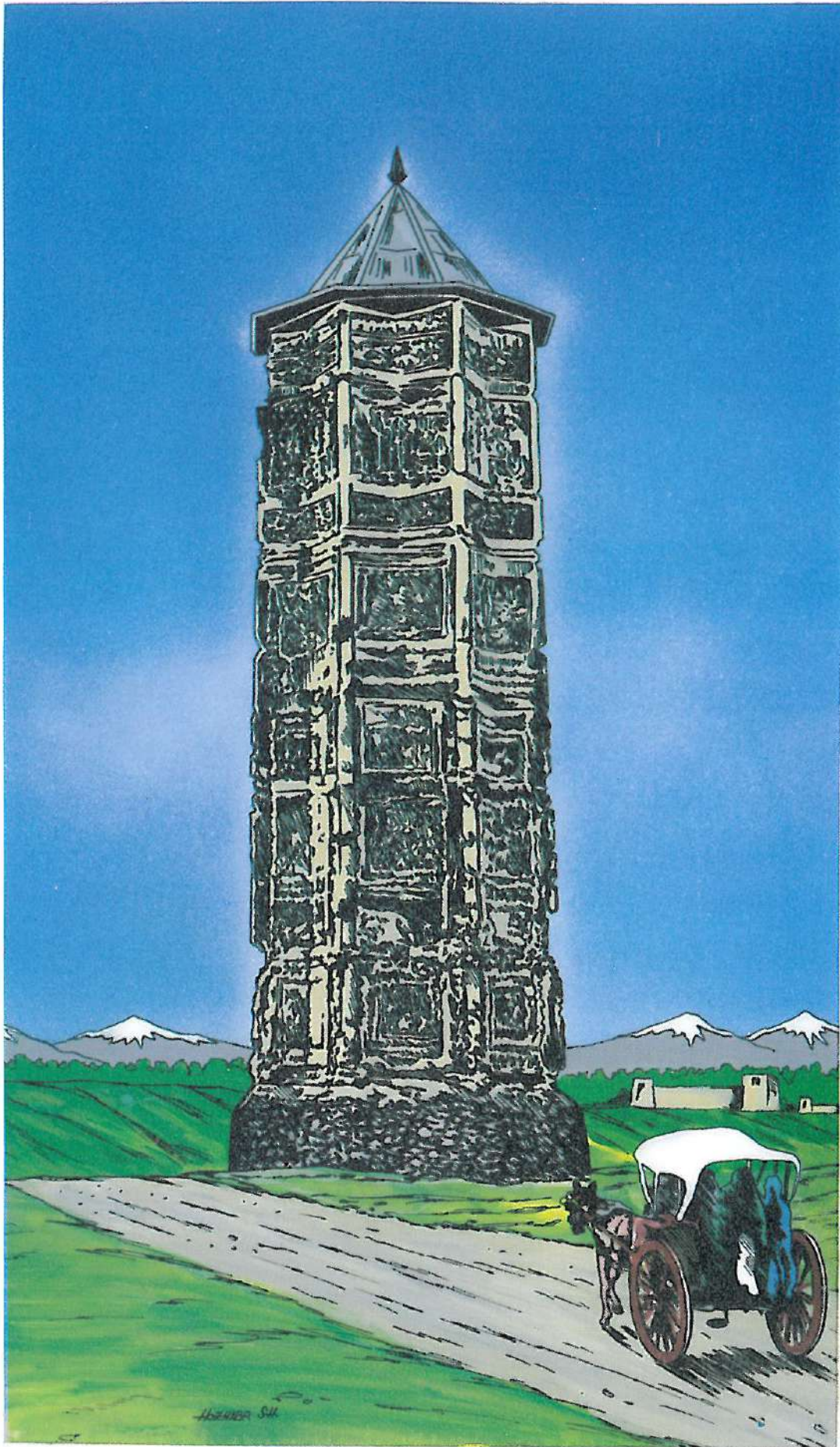


ANNUAL REPORT 1993



NORWEGIAN AFGHANISTAN COMMITTEE

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TABLE OF CONTENTS

Introduction	4
Afghanistan in 1993	5
NAC in 1993 - Organisational changes	8
Assistance within sectors	11
Ghazni / Paktia Programme	15
Badakshan Programme	23
Eastern Programme	29
Headquarter Peshawar	33
Annexes	35

INTRODUCTION

Dear friends,

The Norwegian Afghanistan Committee (NAC) extends best regards to you all. We present this report at a time when the future perspectives in Afghanistan seem unclear: The country is torn by factional fighting and the battlefield is the capital, Kabul. The people of Afghanistan are tired and weary of the fighting. They valiantly fought and ousted the foreign oppressors through 14 years of renunciation and suffering. Now the eyes of the world have turned to other places. The phrase donor fatigue is often used, with the practical implications that areas of Afghanistan that are peaceful have not been experiencing the massive assistance with rehabilitation and repatriation that is required.

NAC has, through kind assistance from its donors, been able to provide assistance to some areas in Afghanistan in 1993. NAC would like to use this opportunity to thank donors for their support and express appreciation for all donations and cooperation provided.

The organisation sees its project work in Afghanistan as a practical expression of the solidarity between Norway and Afghanistan.

The intention of this report is to outline how the assistance has been used in 1993. It will, however, be only a short introduction. NAC hopes that the reader will, at some stage, be able to visit projects in the field and see the practical results of the work NAC has carried out in 1993.

Peshawar April 1994

Kari Oyen
Acting Director

AFGHANISTAN 1993

Peace did not come to Afghanistan in 1993. Parts of the country prospered and people got on with the business of rebuilding shattered lives and livelihoods. Other parts of Afghanistan however descended even further into a senseless maelstrom of violence and destruction. A review of the year brings mixed motions: Sadness despair, hope and frustration.

On the political level, the year opened with the contentious election of Professor Burhanuddin Rabbani as president of Afghanistan. This was shortly followed by the appointment of Engineer Gulbuddin Hekmatyar as Prime Minister. It became clear that this was not a solution to the essential political problems of the country. Several initiatives were taken during the year to attempt to settle matters. Regional and neighboring powers have attempted to mediate on a number of occasions, the most notable of which was the Islamabad Accord signed in April 1993 and the trip to Saudi Arabia that followed. There have also been a number of Afghan initiatives to broker peace. The Ningarhar Shura, the Peace Commission of Commander Jalaludin Haqqani and personal initiatives by influential political, religious and academic figures have all sadly failed to resolve the ongoing problems.

