

The Effects of Non-Governmental Organizations Activities on Employment Opportunities in Afghanistan

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ABSTRACT

The humanitarian efforts (Non-Governmental Organization's Activities) got underway in Afghanistan since 1980s. So, the basic intention of this paper is to understand the effects of non-governmental organizations' activities in creating of employment opportunities in Afghanistan. The secondary data collected from different related sources of Afghanistan government, like Directorate of Non-Governmental Organizations, Ministry of Economy, Afghanistan's statistical yearbook, and International Labor Organization (ILO) database. The findings describe that there is a perfect positive relationship between NGO performances and male and female recruitment, but according to the central and remote cities, quite a difference. This means there is an unequal distribution of NGO budget expenses and provide services among the provinces in the country. The evidence shows that the maximum NGO expense is accomplished in central cities and the minimum expense in the rural and far distant areas in the period under study.

Keywords: NGOs, Employment, Humanitarian-activities,

1. Introduction

A non-state entity, autonomous or non-profit organization that complies with legal and regulatory requirements is known as an NGO. Its operations basically include human rights, socioeconomic development, humanitarian aid, and cultural and educational initiatives. It strives to pursue the objectives and aspirations of the interested parties while offering services to the general public. In 1945, non-governmental organizations began their humanitarian endeavours when the UN had to delineate the rights of participation agreements between international private organizations and intergovernmental specialized agencies (Willets, 2002). Nongovernmental organizations (NGOs) have become more prevalent and influential in the field of global health and development over the last few decades. If we are interested in learning more about how NGO activity is distributed across different regions and how contextual factors influence this distribution, we should look into these patterns (Galway et al., 2012). IOs and NGOs commonly use the term "humanitarian" to refer to a certain action that is being conducted (such as humanitarian assistance, humanitarian emergencies, or humanitarian interventions). Rather than directly referring to the service, it makes reference to the motivation for offering help (Olga Oliker, Richard Kauzlarich, 2004). In Afghanistan, non-governmental organizations function within a transformative environment and under the Aid Management Policy (AMP). The AMP advocates for the New Deal's

implementation, which emphasizes the use of government tools, as well as a shift toward government-led and owned development and humanitarian initiatives (ACBAR, 2014).

This paper initiates with brief descriptions of non-governmental organizations and the lawfulness and legality of their activities in Afghanistan, trying to answer the questions; 1. What is the relationship between NGO's expenditure and employment in all provinces of Afghanistan? 2. How do NGOs provide employment opportunities for the entire population, and to what extent? In order to answer the declared questions, a deep review of its previous works was perused, and the relevant statistical data was significantly analysed with a brief discussion, recommendations, and conclusion it described to reflect on the outcomes and their importance for future research and for the improvement of NGO proper works in the concerned area.

1.1. Lawful and legality

According to the NGO law, which the Afghan government passed in January 1990, NGOs are permitted to offer their official services throughout the nation (Rubin 1995, West 2001). The Law on Non-Governmental Organizations (NGOs) was examined and ratified in June 2005. In December 2020, the Ministry of Justice and the Law Committee of the Cabinet of the Islamic Republic of Afghanistan re-examined and revised the aforementioned legislation. It was created in accordance with Article 35 of the Constitution of the Islamic Republic of Afghanistan and released in Official Gazette No. 857. The Ministry of Economy (MoEc) has been designated as the exclusive authority to register, regulate, monitor, and assess NGOs in compliance with Article 4 of this law. During the first national NGOs conference which was held in 2017 at the Presidential Palace, the post-president of the Islamic Republic of Afghanistan, instructed MoEc emphasizing on establishing the "One NGO Budget" in order to enable the NGOs to have one specific budget similar to the government so that, they can ensure the budget transparency to the government, public and donor agencies (NGOs Department, MoEc 2018).

The legal framework for non-profit organizations (NPOs) in Afghanistan is primarily based on two framework laws: the Law on Associations and the Law on Non-Governmental Organizations. The Law on Associations was signed into law in September 2013. It supersedes the Law on Social Organizations, which was enacted in 2003 (NGOs Department, MoEC 2018). Amendments to the Law on Associations were adopted in December 2017 and published in the Official Gazette in February 2018. Furthermore, in March 2019, the Afghan president endorsed amendments to the Law on Associations, which was signed and approved by the Afghan parliament in March 2020 (NGOs Department, MoEC 2020).

