

Afghan Technical Consultants (ATC)
 The UN funded World's Leading First Largest
 Mine Action NGO founded by Mr. Kefayatullah
 Eblagh in 1989,

Successfully cleared, the first, 1.6 Km mine field
 in the Globe

ATC handed over to the community after driving
 a stone loaded TRUCK on cleared mine field at
 Kunar province Afghanistan,

Opened and announce free of mine, road by
 provincial government authority on 21 January
 1990.



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THE ATC UPDATE INFORMATION

January 01 to December 31 year 2023



The ATC OPS Manager Pointing to an AT mine discovered in task no MF0002, Chak District, Maydan Wardak Province



The MDU is Working on an AV minefield Next to a House, Langar Village, Maydan Wardak Province



ATC Female instructor Conducting Pre-and-Post Test of Audiences Knowledge About EO, Saydabad, Maydan Wardak



Deminers Attending a Full Deminers Course Before Starting Practical Demining Operations, Maydan Wardak Province

Funded by:



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Director General's Message

As the inaugural United Nations-funded Non-Governmental Organization specializing in humanitarian demining, Afghan Technical Consultants (ATC) has achieved the remarkable milestone of clearing over eight thousand minefields and battle areas across 32 provinces, encompassing all regions of Afghanistan. This monumental effort has facilitated the restoration of these lands to local communities, thereby enabling significant rehabilitation initiatives, resettlement of refugees and internally displaced persons (IDPs), reconstruction of vital infrastructure, and the launch of various developmental projects.

In a parallel stride, ATC's dedicated volunteer demining staff and formal Explosive Ordnance Risk Education (EORE) teams have imparted critical mine and Explosive Remnants of War (ERW) risk education to approximately seven hundred thousand individuals, including girls, boys, men, and women. These beneficiaries, residing in proximity of minefields and battlefields, were previously imperiled by these lethal hazards. The efficacy of these educational endeavors is underscored by the substantial reduction in mine/ERW casualties throughout the country. Nevertheless, the grim reality persists, with over 150 civilians monthly falling victim to improvised devices, mines, and ERW, and 1,612 communities still grappling with the repercussions of these dangers.

Regrettably, in recent years, ATC has grappled with financial constraints, leading to the unfortunate necessity of downsizing over a thousand of our seasoned personnel. Despite these challenges, ATC proudly commemorates another year devoid of demining accidents in Afghanistan, marking the fifth consecutive year of safe demining operations since October 2018, with no mine/Explosive Ordnance (EO) related incidents.

This report, encompassing the period from January 1 to December 31, 2023, outlines ATC's successful implementation of various projects, including demining operations, risk education initiatives, reintegration of ex-combatants, and numerous capacity-building and developmental training programs. The ensuing pages provide a detailed account of these activities.

I extend my deepest gratitude to our donors, whose unwavering support over the past 34 years has been indispensable during times of great need. The contributions of these benefactors will forever be etched in the memories of the impacted communities throughout Afghanistan and the devoted staff of ATC.

Looking ahead, it is my fervent hope that we will soon witness an Afghanistan thriving in prosperity, liberated from the debilitating impact of mines and EO.

With sincere appreciation,

Kefayatullah Eblagh
Founder and Director General
Afghan Technical Consultants (ATC)
December 31, 2023

Achievements

The year 2023 marked a period of significant progress and accomplishment for Afghan Technical Consultants (ATC). A notable highlight of the year was the successful completion of the first phase of the Maydan Wardak Demining Project, which was generously funded by the PM-WRA, U.S. Department of State. This achievement stands as a testament to ATC's commitment to addressing the pressing issue of landmines and unexploded ordnance in Afghanistan.

Throughout the year, ATC placed a strong emphasis on the capacity building of Afghan youth, recognizing the vital role they play in the nation's future. To this end, the organization conducted eight comprehensive Mine Action Technical Trainings, benefitting over 135 individuals. This group comprised 45 office staff members and 90 ex-combatants, representing both factions of the previous conflict. These trainings not only equipped participants with essential skills in mine action but also served as a platform for fostering reconciliation and unity among individuals from diverse backgrounds. The successful execution of these trainings and the completion of the Maydan Wardak Demining Project underscore ATC's dedication to enhancing the safety and security of Afghan communities, as well as its commitment to the professional development of the Afghan youth. As we reflect on these achievements, we also recognize the ongoing challenges and remain steadfast in our mission to build a safer and more prosperous Afghanistan.