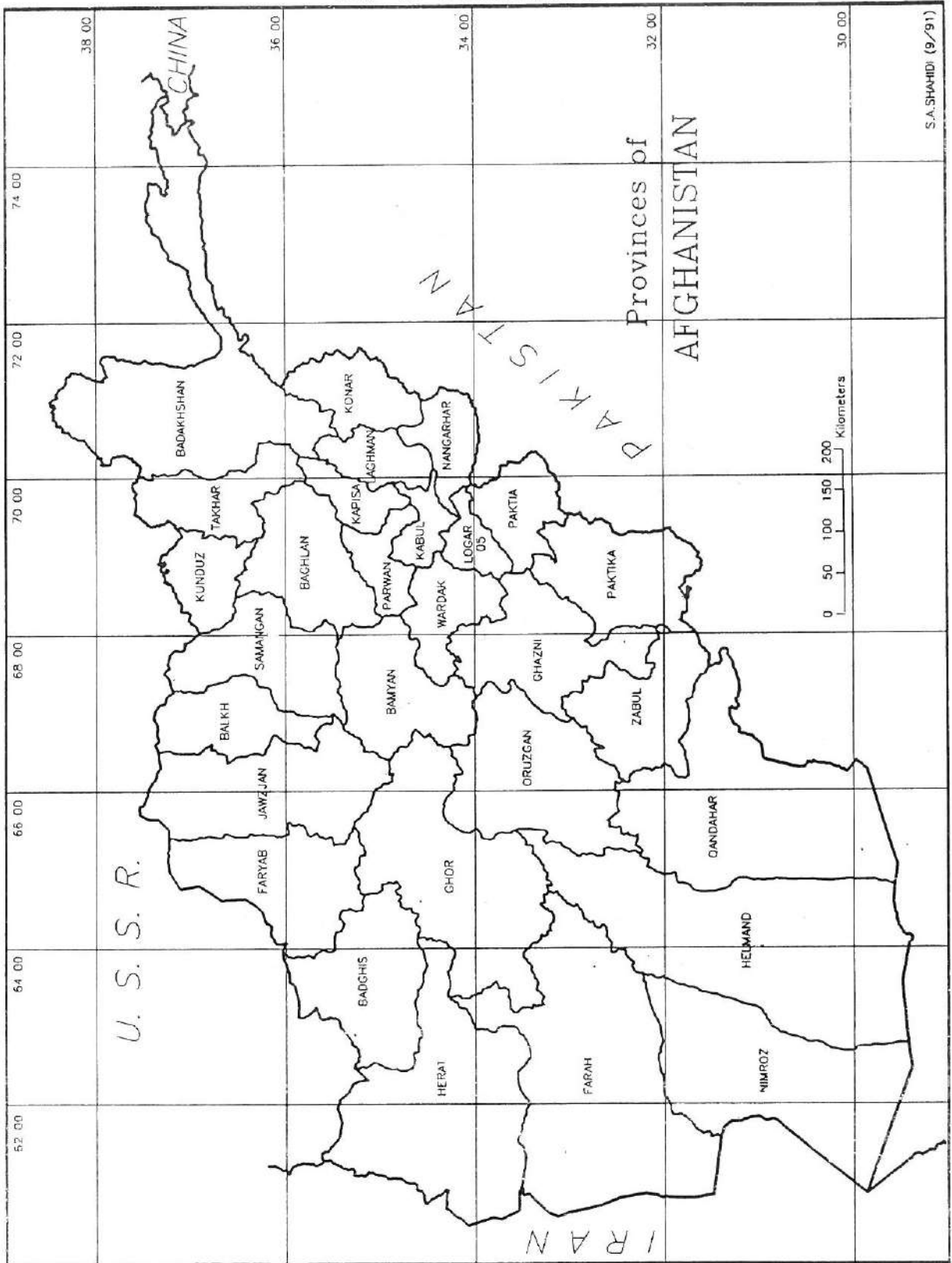
The political stalemate has been reflected in military events, whereby the failure of the political process has led to renewed fighting. The two key participants remain the President and the Prime Minister, both of whom command an ever-changing coalition of forces. The situation now is one of military deadlock, with neither side able to concentrate sufficient forces to make a decisive breakthrough in any of the critical sectors. The center of the conflict remains Kabul. Its citizens have been subject to appalling conditions and sections of the city have been razed. Yet there remain grounds for optimism: The year has seen some very positive developments in many provinces. There is an element of tension, but

in most cases peace has prevailed and the people of the countryside and provincial towns have been able to start the process of returning to their country and rebuilding. In most provinces there have been moves towards reconciliation and rapprochement between different factions. Government structures have been revived and are functioning within their capacities. Yet the process of rebuilding the state, which is essential if Afghanistan is to re-emerge as a united country, cannot be carried out at the provincial level. The lead must come from Kabul.



The struggle of the Afghan people to rid themselves of the Soviet invasion forces, placed their country in the vanguard of an international fight for freedom. A new struggle is now going on in Afghanistan, the struggle for peace, prosperity and reconciliation. It is disheartening to see that so many former friends and allies of Afghanistan have turned their backs on the country's problems in its real hour of need. The Afghan nation's raging thirst for peace remains to be sated.

MAP OF AFGHANISTAN



S.A. SHAHIDI (9/91)

NORWEGIAN AFGHANISTAN COMMITTEE (NAC) 1993

Norwegian Afghanistan Committee (NAC) went through considerable organisational changes in 1993. The process initiated in 1992 has now been completed. NAC has developed from a centrally based organisation running cross-border operations to an organisation based in the program areas inside Afghanistan. The organisation is now fully operational in the program areas, maintaining only a small headquarters in Peshawar, Pakistan.

Organisational amendments.

Towards the end of 1992, work began to open field offices in program and project areas (see annual report 1992). These offices were operational at the start of the project season, through April and May. The structure of the organisation was set up with an entirely new design. All activities are managed from one of three program offices. At the end of 1993 the so-called "Scattered projects" became the Eastern program. This program is run from Central office in Peshawar. Thus, the committee has complied fully with the new organisational structure (see organisational chart on page 10).

These changes required an extensive reorganization of personnel. The positions of the implementing staff were shifted to the field and NAC in consequence was decentralized. Only a small, compact central administration was retained in Peshawar. The planned gradual move of central office functions to Kabul was jeopardized by the continuing hostilities. However, NAC still keeps a combined office and guest house (in cooperation with other Nordic NGO's) in central Kabul to enable a swift opening of a first step liaison office when circumstances become favorable. The new model meets requirements for flexibility and efficient use of shrinking resources. A small contingency of qualified senior staff is kept on

permanent employment, whereas local labourers (tradesmen and unskilled) are recruited on a casual basis. A competent administration is always alert to respond to any acute emergency relief needs of the surrounding population.



ORGANISATIONAL CHART OF NAC

ANNUAL MEMBER ASSEMBLY

NORWAY

STEERING BOARD

GENERAL SECRETARY

NAC EXECUTIVE

DIRECTOR
DEPUTY DIRECTOR

PROGRAM COORDINATOR

FINANCIAL CONTROLLER

PESHAWAR/KABUL

CENTRAL ACCOUNTS
UNIT

CENTRAL SUPPORT
UNIT

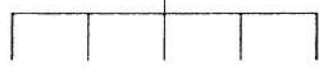
TECH. SUPPORT &
TRAINING UNIT

AFGHANISTAN

GHAZNI
PROGRAM

EASTERN
PROGRAM

BADAKHSHAN
PROGRAM



----- F I E L D O F F I C E S -----

ASSISTANCE WITHIN SECTORS

NAC overall project philosophy is based on the idea of integrated rural development. NAC believes that the needs of an area cannot be confined into one sector. It is not possible to improve the health situation in an area without also considering the level of education, access to clean water or general income. That is why NAC has continued its multi-sectorial approach, and developed further the idea of geographical project concentration.

Emergency sector

The need for pure humanitarian assistance in Afghanistan did not decrease in 1993. NAC has, throughout the year, carried out various projects within the emergency sector (for more specific information see the program area reports). NAC main policy, when implementing emergency projects, is to create least possible disturbance to traditional coping mechanisms: Afghan society has a unique way of dealing with emergencies and if these traditional ways are interfered with too much, it will affect the future capacity of the society to deal with similar situations.

NAC support within the emergency sector has been targeted towards immediate relief, mainly food for work.

Health sector

NAC work within the health sector has been targeted towards health education/promotion, preventive health and curative health. Key words have been sustainability and appropriateness: NAC has tried to build on the already existing health systems and cooperate with relevant government offices and NGO's in the programme areas. The organisation has, during 1993, been developing its working strategies within the health sector.

Education sector

Endeavors within the education sector were targeted towards primary/secondary education, tertiary/higher education and vocational training. Also, within this sector, NAC seeks to promote self sufficiency and the channelling of support through the existing education system in the country.

Land management and Agriculture sector

NAC's fields of involvement include; crop-husbandry, animal husbandry, agro-forestry, forestry and farm power. NAC seeks to promote the appropriate use of external inputs and through this concept, sustainability. Rehabilitation of agriculture is essential for Afghanistan in order to provide sufficient food supplies.

De-forestation and soil erosion are also problems of great concern. NAC has engaged in various projects to address these problems.



Reconstruction

NAC carries out reconstruction work concerned with irrigation systems, sanitation systems, medical infrastructure, communication infrastructure and education infrastructure.

The rehabilitation/reconstruction needs arising from the war are tremendous and massive inputs and assistance will still be in great need in the future.