1.2. Background

Non-governmental organizations began their humanitarian efforts in 1979, during the early stages of the Soviet-Afghan War. It involved providing emergency and staple food distributions to refugees who had fled to neighbouring country, namely Pakistan (Mitchell, 2017). Goodhand Jonathan posited in his research that there exist two primary approaches to assistance distribution in war areas: top-down and bottom-up tactics. Essentially, both of these strategies have been employed in Afghanistan over the past forty years (Goodhand, 2010). The long-running conflict and the nation's continuing decline in security have a detrimental impact on the Afghan population's capacity to exercise their rights and obtain basic services, especially for the most vulnerable groups like women, children, internally displaced persons, and those with disabilities (ACBAR, 2014).

Afghanistan has, in fact, long been a conflict-affected nation that mostly depends on financial aid from outside sources. Thus, non-governmental organizations (NGOs) have been engaged in humanitarian work since the 1980s. Their primary focus has been on emergency relief, which includes meeting basic

necessities like food distribution, healthcare, and housing (ACBAR, 2014). The funding process of foreign donors is significantly impacted by the actions of non-governmental organizations in developing countries. This indicates the organizations' high reliance on donor funds and their heavy adherence to donor interests. Additionally, the activities of non-governmental organizations can be ascertained by their interest logic and close ties to the donor nations (their financial resources) (Abouassi, 2012).

When the Soviet Union first invaded Afghanistan, non-governmental organizations (NGOs) were tasked with organizing and coordinating their operations with the Mujahedeen and their allies in order to offer emergency and humanitarian aid to Afghan refugees who had fled to nearby nations (Goodhand, 2010). As humanitarian efforts and the distribution of emergency aid gained momentum in the 1980s, a number of non-governmental organizations (NGOs) began operating in Kabul, albeit with limited authorization from the Afghan government. Their primary focus was on providing emergency aid, basic food, and shelter to those living in conflict-affected areas (West 2001).

During the early stages of Operation Enduring Freedom (OEF), which ran from September 2001 to June 2002, international organizations began to exert their influence in Afghanistan. Non-governmental groups in the affected areas receive funding from international organizations and foreign donors such as the UNHCR, WFP, and USAID in order to carry out humanitarian endeavours (Olga Oliker, Richard Kauzlarich, 2004). While some of these organizations, such as USAID, WFP, UNHCR, and RED Cross, were involved in providing humanitarian services and basic needs for the people during the Mujahidin time between 1990-95 and the Taliban period between 1996-2001, they did so with some specific restrictions on women's rights. Because they receive funding from UN agencies, non-governmental organizations are frequently obliged to comply with guidelines and follow UN directives for their operations (Olga Oliker, Richard Kauzlarich, 2004).

Non-governmental organizations, especially those that operate locally, apply participatory development methodologies. The aim of the research presented in this paper was to examine the factors that impact their deployment. In Zimbabwe, the study was conducted. Formal surveys of Zimbabwe's rural development NGOs and interviews with policymakers, administrators, personnel, and recipients of the services provided by non-profits operating in rural regions formed the basis of the study, which was conducted over ten months in the country. The results showed that, in particular, it should be underlined that the study was restricted to one particular category of NGOs: those that carry out projects for rural development. It is evident that the experiences of all NGOs are not represented by data from this sector. This subgroup of NGOs was selected because, without a doubt, it is the group within the NGO community that is growing at the quickest rate and that is receiving the majority of outside financing (Vivian, 1994).

1.3.Theoretical Framework

Evaluating the impact of Non-Governmental Organizations (NGOs) on local communities can be effectively approached through several theoretical frameworks. These frameworks help in understanding the multifaceted roles NGOs play in community development and empowerment.

1.3.1. Empowerment Theory

This theory emphasizes the process through which individuals and communities gain control over their lives. In Kitui County, Kenya, NGO interventions in education and healthcare have significantly improved community empowerment, with 66% of residents reporting better access to education and 65% noting enhanced health services (Mutisya & Mogote, 2024). Empowerment initiatives, such as microfinance and

leadership training for women, have led to economic independence and advocacy for rights, with 64% of women feeling empowered (Mutisya & Mogote, 2024).