Major Achievements

1. Historic Safety Milestone: 2023 marks the fifth consecutive year without a demining accident in ATC's history, a significant achievement in operational safety and efficiency.
2. Comprehensive Training Programs: A total of eight distinct training sessions were successfully arranged and delivered for 135 participants, enhancing the skill set of the workforce.
3. Advanced EOD Training: ATC's Center of Excellence hosted specialized training in Explosive Ordnance Disposal (EOD) Levels 2, 3, and 3+, including live demolitions and a full Deminers Course (DC), DTLC, NTS, TS, and QM trainings for staff members.
4. Operational and Technical Training for New Recruits: Newly recruited employees underwent extensive training in Operations, IMSMA, and GIS utilization, followed by practical field assignments to build their competency.
5. Empowerment of Female Staff: Despite challenges faced by women in the workforce, ATC provided employment opportunities to five female staff members, accommodating flexible working arrangements including remote work and field-based roles as EORE trainers.
6. Project Cost-Extension Approval: The U.S. Department of State (DOS) granted ATC a 15-month project cost-extension, from November 2023 to January 2025, acknowledging the organization's ongoing commitment and effectiveness.
7. Focus on Preventing Sexual Exploitation and Abuse: A specialized session addressing the Prevention of Sexual Exploitation and Abuse was conducted for newly-hired project staff, emphasizing ATC's dedication to maintaining a safe and respectful work environment.

8. Enhanced Field Efficiency and Compliance: Field activities underwent thorough inspections by both ATC management and QA Officers. This led to the identification and rectification of 6 Major and 6 Minor Non-Conformity Reports (NCRs), fostering a culture of continuous improvement and learning.

9. Innovative Demining Techniques: To optimize resource usage, ATC transitioned to using Shaped-Charges for mine/EO destruction, replacing traditional methods and reducing explosive material consumption.

10. Significant Hazard Clearance: Throughout the year, ATC opened 24 hazards across different locations, covering an area of 3,734,051 sqm. Of these, 20 hazards were successfully cleared, totaling 3,209,542 sqm, and subsequently handed over to land users with the presence of NPA, DMAC, and MATC representatives.

11. Mine and ERW Disposal: The teams discovered and destroyed 9 anti-vehicle (AV) and 18 anti-personnel (AP) mines, 647 ERWs, and 500 small arms ammunitions (SAA). Notably, the destroyed ERWs predominantly comprised highly sensitive and dangerous NATO 40 mm launcher grenades.

12. Extensive EORE Outreach: ATC's mixed-gender EORE team conducted 485 sessions, reaching an audience of 11,263 individuals, including 6,275 males and 4,988 females, with a focus on both pre- and post-testing educational approaches.

13. Responsive EOD Callouts: In response to 24 MAPA Hotline requests/EOD callouts, ATC safely destroyed 1 AP mine, 1 AV mine, 1 Abandoned Improvised Mine (AIM), and 43 Unexploded Ordnances (UXOs), demonstrating a proactive and responsive approach to emerging threats.

Challenges:

Challenges Faced by (ATC)

1. Hazard Relocation Due to Operational Challenges: Four initially-planned hazard areas in Jalrez and Saydabad were relocated to Maydan Shahr district. This decision was necessitated by ground obstacles and a complex situational landscape, presenting logistical and operational challenges.

2. Work Restrictions on Female Employees: A significant challenge arose when an EORE officer and four office staff, all female, were barred from working by local authorities. Through prolonged negotiations with various stakeholders, the EORE trainer eventually resumed fieldwork, while other female employees continued their contributions remotely from home.

3. Access Issues in Educational Institutions: The EORE team initially faced restrictions in delivering sessions at some schools. This issue was resolved following discussions with the Maydan Wardak Department of Education, enabling the team to resume its educational activities without further hindrance.

4. Encounters with Improvised Explosive Devices: In two minefields, ATC teams encountered improvised explosive devices. One device was safely destroyed on-site, while the other, due to its complex nature, was referred to specialized AIM clearance agencies.

5. Unexpected Discovery of AV Mines in AP Minefields: In two anti-personnel (AP) minefields, anti-vehicle (AV) mines were unexpectedly discovered. Following recommendations from DMAC and NPA, ATC deployed a demining machine equipped with a side-ripper and cultivator to effectively address this unforeseen issue.

6. Project Cost-Extension with Reduced Teams: While ATC was granted a 15-month cost extension for the project, the number of operational teams was reduced from 11 to 7. Consequently, the overall workforce of the project decreased from 252 to 174 members, posing a challenge in terms of manpower and resource allocation.

7. Operational Delays Due to Staff Downsizing: November 2023 witnessed an operational delay, losing one month of productivity due to the high demand for employment and challenges associated with personnel downsizing.

8. Integrating Ex-Combatants into Humanitarian Work: Recruiting ex-combatants from both sides of the conflict to work under a humanitarian project posed a unique challenge. However, this was effectively managed and integrated within the operational framework of ATC.