CROSS SECTORAL ISSUES

General

There are various aspects of the work of NAC that cannot be defined into sectors. NAC has decided to call these cross sectoral issues. They are integrated in all aspects of NAC work, sectoral or geographical.

Women

NAC is particularly concerned about the situation of Afghan women. They are a vulnerable group and special consideration is given to women's issues in all aspects of work, particularly within health and education projects. NAC also wishes to promote the active participation of women in the peace process as well as the rehabilitation and development of Afghanistan.

Environment

The environmental situation in Afghanistan is another area of great concern: De-forestation and the general degradation of vegetation are causing soil erosion in many parts of the country. The need for building materials (roof beams) required to reconstruct after the war, is increasing this problem. Many areas of Afghanistan are on the edge of an environmental crisis: Fertile soil is disappearing, floods and landslides are annually affecting the local population.

Mines

Afghanistan is still, literally, a mine field: Millions of mines remain in the country, a legacy of the Russians. New mines are reportedly being planted as a result of the internal fighting. The victims are the civilians, in many cases children. NAC is actively advocating the issue of mine clearance in general, and specifically in our working areas.

Refugees

NAC is, in all its work, trying to promote repatriation and rehabilitation after the war. This is also reflected in the choice of programme areas: Some of these are main target areas for expected repatriation in the near future. NAC strives to ensure that refugees can repatriate to their places of origin with dignity.

GHAZNI/PAKTIA PROGRAMME

General

During 1993 NAC completed the process of establishing a Regional Office in Ghazni city and Field Offices in Andar, Ghazni and Zurmat, Paktia. A programme administration and project section was set up and staff shifted from Peshawar during the first part of the year.

Because of some initial problems with our counterparts in Ghazni and the restructuring of the organization in Peshawar in early spring, the establishment of the Ghazni & Paktia Programme took place later than planned.

Initially one building in Ghazni city was rented as a combined office and staff house. In the autumn an additional building with a big yard was rented. This second building will be used as a store. In Andar NAC handed the building previously provided for NAC Health teams and consultants back to Chardiwal Hospital. Instead, NAC received a neighboring building which was renovated and now functions as the NAC Field Office.

In Zurmat, the NAC field office shifted from Dawlat Khan to a location near the District Center.

By maintaining a permanent presence in the area, NAC should be in an even better position to extend support where it is most needed. In the future, NAC wants to extend its work geographically in Ghazni. Towards the end of last year several surveys were conducted, among other places in Hazarajat.

Emergency

NAC carried out two emergency operations under the Ghazni/Paktia programme in 1993:

- 01 Kakrak emergency
- 02 Zurmat emergency/repatriation

Due to the influx of refugees from Kabul, there was a general food shortage in the Hazara areas of Ghazni (Kakrak). A total of 820 families were supported with food packages consisting of 80 kg of wheat flour and 5 kg of cooking oil. This support was provided in order to assist them through the hardships of the spring until the wheat harvest.

In Zurmat, NAC assisted 990 returning refugee families with tarpaulins (treated with insect repellent against malaria) and quilts.

Health projects

The Programme has been running along the same lines as in previous years. The emphasis lies with health activities in Ghazni, where the main involvements have been Chardiwal Hospital and the Vaccination project. This has been supplemented by female health courses and malaria prevention projects. The number of clinics receiving support has been extended by one in Barakat and one in Zurmat. In 1993 it was possible to better follow up these activities. This was achieved through maintaining permanent presence of NAC staff in the area, as well as stronger and more regular expatriate involvement.



NAC has been supporting the following projects within health:

- 03 Chardewal hospital, Andar District.
- 04 Traditional birth attendants training Courses, Jagatu and Andar.
- 05 Malaria bed net programme, Andar and Zurmat Districts.

-
- 06 Vaccination program in Andar, Giro, Khwaja Omari, Jagathu, Deh Yak and Ghazni city.
 - 07 Vaccination Cold Chain Center in Andar.
 - 08 Qarabagh Mother and Child health care clinic, Qarabagh district.
 - 09 Khogiani Clinic, Jagatu District.
 - 10 Malistan Clinic, Malistan District.
 - 11 Barakat Clinic, Khwaja Omari District.
 - 12 Kakrak clinic, Jagatu District.
 - 13 Zurmat Clinic, Zurmat District.
 - 14 Khosomando Clinic, Paktika

Education projects

The school support project in Andar has continued with much closer supervision than previously and this has improved the project considerably. NAC has been involved in the following projects;

- 15 Ghazni education program (running of 16 schools in Andar District).
- 16 Teacher training program in Andar District.
- 17 Provision of school equipment (desks and chairs) to Mirai high school (Andar District) and Jehan Malika girls school (Ghazni City)

Funds for the educational activities in Ghazni were provided by "Norwegian Operation Workday" and Midtun school Bergen(Norway).



Agriculture projects

In the agriculture sector NAC has continued the wheat multiplication programme, but shifted slightly from Paktika and has become more involved in remote areas of Ghazni, in addition to Zurmat. NAC implemented the following projects within agriculture/land management in 1993:

- 18 Animal Vaccination project in Andar.
- 19 Wheat multiplication projects in Zurmat, Khwaja Omari, Jagatu and Andar Districts.
- 20 Tree nursery (fruit and forest trees) in Zurmat and Andar Districts.
- 21 Vegetable promotion/demonstration plots in Zurmat District.

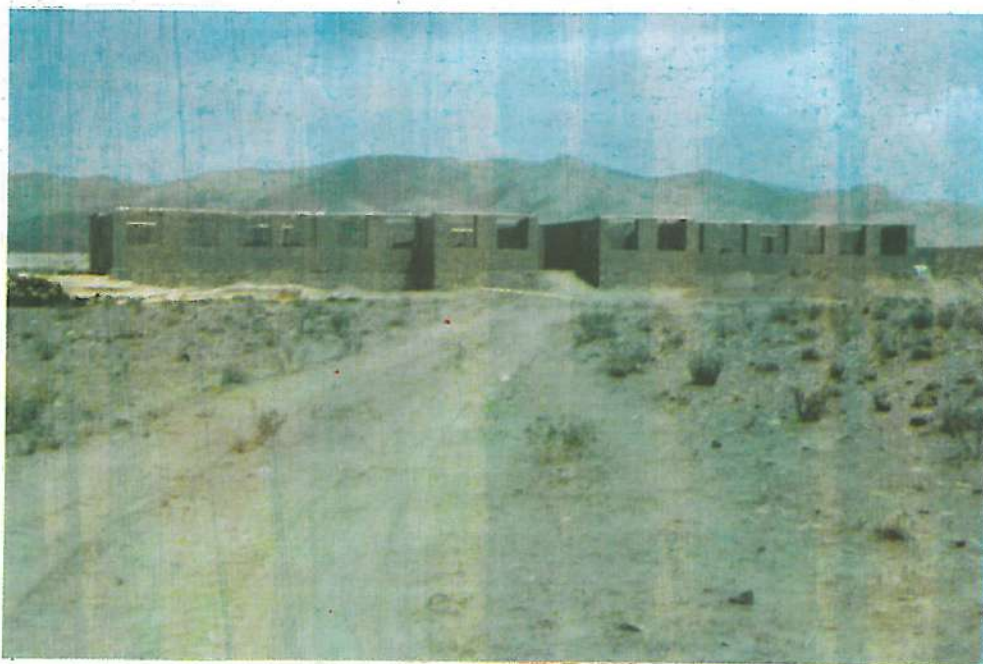
Reconstruction projects

For the work within the reconstruction sector, emphasis was put upon restoration of the education infrastructure, particularly in Zurmat, but also in Ghazni. During the autumn, some infrastructure rehabilitation was carried out in Ghazni City. This included the repair of a high school for girls and one for boys. The repair of the most damaged access roads in and around the city was also effected.

Another sector in which inputs have been provided is irrigation rehabilitation. This work has been renovation/repair of karez systems, intakes and canals.