1.3.2. Bottom-Up Evaluation (BUE)

BUE focuses on community-generated interventions and emphasizes participatory approaches. A study on HIV-positive single mothers in Kenya demonstrated that BUE effectively captured the voices of participants, leading to improved health and economic security outcomes (Fisher et al., 2023). This method fosters community engagement and builds practice-based evidence, aligning with the values of social work and community development.

1.3.3. Constructivist Approach

This theory posits that social problems are constructed through discourse and advocacy, which NGOs actively engage in to shape public perception (Ghaderzadeh & Foroughi, 2024).

1.3.4. Social Movement Theory

NGOs often act as catalysts for social movements, mobilizing communities to advocate for change and challenge existing power structures (Rivasson, 2022). While NGOs are instrumental in driving social change, their effectiveness can be limited by structural conditions and the political landscape, which may hinder broader institutional transformations (Ghaderzadeh & Foroughi, 2024).

1.3.5. Resource Dependence Theory

Resource dependence theory (RDT) and stakeholder theory significantly influence the operations of Non-Governmental Organizations (NGOs) by shaping their resource acquisition strategies and stakeholder engagement practices. RDT emphasizes that NGOs rely on external resources, which necessitates forming strategic relationships with stakeholders to ensure sustainability and autonomy. Conversely, stakeholder theory highlights the importance of understanding and prioritizing various stakeholders to enhance organizational performance and adapt to complex environments. NGOs depend on external funding and resources, leading them to cultivate relationships with donors, governments, and other entities to secure necessary support (Pei et al., 2020). Organizations with diverse resource access can maintain autonomy, even in restrictive environments, allowing them to pursue their missions effectively (Pei et al., 2020). This theory encourages NGOs to develop strategies that align with sustainability objectives, fostering long-term viability and social responsibility (BALCIOĞLU, 2024).

1.3.6. Stakeholder Theory in NGOs

Stakeholder Engagement: Effective stakeholder governance enhances trust and satisfaction, which are crucial for the success of grassroots organizations (Plaisance, 2023). The impact of stakeholders on NGO performance is heterogeneous; thus, organizations must differentiate and prioritize stakeholders based on their influence and resource contributions (Plaisance, 2023). Stakeholder pressure can enhance collaboration between international and local NGOs, improving the localization of humanitarian aid and overall project performance (Moshtari et al., 2023).

While RDT and stakeholder theory provide frameworks for understanding NGO operations, some argue that an overemphasis on external dependencies may lead to compromised autonomy and mission drift, highlighting the need for a balanced approach in resource management and stakeholder engagement.

2. Prior Studies

In order to strengthen and improve the uniqueness and exceptionality of this paper regarding the activities of non-governmental organizations, their national and international laws, and the ethics and principles of their working methods, various research studies and academic documents have been reviewed and studied

which are explained one by one below.

Willetts (2020) argues that the establishment of Non-Governmental Organizations was influenced by the United Nations' decision in 1945 to distinguish participation rights between intergovernmental specialized agencies and international private organizations. Willetts emphasizes that NGOs are required to maintain independence, avoiding undue influence from individual governments. Furthermore, they are expected not to incite challenges against governments, whether political or social, and should operate as non-criminal, non-profit entities. In a complex emergency situation like that in Afghanistan, the majority of non-governmental organizations and humanitarian programs collaborate with military entities according to established values and rules. Upholding independence, impartiality, and acceptance are the key principles for delivering necessary assistance to those in need. In conflict-affected regions, even when aid becomes militarized, it does not effectively enhance security or deter the predominantly NGO-affected insurgents (Lindner, 2020).

India's development cooperation to conflict-affected countries is considerably more significant than that of other traditional donors, primarily due to its low aid delivery costs. This cost-effective approach gives India a notable comparative advantage in carrying out reconstruction and development activities in these nations, enhancing India's stature above other emerging donors. The substantial edge in aid delivery benefits not only India but also traditional donors like the United States, which stands to gain greatly from collaborating with India in providing aid to Afghanistan (Mullen et al., 2017). According to Goodhand, Jonathan, during the early stages of the Soviet-Afghan War, non-governmental organizations (NGOs) offered emergency and humanitarian aid to Afghan refugees who had fled to Pakistan, a neighboring country. The NGOs were also obliged to plan and coordinate their operations with the Mujahedeen and their coalition. They had to register and plan their actions with the Mujahedeen organizations, nevertheless, even though they were able to enjoy true independence during the Mujahedin period, which lasted from 1990 to 1995. From 1996 to 2001, when the Taliban took over the country, the state of freedom worsened (Goodhand, 2010).

