

**From:** <>

**Sent:** woensdag 19 mei 2021 09:03

**To:** Huijts, Paul <>; SG <>

**Cc:** KAB-CDP <>; <>; DAO-AFPAK <>; PS <>

**Subject:** Request mission council Kabul on assistance of local employed staff

H.E. Secretary – General,

On behalf of the Locally Employed Staff of the Embassy of the Netherlands in Kabul, I would like to draw your kind attention to the attached memo.

Looking forward to hear your compassionate decision .

Best Regards,

Chairman of the Mission Council  
Kabul Afghanistan



To Secretary General  
From Kabul Mission Council  
Via  
Cc KAB-CDP  
Approved by

**REQUESTING DECISION**

**Date**  
May 11, 2021

**Our reference**

**Drawn up by**  
Mission Council Kabul

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# memo

Kabul Locally Employed Staff assistance  
Hardship clause LSR2020 art. 1.9

H.E. Secretary - General of the Ministry of Foreign Affairs,

The locally employed staff of the Netherlands Embassy in Kabul noticed with satisfaction the efforts undertaken by the management team of the embassy for bringing the position of the local staff under the attention of your esteemed Ministry.

It concerns the safety of the local staff and their family members in case the Taliban comes back to power in Afghanistan after the departure of US and NATO troops in the 3<sup>rd</sup> or 4<sup>th</sup> quarter of 2021. This could be through a power-sharing deal as outcome of the negotiations, but also through force as we see the Taliban is already gaining influence and there are many targeted killings taking place in Afghanistan. The Taliban has publically stated that all Afghan nationals who work or have worked for the government, NATO and embassies are considered spies and are legitimate targets of the Taliban. In that case we fear for our lives and the lives of our family members that depend on us.

We are pleased to see that different missions and our embassy management team indicated they are considering our request and have listened to our concerns.

With things moving forward, delegations from The Hague that have visited the embassy have stated that according to the LSR2020 the definition of family members (art. 1.1 f.) is restricted to:

- an employee's partner and dependent children.

The definition of dependent children (art. 1.1 h.) is:

- the children of an employee or an employee's partner, including adopted children and stepchildren, who are under the age of 18 and for whom the employee bears full financial responsibility or more than half of the financial responsibility.

However in the context of Afghanistan many family members live with the employee and they are financially fully dependent on the income of the employee. This concerns for instance brothers, sisters and parents. More importantly so, as they live in our houses they run the same risk from the Taliban as the employees themselves. The Taliban makes no distinction. In case we have no other option than to evacuate, we can't leave those family members behind.

**Request:**

**Date**  
May 11, 2021

**Our reference**

The locally employed staff of the embassy have asked the Mission Council to address to you the request to apply the Hardship Clause art. 1.9 of the LSR 2020, where it concerns the definition of 'family members' and 'children', so that all those relatives living with the employee under one roof and for whom they bear full or more than 50% financial responsibility, will be considered as part of the family.

In case the embassy offers an evacuation option to the local staff these extended family members should be considered for evacuation with the employee as well.

As loyal employees of the embassy many of us working here for up to 18 years, and the Ministry being a good and trustworthy employer, we hope you will positively consider our plea.

On behalf of the Mission Council of the Embassy of the Netherlands in Kabul,

Sincerely