NAC carried out the following reconstruction projects in 1993:

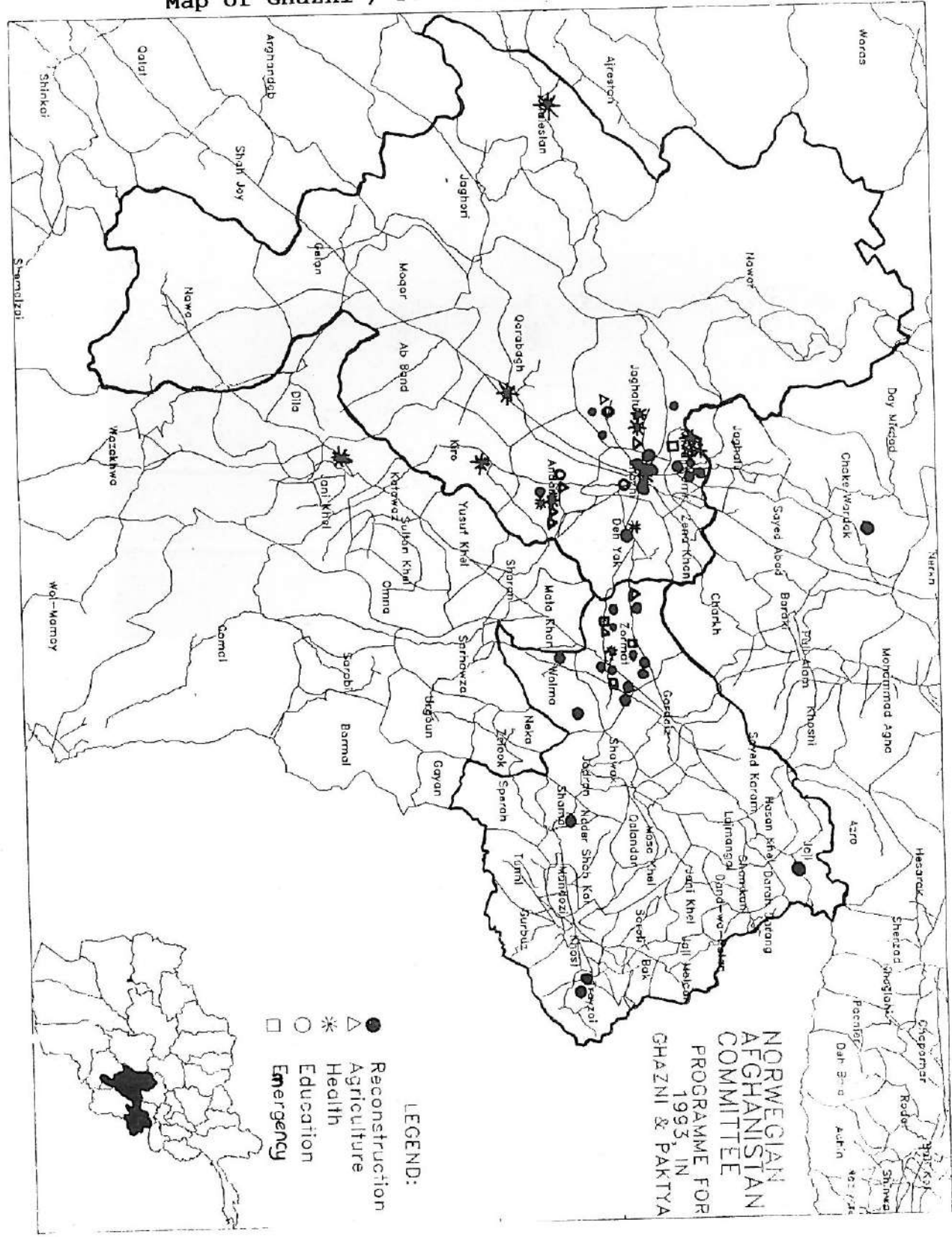
- 22 Irrigation rehabilitation project in Zurmat District.
 - 23 Irrigation rehabilitation Lakan District, Khost
 - 24 Irrigation rehabilitation Wagaz and Barakat in Jagatu District, and Khwaja Omari District
 - 25 Barakat Middle school, Khwaja Omari District.
 - 26 Shaki Primary school, Kakrak District
 - 27 Khoigani Middle school, Jagatu District.
 - 28 Khwaja Omari Girls Middle school, Khwaja Omari District.
 - 29 Mohammadia Kajab Middle school, Behsud District
 - 30 Sehak Middle school, Zurmat District
 - 31 Dawlat Khan Primary school, Zurmat District.
 - 32 Mamozai Middle school, Zurmat District
 - 33 Gul Dad Khel Middle school, Zurmat District
 - 34 Kuti Khel Middle School, Zurmat District
-



Renabilitation/repair work comprised the following projects;

- 35 Shamsul Arafeen Boys High school, Ghazni city.
- 36 Jehan Malika Girls High school in Ghazni city.
- 37 Road repair in Ghazni city
- 38 Miri High school in Andar District
- 39 Tamir High school Zurmat District
- 40 Arioub high school Paktia

Map of Ghazni / Paktia with NAC projects



BADAKSHAN PROGRAM

Background

The Norwegian Afghanistan Committee Badakshan Program was established during 1992. 1993 has been a year of consolidation and development. During the course of 1993 two field offices, one in Keshem and the other in Fayzabad, in the provincial capital, were fully operational.

In general, work went according to plan. However, a number of irrigation and bridge projects were suspended in Keshem during the latter part of the year. This was due to the theft of materials from the storehouse, during a period of fighting in the town. The major achievements of the year have been to establish the structures/systems and to recruit personnel so that projects can be implemented and monitored effectively.

NAC has been active in a number of different sectors: education infrastructure rehabilitation, irrigation, emergency, education and agriculture

Education Infrastructure Rehabilitation.

NAC implemented a total of school reconstructions and repairs in Badakshan Province during 1993.

No	School	Type	District	Work	Donor
41	Kori	Boys High	Fayzabad	Recon.	Norwegian Govt
42	Darkhan	Boys	Fayzabad	Repair	UNDCP.
43	Gazanak	Boys	Fayzabad	Recon	Norwegian Govt

44	Langar	Boys	Fayzabad	Recon	Norwegian Govt
45	Bagh-Sufi	Boys	Fayzabad	Recon	Norwegian Govt
46	Doaba	Boys	Fayzabad	Completion	Norwegian Govt
47	Yawan	Boys	Ragh	Recon.	UNDCP
48	Jurm	Boys High	Jurm	Repair	Norwegian Govt
49	Bashend	Boys	Baharak	Repair	Norwegian Govt
50	Qaz Deh	Boys	Baharak	Repair	UNDCP
51	Shokdan	Boys	Keshem	Recon	SCA
52	Charghmaghz				
	Dara	Boys	Keshem	Recon	Norwegian Govt
53	Beluc	Boys	Keshem	Repair	Norwegian Govt
54	Mashad	Girls	Keshem	Repair	Norwegian Govt
55	Dara-Jeem	Boys	Keshem	Recon	Norwegian Govt
56	Namazgah	Boys	Keshem	Completion	Norwegian Govt
57	Jarishababa				
		Girls	Keshem	Completion	Norwegian Govt
58	Krastdeh	Boys	Keshem	Recon	SCA
59	Khumbok	Boys	Keshem	Repair	Norwegian Govt



In addition minor repairs were completed on two schools which were worked on under the 1992 Program: Pamir Lycee and School Number 1, both in Fayzabad. For more specific details on site locations, see map on page 28.

The standard NAC school design comprises of eight classrooms and four administration rooms. The buildings are made from locally available materials and according to improved local building techniques. The schools are all designed to be earthquake resistant. Schools which are constructed from stone and cement are fitted with reinforced concrete lintels or ring beams. Schools which have been constructed from mud-brick are fitted with wooden katibas (wooden ring beams). Funds have been provided by Norwegian Foreign Ministry, UNDCP and Swedish Committee for Afghanistan.

Irrigation Rehabilitation.

The planned activities in this sector were suspended due to the some problems in Keshem. However, one ongoing project was completed. A tarnab was installed on Rubat Jowy, in Khumbok, Upper Keshem.

Emergency program.

The Emergency Program was active in 1994. It consisted of four major components.