They fiercely opposed the Soviet Union's incursion in the 1980s and provided support to Mujahedeen organizations and refugees in Pakistan. However, later on, during the Taliban regime in Afghanistan, donor nations fully utilized them to get data and information that allowed them to carry out their objectives and policies as intended (Walker-Osborn et al., 2012). Afghanistan's non-governmental organizations were established at the start of the 1980s. Of fact, there weren't many of these groups until the end of 1989; typically, they offered immigrants health and educational services. The number of these groups rose in 1990 and 1991, as did interest in funding sources; however, the creation of these organizations also brought about changes to working conditions and the creation of new job prospects (Carter, 2012). Employees in non-governmental organizations in Kabul, Afghanistan participated in a quantitative study that examined gender stereotypes around women's leadership styles. The survey found no statistically significant differences between men and women in terms of transformational leadership characteristics. Contrary to the expectation that males would score higher than women on task-oriented leadership behavior, women had higher mean scores on both relationship orientation and task orientation. Moreover, it was discovered that while gender-role characteristics can predict an employee's leadership styles, gender cannot predict an employee's gender-role qualities (Hassani, 2021).

Numerous studies that focus on humanitarian principles in extremely dangerous situations exist; they differ in quality but are generally similar in that they take into account the resources that are at hand. Although INGO cooperation has grown more sophisticated, especially with the creation of field-level

security platforms, the literature on coordination and cooperation in extremely insecure contexts has highlighted a number of issues related to the UN-led cluster strategy. In certain regions where independent platforms have not been feasible, security collaboration between non-governmental organizations and the UN, or SLT, has also satisfied operational needs (Schreter et al., 2013). The fact that non-governmental organizations in developing nations primarily rely on money and assistance from foreign donors may be a sign of the donors' attention and concern for these organizations. Non-governmental organizations that heavily rely on funding, make use of donor nations' financial resources, and maintain funding groups are in the interest of other donor nations. Additionally, the presence of strong or weak relationships might influence an NGO's behavior. For example, an NGO with strong ties that are likely to coincide with donor interests can be strategically positioned inside a dense network. Academic discourse on the relationship between NGOs and donors posits that NGOs, in the process of trying to support their local institutions, become financially reliant (Abouassi, 2012). Kakarala and Kharas argued that “as funding continues to increase for various economic, developmental, and political reasons, the aid channeled through NGOs has been rapidly increasing with the consequence of increased NGO dependence on foreign aid” (Kakarala 2001; Kharas 2007).

In his paper, Haldun Yalçinkaya investigates whether, in addition to the current three approaches (judicial, theoretical, and practical), the NGO–military security collaboration mechanism established between the Afghanistan NGO Safety Office (ANSO), the United Nations Assistance Mission in Afghanistan, and NATO International Security Assistance Force could be a fourth method of reducing the security gap for NGOs. Then he made the case that in order for the international military forces to fulfill their duty of securing non-governmental organizations in armed conflicts and post-conflict settings, they must consider ANSO model organizations (Yalçinkaya et al., 2002). The article focused heavily on radicalism and extremism in emerging nations, which mostly causes unpredictability, instability, anxiety, unemployment, and illiteracy among the local population. Therefore, education and raising people's level of knowledge by offering varying levels of educational environments are the only real defense and weapon against this unpredictable circumstance (Mohammadi, 2021). The legitimacy of non-governmental organizations is under attack due to characteristics including independence, politics, impartiality, and submission to international media and donor nations. As a result, they are unable to manage their operational and work-related issues (Frangonikolopoulos, 2010). In developing countries the non-governmental organizations are heavily depend on donor's funding and potential foreign finance and they are mostly under the influence and pressure of donors and it shows their dependencies on foreign funding (Abouassi, 2012). Non-governmental organizations have attempted to define a number of fundamental principles and guidelines in dangerous and conflict-torn areas like Afghanistan in cooperation and coordination with military forces. They have also coordinated aid and facilities for the underprivileged environment while taking independence, neutrality, and acceptability into consideration (Lindner, 2020).