The NPA Programme Advisor (Desk Officer) Ms. Dagmar Matusu visits MF2155 in Saydabad District, Maydan Wardak Province; October 4, 2023

Risk Education and Re-integration Project

Afghan Technical Consultants (ATC) were honored to receive the Maydan Wardak Demining, Risk Education, and Re-integration Project, funded by the United States Department of State (DoS). Initially slated for completion by the end of October 2023, the project has fortunately been granted a 15-month extension, now spanning from November 2023 to January 2025.

In 2023, ATC embarked on an ambitious plan to clear 24 hazards in 19 communities within the Maydan Wardak province, which included 4 amended hazard areas. In accordance with this plan, ATC successfully released 3,209,542 square meters of land in these 19 communities, areas previously plagued by fatalities among civilians due to existing hazards.

A key element of this project was the integration of ex-combatants into the demining process. Following careful consultation and selection, based on recommendations and guarantees provided by community leaders and other stakeholders, these individuals underwent a comprehensive Deminers Course. Upon completion, they were strategically assigned to various demining teams. The initial phase of the project saw the recruitment of a total of 252 personnel, which included 9 Demining Teams (DTs), 1 Explosive Ordnance Disposal (EOD) team, 1 Mine Detection Unit (MDU), 1 Explosive Ordnance Risk Education (EORE) team, and the Project Office staff, with the inclusion of 5 female staff members. Post-October 2023, the project personnel count was adjusted to 174, comprising 6 DTs, 1 EOD team, 1 EORE team, and the Project Office, while maintaining the employment of the 5 female staff members.

The project teams observed a hiatus during the winter months of January to March 2023, owing to the severe cold weather and heavy snowfall. During this period, the project office and administrative staff were actively engaged in a series of capacity-building sessions. These sessions were part of ATC's broader strategy to continuously enhance the technical and professional competencies of its staff, thereby strengthening the overall efficacy of the project.

Activities:

****Training Sessions During Stand Down Period (January 1 to March 31, 2023)****

During the stand down period, Afghan Technical Consultants (ATC) focused on the capacity development of its project staff through a series of meticulously planned training sessions. These sessions were instrumental in enhancing the skills and knowledge of the team, aligning with ATC's commitment to excellence in mine action operations.

****Specialized EOD and AIM Training:****

To ensure the highest quality of training, ATC engaged three highly qualified instructors specializing in Explosive Ordnance Disposal (EOD) and Abandoned Improvised Mine (AIM) disciplines.

****Diverse Training Programs and Participation: ****

A total of 63 personnel participated in various training programs, including the Demining Team Leaders Course (DTLC), EOD Level I, EOD Level II, and notably, the first-ever IMAS (International Mine Action Standards) standard EOD Level III+ course conducted in Afghanistan. These training sessions

were comprehensive and aligned with international standards, reflecting ATC's dedication to operational proficiency.

****Collaboration and Monitoring:****

In a bid to ensure transparency and quality, ATC proactively shared all training syllabuses and plans with the Directorate of Mine Action Coordination (DMAC), the Liaison Office, and the Norwegian People's Aid (NPA). ATC also invited their inputs and monitoring, demonstrating a collaborative approach to capacity building.

****Extended Training for Project Staff: ****

Twenty project staff members attended an intensive 21-day Demining Team Leaders Course from January 11 to 31. Following this, the same group undertook a 33-day EOD Level One and Two courses, conducted between February 11 and March 15, 2023. These extended sessions provided a deep dive into the technical aspects of mine action, ensuring a robust understanding and application of skills among the team leaders.

****Gender Mainstreaming and Diversity Awareness: ****

In line with ATC's commitment to inclusivity and gender mainstreaming within mine action, staff members also received a specialized lecture on gender and diversity. This session was aimed at promoting awareness and understanding of the critical role of gender and diversity considerations in the field of mine action, further enhancing the holistic approach of ATC in its operations and community engagements.



EOD Instructor demonstrates the use of the Large Loop

In parallel with the training programs, Afghan Technical Consultants (ATC) conducted a comprehensive 47-day Explosive Ordnance Disposal (EOD) Level 3+ training. This session, held from February 1 to March 19, 2023, marked a significant milestone as it represented the first instance of such an advanced-level course being offered in Afghanistan.

The curriculum and training materials for this EOD Level 3+ course was meticulously developed and subsequently received formal approval from the Quality Management (QM) department of the Directorate of Mine Action Coordination (DMAC). Demonstrating a commitment to transparency and collaboration, ATC ensured that the training schedules and detailed plans were shared with the Norwegian People's Aid (NPA) and the Liaison Office (LO), inviting their inputs and oversight.

Crucially, all aspects of the training were conducted in strict adherence to ATC's Standard Operating Procedures (SOPs), as well as national and international standards in mine action. This adherence underscores ATC's unwavering commitment to ensuring the highest levels of safety, professionalism, and competency in its operations, particularly in the specialized and highly technical field of Explosive Ordnance Disposal.