1. **Distribution of Emergency Food and Shelter Packages.**

A total of 698 emergency food packages and 265 emergency shelter packages were distributed to families whose homes had been destroyed in floods or earthquake.

2. Follow up small scale emergency food for work projects.

A total of 25 mt of assorted food supplies were provided in four small scale food for work projects to assist local people in the rehabilitation process. The projects were four road repairs: Khumbok, Farmanqoli, Baluc and Wakshi.



3. Vulnerable Group Feeding

A total of 600 cartons of BP.5 were distributed through local health facilities under a vulnerable group feeding program. The target groups were malnourished children under five years old, nursing mothers and the sick.

4. Miscellaneous Emergency Operations.

25 mt of wheat was utilized to run a joint vulnerable group feeding program with WFP in the Fayzabad area.

15 mt of wheat was distributed in conjunction with the Afghan Red Crescent Society, to emergency cases in Badakhshan.

30 mt of assorted food supplies was distributed to three transit centers for repatriating Tajik refugees. The fixed equipment for these centers was provided through funding from UNHCR. A total of over 20 000 refugees returning to Tajikistan benefitted from these facilities.

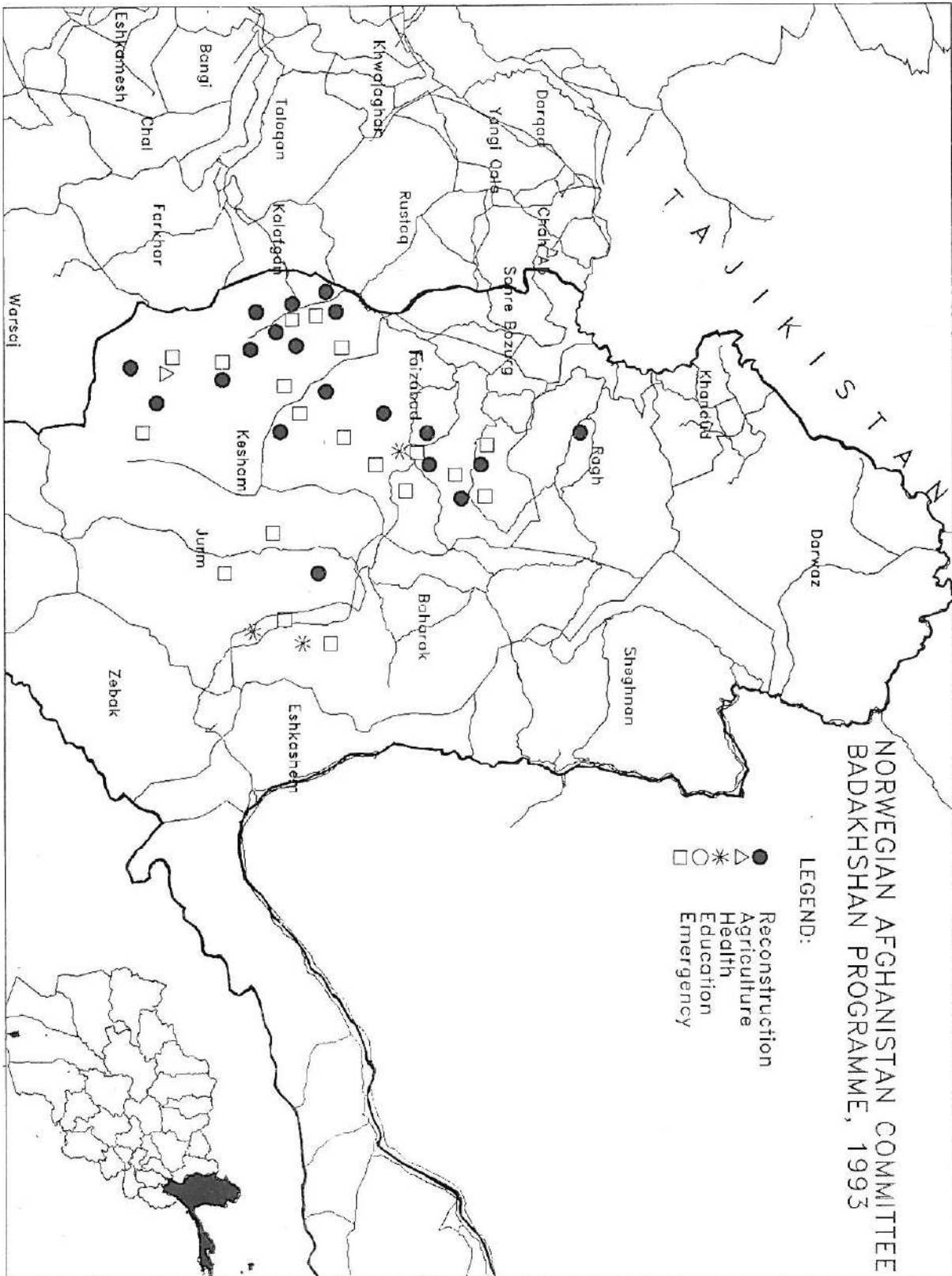
Agriculture/land management

NAC has become increasingly aware of environmental problems in Badakhshan. It is clear that there is an important linkage between environmental degradation in the Province, the food security situation and the annual emergency situations, which arise. The problem is a huge one, and for it to be tackled effectively, a sustainable appropriate strategy must be developed. As a first step to come to a solution, NAC has established a pilot project in Khumbok in Upper Keshem. A nursery to raise forest tree seedlings has been established. In the course of 1994, it is planned that the first hillside planting and erosion control measures will occur.

Education:

In the course of 1993 NAC provided 400 desks and chairs and 150 lecture chairs to the Education Department in Fayzabad. These were used in a number of schools in Fayzabad City, including the Teacher Training College for Female Teachers.

Map of Badakhshan with NAC projects:



EASTERN PROGRAMME

General

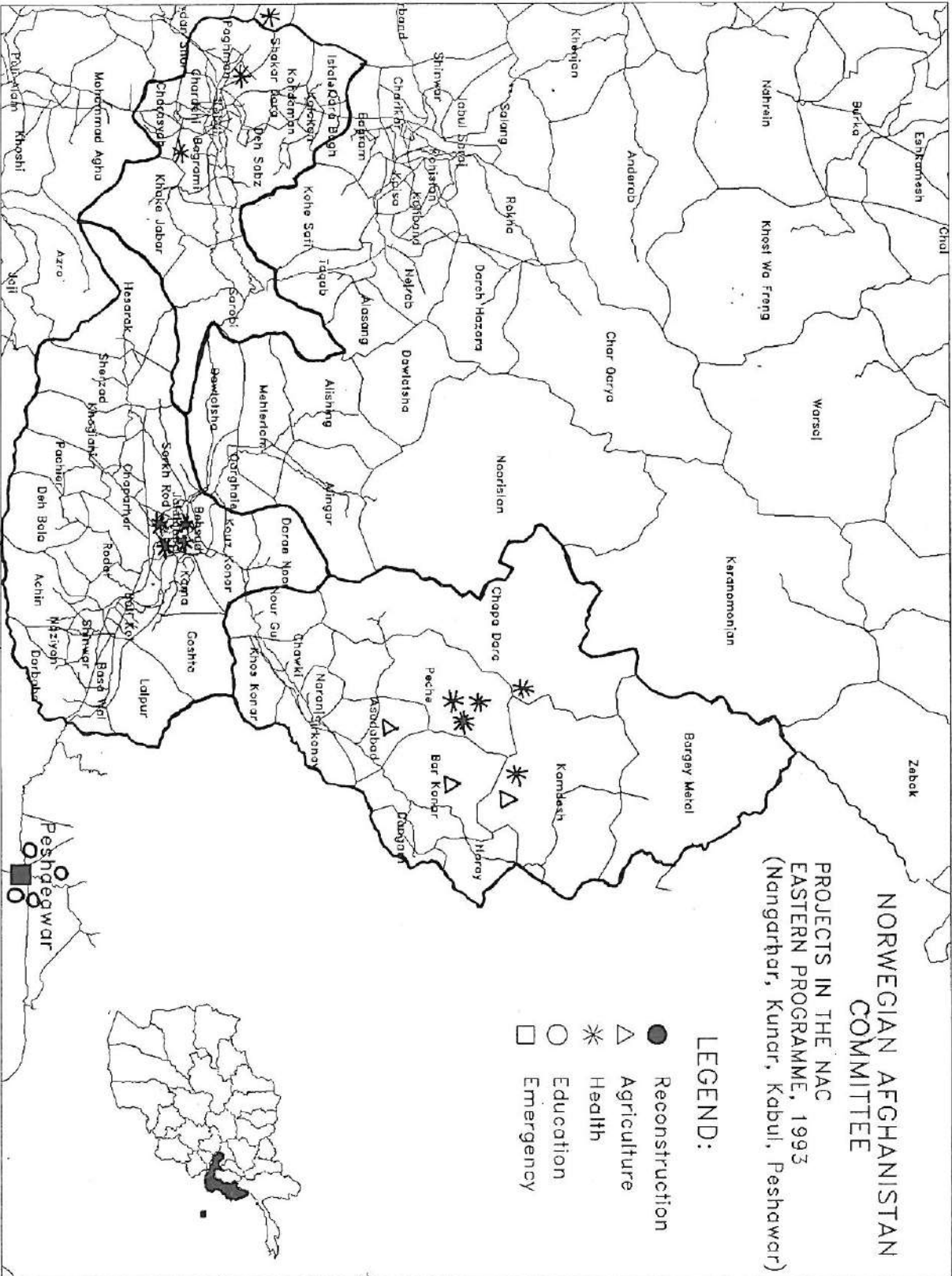
The NAC eastern programme is made up of what was previously called "scattered projects". The projects have, in 1993, been more concentrated geographically, and the eastern programme has covered projects in Kunar, Ningrahar, the outskirts of Kabul and Peshawar. The main emphasis has been on health and education projects as well as pure emergency work related to the fighting in and around Kabul.

