) second and third generations of ethnic Kyrgyz communities residing outside the Kyrgyz Republic.

Transnational diaspora – “people as a nation abroad” (the term is under development and is being widely discussed by scholars)



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