ATC EOD Level III + students Learning the Use of De-Armor during the practical session, ATC Training Facilities, Kabul.

During the course of the training sessions, the participants were subject to a rigorous and structured evaluation process. This included daily, weekly, and monthly assessments designed to monitor their progress and ensure a comprehensive understanding of the material being taught.

As the training program reached its conclusion, the trainees were required to demonstrate their acquired knowledge and skills through both theoretical and practical examinations. These exams were pivotal in assessing the trainees' proficiency and readiness to apply their learning in real-world scenarios.

The success of the training program was evident in the results. Thanks to the diligent efforts and dedication of both the students and instructors, all participants successfully passed their exams with commendable performance. This outcome not only reflects the high quality of the training provided by Afghan Technical Consultants (ATC) but also underscores the commitment and capability of the trainees in mastering the complex and critical skills required in the field of Explosive Ordnance Disposal and mine action.



Project Re-Mobilization:

At the end of the stand-down period, the project was re-mobilized to Maydan Wardak province in April 2023. From 2 to 5 April, a refresher course was conducted to the deminers.

Community Liaison:

In the realm of Community Liaison (CL), Afghan Technical Consultants (ATC) undertook extensive and comprehensive efforts prior to initiating any operational activities. Recognizing the importance of garnering support from a wide range of stakeholders at both the village and district levels, ATC placed significant emphasis on these preliminary CL actions.

Prior to the deployment of demining teams to the Maydan Wardak province, ATC strategically assigned a dedicated team to conduct Community Liaison activities. This team was also tasked with re-assessing the targeted hazard areas. Through their diligent efforts, the team visited the designated communities, engaging in in-depth discussions and negotiations.

The success of these efforts was marked by the team's ability to secure the necessary permissions and agreements from all involved communities. This achievement not only facilitated a smooth commencement of the demining operations but also underscored ATC's commitment to working in harmony with local communities, ensuring that their needs and concerns are addressed and respected. This collaborative approach forms a cornerstone of ATC's operational philosophy, reinforcing the importance of community involvement and support in successful demining initiatives.

Non-Technical Survey (NTS):

During the implementation of the project, Afghan Technical Consultants (ATC) carried out extensive Non-Technical Surveys (NTS) in the Chaki Wardak, Saydabad, Jalrez, Maydan Shar, and Nirkh districts. The objective of these surveys was to accurately assess and delineate 24 target hazards within these areas.

The findings from the NTS were instrumental in refining the scope of the project. Based on the survey results, an additional 219,267 square meters were added to the initially designated hazardous areas, while 77,424 square meters were deducted, indicating a dynamic and responsive approach to the on-ground realities.

During this process, technical considerations led to the cancellation of three anti-personnel (AP) hazards. One particular hazard, designated as MF0044 in the Saydabad district, posed considerable challenges due to various obstacles. Following a joint visit by ATC and the Directorate of Mine Action Coordination (DMAC), a re-assessment NTS was conducted. As a result, this task was partially cancelled, with the remaining area being permanently marked. The clearance of this marked area was deemed to require specialized tools and procedures. Post-approval from DMAC and the Norwegian People's Aid (NPA), ATC proceeded to substitute the cancelled areas, comprising three hazards in Jalrez and one in Saydabad, with a new hazard in Maydan Shahr center. This replacement covered an area of 114,630 square meters, selected for its higher priority.

These adjustments, driven by the NTS findings, led to a revised total project area for the first phase, which changed from 3,141,021 square meters to 3,151,666 square meters. This modification reflects ATC's commitment to adaptability and precision in its demining operations, ensuring that resources are allocated to areas of greatest need and impact.



ATC Staff During NTS, Maydan Shar District, Nov 2023



ATC & MATC Staff Confirming MF00055, Nov 2023

Technical Survey and Clearance:

Subsequent the completion of the Non-Technical Survey (NTS), the teams at Afghan Technical Consultants (ATC) commenced the Technical Survey and Clearance operations for 24 identified hazards, encompassing 22 minefields and 2 battlefields.

In the initial phase of this endeavor, ATC deployed nine Demining Teams (DTs), one Explosive Ordnance Disposal (EOD) team, and one Mechanical Demining Unit (MDU). However, the teams were reduced in the second phase of the project to six DTs and one EOD team. This reconfiguration was aligned with the reduction of funding and scope of the project in the second phase.

The teams, adhering to established procedures, meticulously segmented the hazardous areas into high-threat and low-threat areas. The high-threat areas were subjected to “targeted investigation” techniques, while the low-threat areas were methodically processed using “systematic investigation” methods, incorporating the use of cutlines and crosslines techniques. This approach facilitated the successful clearance of 3,209,542 square meters of minefields and battlefields. During this process, the teams were able to locate and destroy nine anti-tank (AT) and 18 anti-personnel (AP) mines, 647 Unexploded Ordnances (UXOs), and 500 Small Arms Ammunitions (SAAs).