Health projects

NAC has been involved in the following health sector projects in 1993:

60. Keigal Clinic/Ningalam dispensary, Pech District
 61. Traditional Birth Attendants courses
Pech District.
 62. Khodai Dath Clinic, Pech District
 63. Dr. Hussain clinic, Pech District
 64. Bamyar Clinic, Kahmard District
 65. Pagman Clinic, Pagman District
 66. Dental Training Programme for Afghans,
Jalalabad
 67. Dai training (TBA)+ MCH Jalalabad
 68. Dai training(TBA), Pech District
 69. Mujaheddin Emergency Medical Center,
Jalalabad
 70. Vaccination programme Ningrahar in Hesarak,
Khoigani, Sher Saied, Sur Khrod and Beshud
Districts.
 71. Vaccination Cold Chain Facilities in
Jalalabad.
-

Map of Eastern programme area (Kunar/Ningrahar/Kabul/Peshawar)



ADMINISTRATION AND ORGANISATION

Along with the restructuring of NAC throughout 1993, the administration at headquarters was trimmed down considerably. It is retained under the new name Central Office comprising of an executive, an accounts unit, a support unit and a technical support/training unit (see org chart).

The new organisational structure satisfies the required amendments made prior to the restructuring exercise which was completed throughout the end of 1992/beginning of 1993. The headquarters, now has the size and composition of staff that corresponds to activities and funding.

Office routines and staff

General

Management of activities at the administration level (central office and program offices) are based on guidelines and regulations worked out in 1993. An office manual was compiled that sets routines for all aspects of the NAC administration. For field activities certain standard operational procedures are to be observed. Set guidelines are followed during new recruitment and extension of employment contracts, the intention being to enhance competence on all levels in the organisation. Staff work relations and terms are based on rules described in the general employment conditions, contracts and job descriptions.

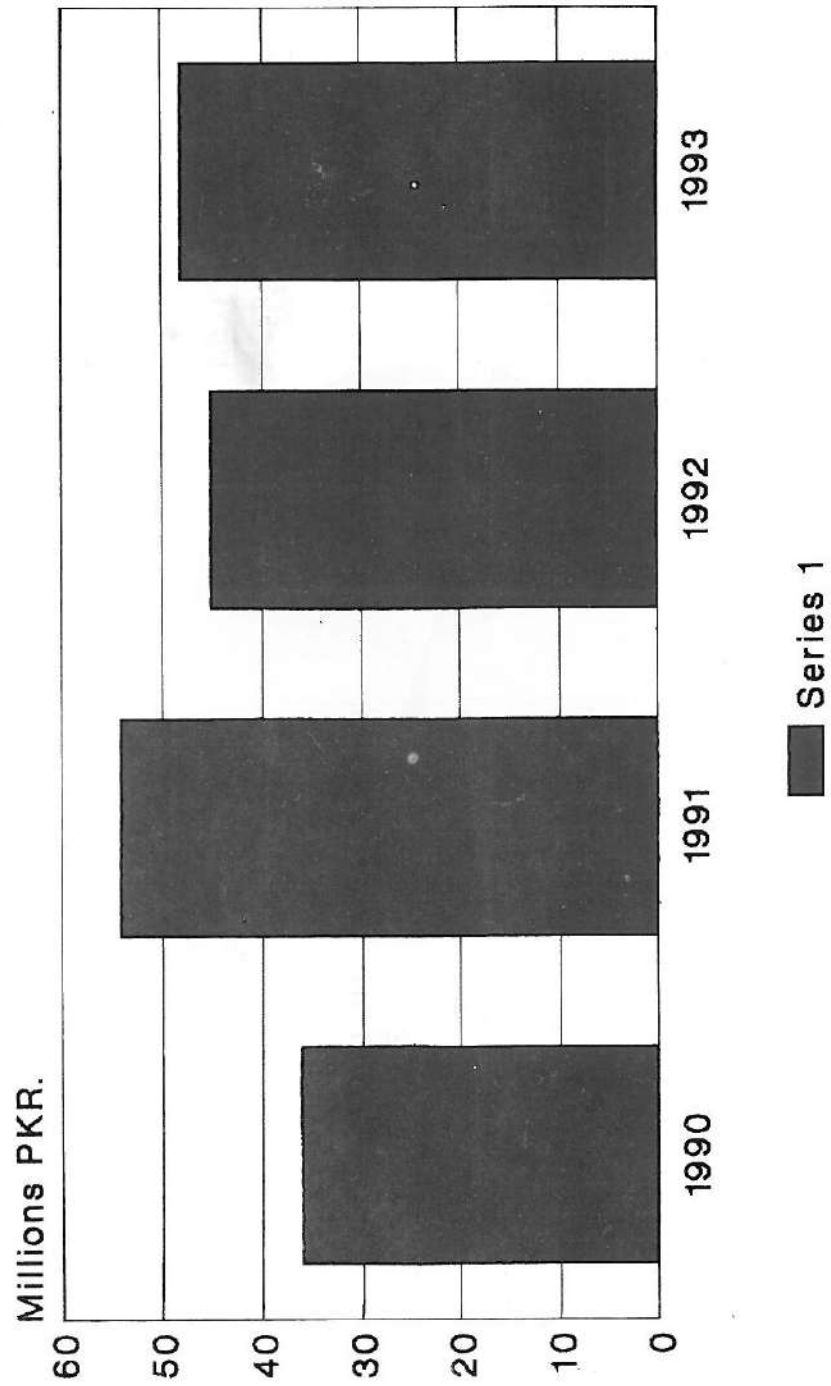
Accounts:

Significant amendments have been achieved on the financial control (budgets, accounts, reports) which can be seen in the auditors' report. Computerized book keeping is further developed on a new accounts program. Work has also been done in order to coordinate the accounts work, from the field to the head-office in Norway. Documentation is provided through program (field) accountants enabling central office to supply updated information at any time. The improvements mentioned can already be traced in the financial part of the annual report; allocations are spent according to set plans.