A report explains how the Afghan communities in Britain and Germany are experiencing a shift in the function of the family. It looks into how Afghan families affect migration out of Afghanistan and how people settle and form communities when they travel to Europe. In social connections based on ties to one's family and tribe, mutual aid is vital and promotes solidarity. The ways in which migration and residency in western countries maintain or modify these features of Afghan families have not been particularly addressed. Several in-depth interviews with people who left Afghanistan and are now living in Germany and Britain. The results demonstrate the important roles that Afghan families play at various stages of the migration and settlement process. They have a significant impact on people's decisions to

migrate, as well as the home countries and locations they choose to reside in (Fischer, 2013). The Politicization of Humanitarian Aid and its Consequences for Afghans article examines how foreign approaches to humanitarian relief in Afghanistan have affected the country, with a focus on the period following the Taliban takeover. It argues that, despite their negative impact on the welfare of the entire population, international attempts to place restrictions on humanitarian aid have not been successful in altering the Taliban's policy. Attempts to apply a moral approach for assistance programming in this context are likely to continue to present major challenges both inside and beyond that country, in addition to a number of ethical dilemmas (Atmar, 2001).

In order to explain urban vulnerability, a case study of the three Afghan cities of Herat, Jalalabad, and Kabul has been carried out. The paper's objectives are to concentrate on the "vulnerability to income failure, to food insecurity, to poor health, and to social exclusion and disempowerment" of different communities, households, and individuals, rather than the broad category of "vulnerable groups," based on focus group talks in three concerned cities. The author searched for information on the primary concerns and threats that urban poor people confront (risk perception), as well as coping strategies—that is, what people really do when faced with a certain situation. The primary conclusion of the research is that the phrase "vulnerable group," which is frequently used, is not a comprehensive categorization because of differences across all the groups it analyzed. Vulnerabilities are frequently a-spatial, i.e., they affect different social groups similarly in all three cities and are not specific to any one metropolitan area. However, there are differences within some groups, and rather than the social group as a whole, the vulnerable parties are some of the households and individuals within these groupings (Schutte, 2004).

Accountability and Control in Non-Governmental Organizations, a Bangladesh case study designed to help a large indigenous local NGO adopt the framework for accountability and control. According to the author, the development sector has recently seen an increase in the need for performance monitoring and control because of contract culture, media attention, accountability demands, and budgetary constraints. Therefore, NGOs are currently under pressure to do additional monitoring and evaluation in addition to producing quantifiable indicators of output, effect, and capability. Consequently, nothing is known about the effectiveness and success of these groups. As a result, it examines the relationship between control systems and the effectiveness and efficiency of these organizations in delivering services, as well as the transparency and accountability of NGOs in developing countries such as Bangladesh (Ahmed, 2004).

2.1. Research gap

As the relevant researches and case studies of non-governmental organizations activities were studied and analyzed in different periods, it can be clearly seen that there is no specific paper has been conducted yet to present the influence of NGOs activities on the creation of job opportunities in Afghanistan's Economy. Therefore, it is expected to use the existing opportunity to fill this gap.

3. Data and Methodology

3.1. Data

The data (secondary data) is collected from the Directorate of NGOs, Ministry of Economy-Afghanistan annual reports, Afghanistan's statistical yearbook, the International Labor Organization (ILO) database, and different related sources. The data specifically presents the NGOs expenditures and employment in 34 provinces of Afghanistan and also covered the population of these regions to explain the effects of NGOs expenditure on generation of employment and social welfare within a number of important social and development sectors in all over the Afghanistan.

3.1.1. Sampling Selection

A total of 10 years NGOs' reports (2011-20) which cover all 34 provinces of Afghanistan have been collected, and among the whole, three years (2012-15-18) were randomly selected.

3.2. Method

The method which is basically used to analyze and interpret the concerned data is descriptive analysis, Ordinary Least Square (OLS), linear simple and multiple regression models with the help of SPSS and Gretl Software's, and using the Excel Pivot Table the different tables and figures has been discussed, analyzed and interpreted.

3.2.1. Analytical Stages:

Regression Analysis: To evaluate the trends of employment in the Non-Governmental Organizations, meanwhile to find out the significant relationship between employment and NGOs activities we created the simple and multiple regression analysis. The regression analysis has conducted for the NGO's expenditure and both male and female employment to realize the NOGs employment in accordance to different economic fields and employment and gender status.