Post-clearance, each of the released hazardous areas underwent comprehensive steps for Quality Assurance (QA) and Quality Control (QC). The cleared sites, located in the Chaki Wardak, Jalrez, and Saydabad districts, were then formally handed over to the land users/owners. To mark these significant milestones, ATC organized handover ceremonies for each completed task. These events were attended by key stakeholders, including representatives from the Directorate of Mine Action Coordination (DMAC) and the Norwegian People's Aid (NPA), local residents, land users, and community leaders. In a display of thoroughness and transparency, the demining teams walked across the cleared lands during these ceremonies, visibly demonstrating that the areas were comprehensively cleared and safe for use. Furthermore, DMAC's Quality Management teams conducted their independent quality checks on all hazards and provided official attestations for the handover certificates, further reinforcing the integrity and efficacy of ATC's clearance operations.

Details of the hazards addressed in the below table:

S. No	Hazard Name	Hazard ID	Hazard's Released Area Size (sqm)	Hazard Clearance Start Date	Hazard Completion Date	Hazard Completed
1	MF2064	MF-HQ-11561	269,863	18 July 2023	30 Oct 2023	Yes
2	MF0034	MF-HQ-12354	129,977	6 Nov 2022	10 Jul 2023	Yes

3	BF0091	HZ-ID-19997	1,333,812	6 Nov 2022	30 Oct 2023	Yes
4	MF0025	MF-HQ-11507	98,456	26 Nov 2022	28 May 2023	Yes
5	MF0026	MF-HQ-11509	4,479	13 May 2023	18 May 2023	Yes
6	MF0040	MF-HQ-12527	3,196	1 Jun 2023	8 Jun 2023	Yes
7	MF0011	MF-HQ-12473	7,886	20 June 2023	12 Jul 2023	Yes
8	MF0020	MF-HQ-12765	24,604	22 May 2023	3 Jul 2023	Yes
9	MF0031	MF-HQ-12486	120,833	8 Apr 2023	6 Jul 2023	Yes
10	MF0002	MF-CA-174	134,653	9 Jul 2023	30 Aug 2023	Yes
11	MF0023	MF-HQ-12709	23,596	8 Apr 2023	18 May 2023	Yes
12	MF2119	MF-HQ-12165	86,516	22 May 2023	10 Sep 2023	Yes
13	MF2120	MF-HQ-12158	89,663	22 Jul 2023	30 Aug 2023	Yes
14	MF0042	MF-HQ-12672	116,127	19 Aug 2023	30 Oct 2023	Yes
15	MF0054	MF-HQ-12462	114,630	1 Oct 2023	30 Oct 2023	Yes
16	MF2027	MF-HQ-14000	110,570	6 Nov 2022	4 Jun 2023	Yes
17	MF0036	MF-HQ-12545	104,809	1 June 2023	20 Aug 2023	Yes
18	MF0027	MF-HQ-1150	180,888	6 Nov 2022	31 May 2023	Yes
19	MF2155	MF-HQ-12143	135,590	1 Jun 2023	25 Aug 2023	Yes
20	MF0035	MF-HQ-12552	71,981	6 Nov 2022	28 May 2023	Yes
21	MF0211	HZ-ID-19235	14,941	6 Dec 2023	On Going	No
22	MF0055	HZ-ID-20780	6,738	6 Dec 2023	On Going	No
23	MF0058	MF-HQ-12454	11,710	6 Dec 2023	On Going	No
24	BF0084	HZ-ID-19826	14,024	6 Dec 2023	On Going	No
Total Area Released			3,209,542			

It is imperative to acknowledge that throughout the duration of the project, the clearance plan underwent periodic revisions. These modifications were informed by comprehensive site assessments, evolving needs of the populace, fluctuating hazard conditions, and the actual circumstances encountered on the ground. This dynamic approach ensured that our strategies remained aligned with the practical realities and challenges of the project execution.



The Found ERW are Ready to be Destroyed by Shaped Charge Explosive



ATC Hitachi Demining Machine Clears an AV minefield that had blocked a road and residential area in Chak

Explosive Ordnance Risk Education:

The legacy of the former Soviet Union's occupation, followed by over four decades of civil unrest, has left a perilous inheritance of conventional and homemade improvised mines/Explosive Remnants of War (ERW) in the Maydan Wardak province. This poses a significant threat to the communities affected by the conflict. In response, the ATC initiated a comprehensive Explosive Ordnance Risk Education (EORE) program, deploying a mixed-gender team to conduct formal education sessions targeted at these vulnerable communities. However, the program faced a temporary setback when the female instructor was compelled to cease her activities for several weeks due to a ban on women working, imposed by government authorities. Persistent efforts by ATC, involving negotiations with various departments and individuals, ultimately secured permission for her to resume field activities.