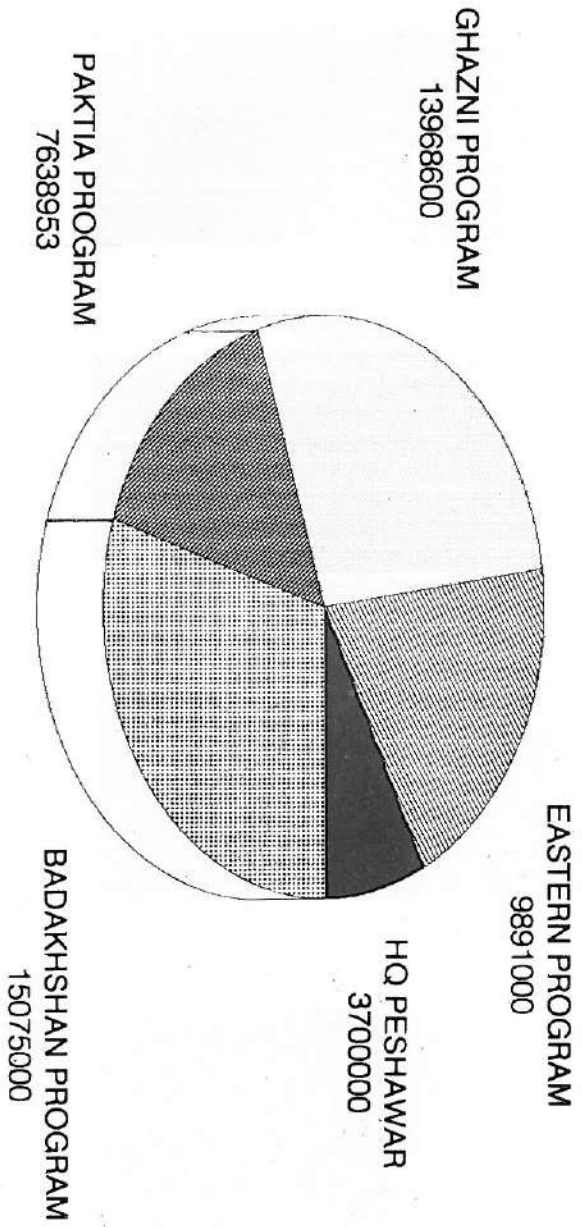
Other units:

Logistics and other tasks are carried out according to the office manual rules. E.g. larger purchases or disbursements will be managed by the procurement committee.

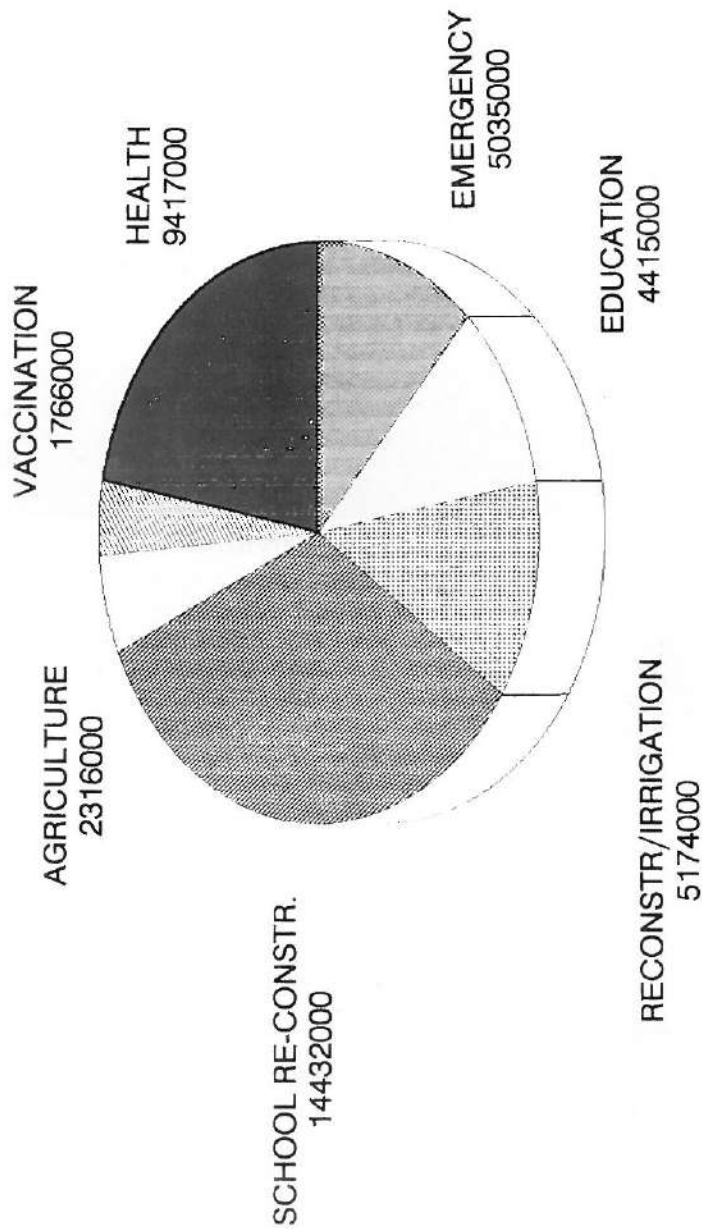
NAC TOTAL FUNDING DEVELOPMENT



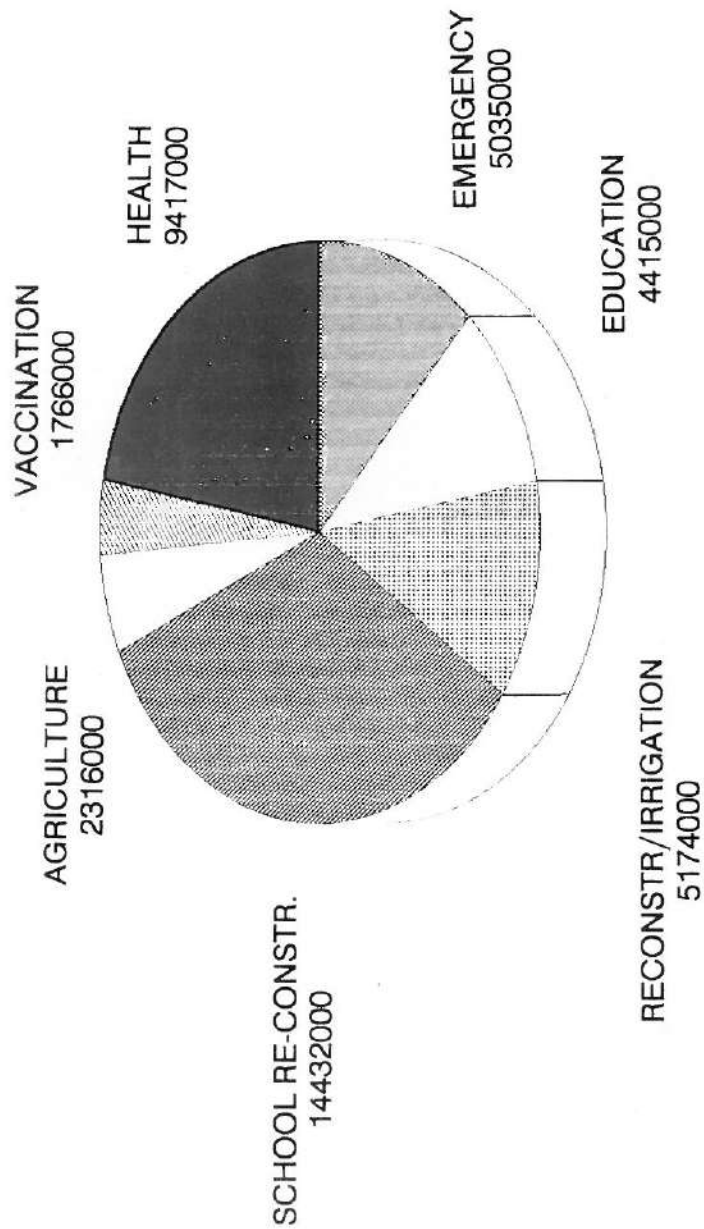
NAC SUPPORT PROJECT AREA DURING 1993



NAC SUPPORT WITHIN SECTORS DURING 1993



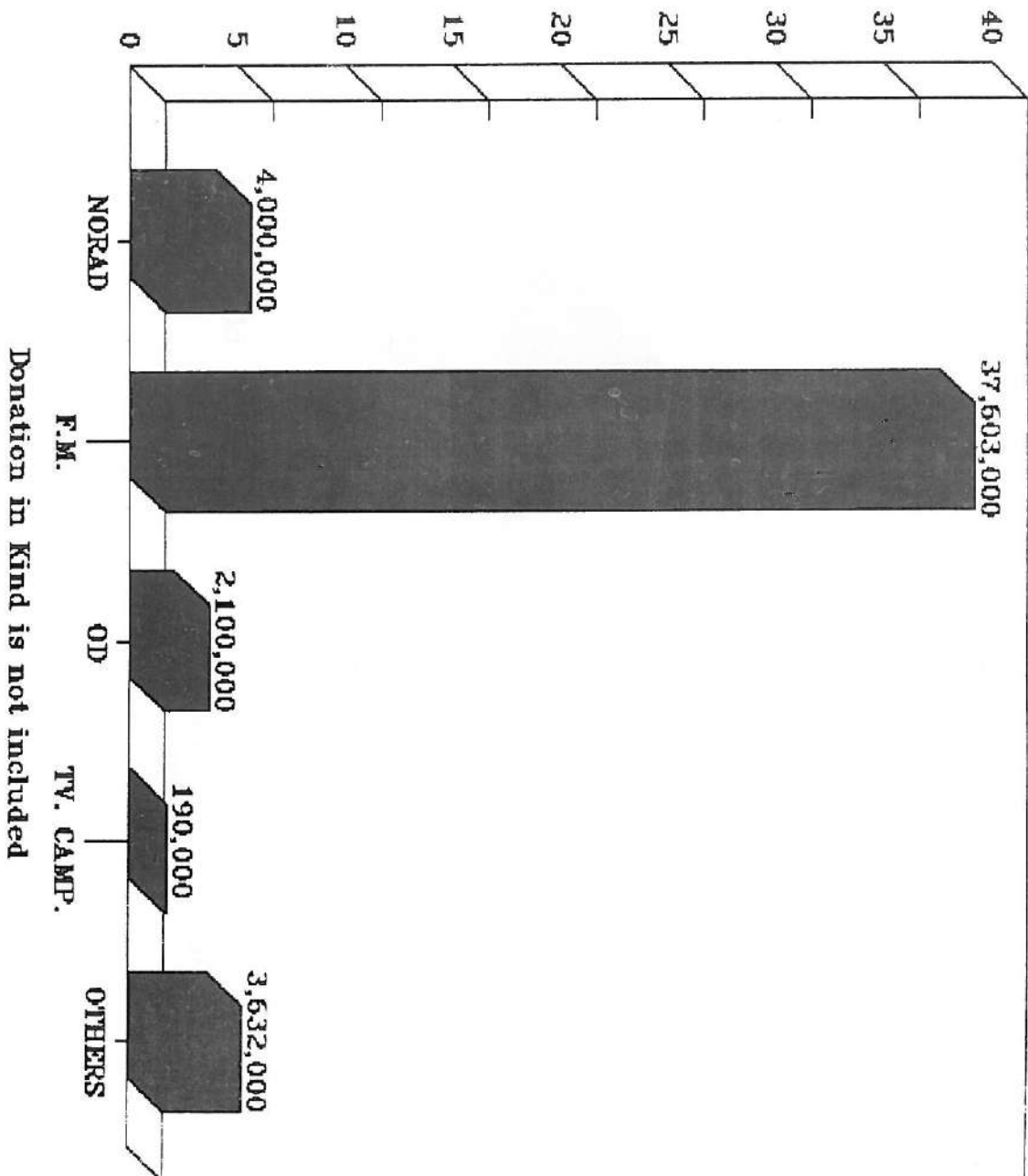
NAC SUPPORT WITHIN SECTORS DURING 1993



NAC

SOURCES OF FUNDS - 1993

(Rupees)
(Millions)



A N N E X 2 :

L i s t o f a b r e v i a t i o n s

- NAC Norwegian Afghanistan Committee
- ACBAR Coordination body for organisations working in Afghanistan
- MADERA European organisation working with intergrated rural development in Afghanistan
- NORAD Norwegian Agency for Development cooperation
- TV-
Campain Annual collection among the public in Norway for assistance to projects in developing countries.
- Operation
"a Workday"
Annual activity in Norwegian schools to collect funds for education projects in developing countries
- Minde School
School children from Minde School collect funds for Astrid Morken school in Peshawar.
- Midtun School
School children from Midtun School collect funds for Saccori school in Ghazni.
- V S F Vaccination Cold Chain Facility / Center
- T B A Traditional Birth Attendant also called Dai
- W F P United Nations world food programme
-

ANNEX 3 :

LIST OF NAC STAFF 1993

Headquarter Peshawar :

Musthak Akbar	Financial Controller
Abdul Hadi	Cashier
Mohammed Ibrahim	Admin. Officer
Adeeb	Translator
Mirza Mohammed	Purchasing officer
Mira Jan	Storekeeper
Khodai Nazar	Receptionist
Abdul Zaher	Driver
Karimullah	Cook
Abdul Baki	Service staff
Sharzada	Chowkidar
Mohammed Hussain	Chowkidar
Abdul Mohammed	Chowkidar
Naimullah	Chowkidar

Eastern Programme :

Korshid Noori	Education officer
Dr. Esmath	Health Officer
Ismael	EPI
Arch. Saddudin	Technical officer
Eng. Aticulla	Technical officer
Sultan	Driver
Hedayat ul-Rahman	Cook
Gul Bar	Chowkidar
Mohammed Sherin	Chowkidar
Mohammed Azim	Chowkidar
Barialai	Chowkidar

Ghazni/Paktia Programme :

Naqibullah Hambard	Program Admin.
Abdul Jelil Noori	Program Accountant
Abul Saboor Miakhel	Admin. officer
Sayed Amanuddin	Cashier
Mateullah	Maintainance/storekeeper
Munir Ahmad	Purchasing officer
Mohammed Karim	Assistant
Timor Khan	Agriculture officer
Eng. Kamosh	Chief Engineer
Eng.Mohammed Amin	Site Engineer
Eng.Sayed Aziz	Site Engineer
Eng. Omar	Site Engineer
Eng. Abdullah	Senior Site Supervisor
Aga Mohammed Barialai	Agriculture officer
Khwaja Naimullah	Agriculture officer
Habiburrahman	Teacher Trainer
Gubad Khan	Teacher Trainer
Tawos Khan	Teacher Trainer
Abdul Quadeer	Driver
Mohammed Ismael	Cook (Ghazni office)
Fazir	Cook (Chardewal office)
Hafizullah	Cook (Zurmat office)
Sayed Gulam Nabi	asst. storekeeper
Gholam Sakhi 1	chowkidar
Gholam Sakhi 2	chowkidar
Allam Khan	Guard
Niaz Mohammed	Guard
Abdul Rahman	Service Staff
Noor Rahman	Chowkidar
Wali Mohammed	Chowkidar
Haji Obidullah	Gardener

ANNEX 4 :

MEMBERS OF NAC BOARD
1993

Sigrid Wisløff
Karin Haugen
Merete Taksdal
Kristian Berg

STAFF IN NAC
OFFICE OSLO
1993

Helge Skansen / Steinar Nilsen	Secretary General
Bård Fiksdal	Information coord.
Dag Braanaas	Financial coord.

EXPATRIATE STAFF
PAKISTAN / AFGANISTAN
1993

Nils Ole Gaup	Executive Director
Kari Oyen	Project coordinator/ Deputy Director
Bjørn Rakstang	Ghazni/Paktia Programme Coordinator
John Hayward	Badakshan Programme Coordinator
Kjersti Austdal	Health and Education Advisor
Inger Rolstad	Consultant Traditional Midwife Project