The ATC's dedicated couple team conducted 485 EORE sessions across the villages of Saydabad, Maydan Shahr, Nirkh, and Chak-i-Wardak districts, as well as communities adjacent to minefields, reaching a total of 11,263 participants. To gauge the effectiveness of these sessions, pre-and-post-testing methodologies were employed. Participants were actively encouraged and persuaded to disseminate the EORE messages within their family and social circles. The primary objective of this strategy was to instill safe behavior practices among the impacted communities and thereby reduce the incidence of civilian casualties through informed awareness and education.

For a comprehensive overview of the project's scope and the activities conducted by the EORE couple team, please refer to the detailed table provided below

Audiences	Number of Courses/Sessions	Male	Female	Materials Distributed			
				Brochure	MAPA Hotline Card	Notebook	Pen/ Pencil
11,263	485	6,275	4,988	2,980	3,128	2,325	3,339

Furthermore, the project was augmented by the efforts of Community Volunteers (CVs), who had been meticulously trained by ATC. These volunteers undertook the responsibility of conducting Explosive Ordnance (EO) Risk Education sessions within neighboring communities. Their activities were diligently supervised and guided by the proficient ATC couple EORE team, ensuring a high standard of education and adherence to established safety protocols. This collaborative effort significantly extended the reach and impact of the EO Risk Education initiative.



The ATC Team Deliver EORE to diverse groups

Hotline Request / EOD Callouts:

In addition to the Non-Technical Survey (NTS), Clearance, and Explosive Ordnance Risk Education (EORE) initiatives, the ATC teams proficiently addressed 17 requests and callouts received through the MAPA Hotline and AWAZ Afghanistan in the Maydan Wardak province. This responsive action resulted in the successful destruction of a total of 1,661 items of various types of unexploded ordnance.

The specifics of these callouts, including the nature and outcomes of each request, are meticulously cataloged in the table provided below for detailed review and analysis.

Team Name	UXO/Ammunitions Type									Status	HLR#	Working Hours	Requesting Type
	Rocket	Artillery	Mortar	Projectile	Grenade	Fuse	Booster	SAA	AV Mines				
CBDT-07	-	1	-	-	-	-	-	-	-	Closed	HLR-7651	2- Hours	Phone Call
CBDT-07	-	0	-	1	-	-	-	-	-	Closed	HLR-7698	1- Hours	Phone Call
CBDT-07	-	-	1	-	-	-	-	-	-	Closed	HLR-7750	2- Hours	Phone Call
CBDT-07	-	-	-	1	-	-	-	-	-	Closed	HLR-7791	1- Hours	Phone Call
CBDT-07	20	-	-	130	1	45	80	1,370	-	Closed	HLR-7807	2- Hours	Phone Call
CBDT-07	-	-	-	-	-	-	-	-	1	Closed	HLR-7842	1- Hours	Phone Call
CBDT-07	-	-	-	-	-	-	-	-	-	Closed	HLR-7848	0	Phone Call

CBDT-07	1	-	-	-	-	-	-	-	-	Closed	HLR-7860	1- Hours	Phone Call
CBDT-07	-	-	-	1	-	-	-	-	-	Closed	HLR-8015	1- Hours	Phone Call
CBDT-07	-	1	-	-	-	-	-	-	-	Closed	HLR-8016	1- Hours	Phone Call
EOD-01	1	-	-	-	-	1	-	-	-	Closed	HLR-8028	1- Hours	Phone Call
CBDT-06	-	-	-	-	-	-	-	-	-	Closed	HLR-8076	1- Hours	Phone Call
CBDT-06	-	-	-	-	1	-	-	-	-	Closed	HLR-8085	1- Hours	Phone Call
EOD-01	-	-	-	-	1	-	-	-	-	Closed	HLR-8115	1- Hours	Phone Call
CBDT-07	-	-	1	-	-	-	-	-	1	Closed	HLR-8131	1- Hours	Phone Call
CBDT-07	-	-	-	-	-	-	-	-	-	Closed	HLR-8022	1- Hours	Phone Call
CBDT-07	-	-	1	-	-	-	-	-	-	Closed	HLR-8114	1- Hours	Phone Call
Total	22	2	3	133	3	46	80	1,370	2				



ATC Team Leader Addresses a Mortal that was reported to the EORE team by locals.

Quality Management:

Over the course of the year, the operational integrity and compliance of our teams were rigorously monitored through frequent quality checks, conducted by the project's Quality Management (QM) inspector. These inspections occurred more than twice monthly, ensuring a consistent adherence to the highest standards. Additionally, representatives from both the Norwegian People's Aid (NPA) and the Mine Action Technical Cell (MATC) conducted comprehensive Award Compliance and Quality Assurance (QA) visits to all relevant teams, thoroughly verifying the management and neutralization of all identified hazards. The details of these internal QM assessments were systematically compiled and submitted to both the MATC and the Directorate of Mine Action Coordination (DMAC) on a monthly basis, thereby maintaining a transparent and accountable record of our quality control processes.

Type of Visit	Internal Visits	External Visits		
		NPA	MATC	DMAC
Agency	ATC	NPA	MATC	DMAC
Conformity (CR)	112	28	13	4
Observation	0	0	1	0
Minor Non-Conformity (NCR)	6	0	4	0
Major Non-Conformity (NCR)	6	0	0	0
Total Visits	124	28	18	4

Internal QM Visits:

Throughout the course of the year, ATC's Quality Management (QM) inspectors diligently conducted a total of 124 internal visits as part of our ongoing commitment to quality assurance and compliance. These thorough inspections resulted in the identification of 112 instances of conformity with our established standards and protocols. However, they also highlighted 6 Major Non-Conformity Reports (NCRs) and 6 Minor NCRs, indicating areas where improvements were necessary. This rigorous internal review process underscores our dedication to maintaining the highest standards of operational excellence and continuous improvement in our practices.



ATC QM Inspector Sampling Cleared Area, Bar Mamal Village of Saydabad District, 25 July 2023



ATC QM Inspector Taking Brief from the Team Leader of MF#0211, Kharuti Village of Maydan Wardak Province, 16 Dec 2023

External QM Visits:

In conjunction with our internal Quality Assurance (QA) efforts, throughout the year, representatives from the NPA, the Directorate of Mine Action Coordination (DMAC), and the Mine Action Technical Cell (MATC) conducted site visits to both the ATC office and field teams. These external audits, totaling 50 visits, were instrumental in providing insightful recommendations for enhancements in our operations. All suggestions offered were promptly observed and effectively addressed by the project team, demonstrating our commitment to continuous improvement.

Of these external evaluations, 45 were categorized as Conformity Reports (CRs), signifying adherence to required standards. Additionally, there was 1 observation and 4 Minor Non-Conformity Reports (NCRs). The identified NCRs underwent subsequent re-audits by the NPA, DMAC, and MATC. These bodies expressed satisfaction and commendation regarding the swift and comprehensive corrective actions implemented by ATC, reflecting our dedication to upholding the highest standards of operational excellence and responsiveness to external feedback.



OPS Associate of MATC Visits ATC DT-02, Nirkh District



MATC Delegation Visits ATC worksite, Maydan Wardak Province

Medical Support:

Each team was supported by a certified paramedic and well-equipped ambulance on the field. Also, Casualty Evacuation Drills (CASEVAC) were carried out when the teams started any new hazardous area or based on plan every month to make the deminers and command group prepare for any demining accident. In addition, the paramedics provided first aid and evacuation to the nearest hospital for community members for any emergency case.

The head of medical section is updating emergency kits for teams' paramedics according to the standard AMAS check list.



CASEVAC Drill is regularly carried out in every hazardous area to get the teams ready for any demining accident.



*QM inspector Visits
DT-05 Para Medic Kit*



First Aid for Locals:

Throughout the course of the year, the ATC paramedics extended their medical expertise to a total of 10 local residents in the Maydan Wardak province, comprising 5 boys, 1 girl, and 2 men. This critical assistance was provided in the districts of Saydabad and Chacki Wardak. The ATC team's commitment to community health and safety was exemplified through these interventions, ensuring that immediate and professional medical care was accessible to those in need within these areas. This initiative not only highlights our dedication to the wellbeing of the local populace but also reinforces our role as a responsible and responsive entity in the region.



*ATC Paramedic Providing First Aid to a Local in Saydabad
District Barmaml village, 25 June*

*The Team Medic is dressing a Local in Ckaki District,
18 September*

ATC Non-Mine Insurance Claims:

At ATC, we ensure that all staff members are provided with comprehensive insurance coverage as part of our commitment to their welfare and security. In the year 2023, we are relieved to report that there were no incidents of demining accidents, reflecting the effectiveness of our stringent safety protocols. However, it is with a sense of solemnity that we acknowledge the occurrence of two natural fatalities among our staff. In these unfortunate instances, the bereaved families were duly compensated through the insurance provisions, in recognition of their loss. This measure underscores our dedication to supporting our team members and their families, both in life and in the face of adversity.



Compensation Payment to the family of an ATC deceased driver by the Sky Insurance Company, December 2023

Human Resources Management:

Introduction:

The primary objective of Human Resource Management (HRM) at ATC is to align our workforce strategy with the organization's overarching strategic goals. This is achieved by attracting, retaining, and effectively managing our employees. HRM at ATC is a strategic and integrated approach towards managing our most valuable asset — our people. The individuals and teams within our organization play a critical role in collectively driving us towards the realization of our objectives. The HRM function encompasses a broad spectrum of activities. Central to these is determining our staffing requirements and addressing these needs through strategic recruitment and comprehensive training of exemplary employees. Additionally, it is imperative that our personnel and management practices are in strict compliance with relevant regulations. Other vital activities include managing and developing policies for employee benefits and compensation, maintaining employee records, and ensuring all personnel policies are up-to-date and in accordance with current legislation.

The awareness of these policies amongst our employees is of utmost importance. They are typically communicated through job descriptions or Terms of Reference, ensuring clarity and alignment across the organization.

For a detailed insight into our HRM activities, particularly regarding recruitment, the table below provides data on the number of personnel newly hired in the year 2023:

Project Name	Total Staff	Male	Female	ATC Core Capacity	Recruited from the Community	ATC pervious project Staff
Maidan Wardak Demining Project-1401-1402	247	244	3	47	111	89

Stock Management:



Achievements:

- All stores were arranged their equipment, noted down the serial numbers of equipment and sorted by related Donor.
- Checked all VHF Walkie Talkies, and their serial numbers.
- Gathered all Mil-D1 batteries, checked and distinguished between useable and damaged items.
- Bought 300 Pcs original batteries for Mil-D1 detectors.
- 110 Mine Detector (Mine Lab F3) were programmed by the MD Mechanic.



Transport Section:

The activities of the transport section during the year are summarized as follow:

- Preparing 35 vehicles for Maydan Wardak project and site office.
- Repairing a well-equipped mobile workshop.
- Computerizing store inventory list.
- Repairing a Trailer for transporting demining machines.
- Repairing Volvo side ripper Demining Machine for AV minefields.



- Prepared and distribution 20 power generators



Cross Cutting Issues:

Gender Mainstreaming:

In response to the prevailing security concerns and cultural sensitivities, ATC strategically appointed a female Explosive Ordnance Risk Education (EORE) officer at the outset of the year. This appointment was particularly pertinent when the Maydan Wardak project commenced. Subsequent to the project's initiation, both she and her husband underwent extensive training facilitated by ATC's relevant departments. These training sessions included topics such as Training of Trainers (TOT) for EORE, Gender and Diversity in Mine Action, Community Liaison, and Reporting.

In November 2022, a specialized training session was conducted, during which the female Community Liaison/EORE officer received comprehensive insights into 2A and 2B Gender Markers, alongside the Deminers Course (DC) trainees. This training played a pivotal role in enhancing her understanding and effectiveness in her role.

Furthermore, the female officer actively engaged with the female members of the local community. She conducted several informative meetings to elucidate the scope and objectives of ATC's activities in the Maydan Wardak Province. During these sessions, she emphasized the importance of EORE, instructing community members on preventive measures to avert mine accidents. Additionally, she disseminated information regarding ATC's gender policy and related activities.

A notable interaction was her meeting with Mrs. Summaia, a local education provider in Saydabad village. During this engagement, they discussed ATC's gender policy and the organization's commitment to employee equality. The conversation also extended to addressing the challenges posed by mines and Explosive Remnants of War (ERW), highlighting their detrimental socio-economic impacts on the community.

Coordination and Communications:

The coordination of mine action activities in Afghanistan is conducted with meticulous precision, under the aegis of the main coordinating body, the Directorate of Mine Action Coordination (DMAC). Working in close consultation with Mine Action Implementing Partners (IPs), DMAC plays a pivotal role in developing strategic plans, maintaining a comprehensive national database, and providing external quality management for both national and international IPs. At the regional level, DMAC regional offices (ROs) are instrumental in coordinating all mine action projects, ensuring optimal coordination, effective response, superior quality of work, and preventing any duplication or wastage of Mine Action assets.

Throughout the implementation of our projects, every activity was diligently reported and coordinated with the Norwegian People's Aid (NPA), Mine Action Technical Cell (MATC), and DMAC. Additionally, ATC engaged in extensive coordination with all local stakeholders, including relevant government departments active in the development sector. This was to ensure the establishment and maintenance of effective and practical coordination mechanisms.

On the field level, ATC's project teams, including Explosive Ordnance Risk Education (EORE), Demining Teams (DTs), and Battle Area Clearance (BAC) units, conducted robust community liaison activities. They maintained regular communication with all project stakeholders, advocating for their support of the humanitarian mine action activities undertaken in this project.

In line with ATC's policy, prior to commencing training, ATC's top management effectively communicated the implementation of Explosive Ordnance Disposal (EOD) Level Three training for three female deminers to the aforementioned stakeholders.

During the project execution, every activity was consistently reported and coordinated with the Mine Action Programme of Afghanistan (MAPA) Liaison Officer (LO). Furthermore, ATC continually communicated the project's goals and objectives with all local actors, including government departments working in the development sector, to uphold a functional and efficient coordination framework.