For testing the concerned hypothesis, we have used the non-linearity test (squares and log), RESET test for specification, white's test for heteroscedasticity, test for normality of residual, and chow test for structural break.

4. Findings

As mentioned at the beginning of the paper, the Non-Governmental organizations started their physical activities and humanitarian works during the initial phases of the Soviet-Afghan War in 1979 in Afghanistan. These organizations generated job opportunities and income distribution by implementing of the development projects to the people in the concerned area. These procedure are explaining by using the relevant data which collected from the different organizations through the following regression model. Based on the statistical analysis, the sign of coefficients presents that there is a positive relationship between NGOs expenditure and employment in Afghanistan economy.

As observed, there is a significant relationship between the independent and dependent variables when positivity is present. If the t-statistic value is greater than 2, the p-statistic value is less than 5 percent, and the statistical value of (F) is greater than 10, which is equal to 16205, then it is considered that this model is a perfect estimated model, and our null hypothesis, which is mainly emphasized there is no perfect relationship between employment and NGOs activities, is rejected, and on the other hand, the alternative one is confirmed. Based on the regression analysis, both values of the standard error of regression for males and females present a high spread of the data from the mean. As it looks, there is a high and positive correlation for (0.992, 0.985, and 0.997) between NGOs expenditure and male, female, and total employees respectively.

The values of R Squared of the model for male, female, and total employees present 0.979, 0.987, and 0.990 percent which means that 98 to 99 percent of the variation of male, female, and total NGOs' employment explain by the NGOs expenditure. The Durbin Watson test values also present a positive autocorrelation between NGOs expenditure and employment in all sectors respectively.

The correlation coefficients are explaining that the slope coefficient of NGOs expenditure for employment under the NGOs activities process in Afghanistan indicates that there is a very high effect of NGOs expenditure on employment, but according to the provinces, it's a quiet difference. In central provinces

which are more secure and protected, the budget expenditure of NGOs are much higher, and in the same way, its effects on employment are greater, and on the contrary, in the remote areas of the country, these expenditure are ultimately low and their effects on employment are also low. The confidence interval for B, lower band and upper band in the model indicates that there is a much difference between the number of male and female employees in the non-governmental organizations in Afghanistan. Due to certain control variables such as cultural and social obstacles, lack of security and internal instability of the country, the difference between male and female employment is very high.

Table (1) is explaining regression analysis

Model 2: OLS, using observations 1-36 (n = 35)

Missing or incomplete observations dropped: 1

Dependent variable: Employment

	<i>Coefficient</i>	<i>Std. Error</i>	<i>t-ratio</i>	<i>p-value</i>	
const	6224.15	7786.14	0.7994	0.4300	
TotalNGOExpenditure	0.00462749	0.000473085	9.782	<0.0001	***
PopulationTotal	0.123314	0.0120428	10.24	<0.0001	***
Mean dependent var	459397.1	S.D. dependent var	1346372		
Sum squared resid	6.08e+10	S.E. of regression	43586.39		
R-squared	0.999014	Adjusted R-squared	0.998952		
F(2, 32)	16204.99	P-value(F)	8.03e-49		
Log-likelihood	-421.9821	Akaike criterion	849.9643		
Schwarz criterion	854.6303	Hannan-Quinn	851.5750		

Proves

The various statistical tests presented that the model is quite fit and significantly analyses, because all tests' results are significant. For instance, the chi square value for the whit's test is 4.400 and the P value is equal to 0.493 which is much higher than the 5 per cent confidence level of significance, then the assumption of heteroscedasticity which is not presented in the model is accepted. The Breusch-Pagan test also explains that there is no heteroscedasticity in the model, so the P value for this test is 0.8007 that shows much higher value than the 5 per cent level of significant, as a result we should accept the null hypothesis. On the other hand, non-linearity test says that the relationship between concerned variables are non-linear or non-parametric, while the P value is 0.024 which is less than 5 per cent of significant then we just reject the non-linearity assumption. The normality of residuals also presents, all the observations are almost normally distributed in the model. The assumption of chow test for structural break at observations is also suggest that there is no structural break among the observations, because the P value for this test is 0.889 which is extremely higher than the 5 percent level of significance, then we could accept this null hypothesis. Ramsey's reset for specification test is also done and the null hypothesis is indicated that the specification is adequate. The test result shows that the P value is 0.039 which is less than 5 per cent and we can reject this assumption.

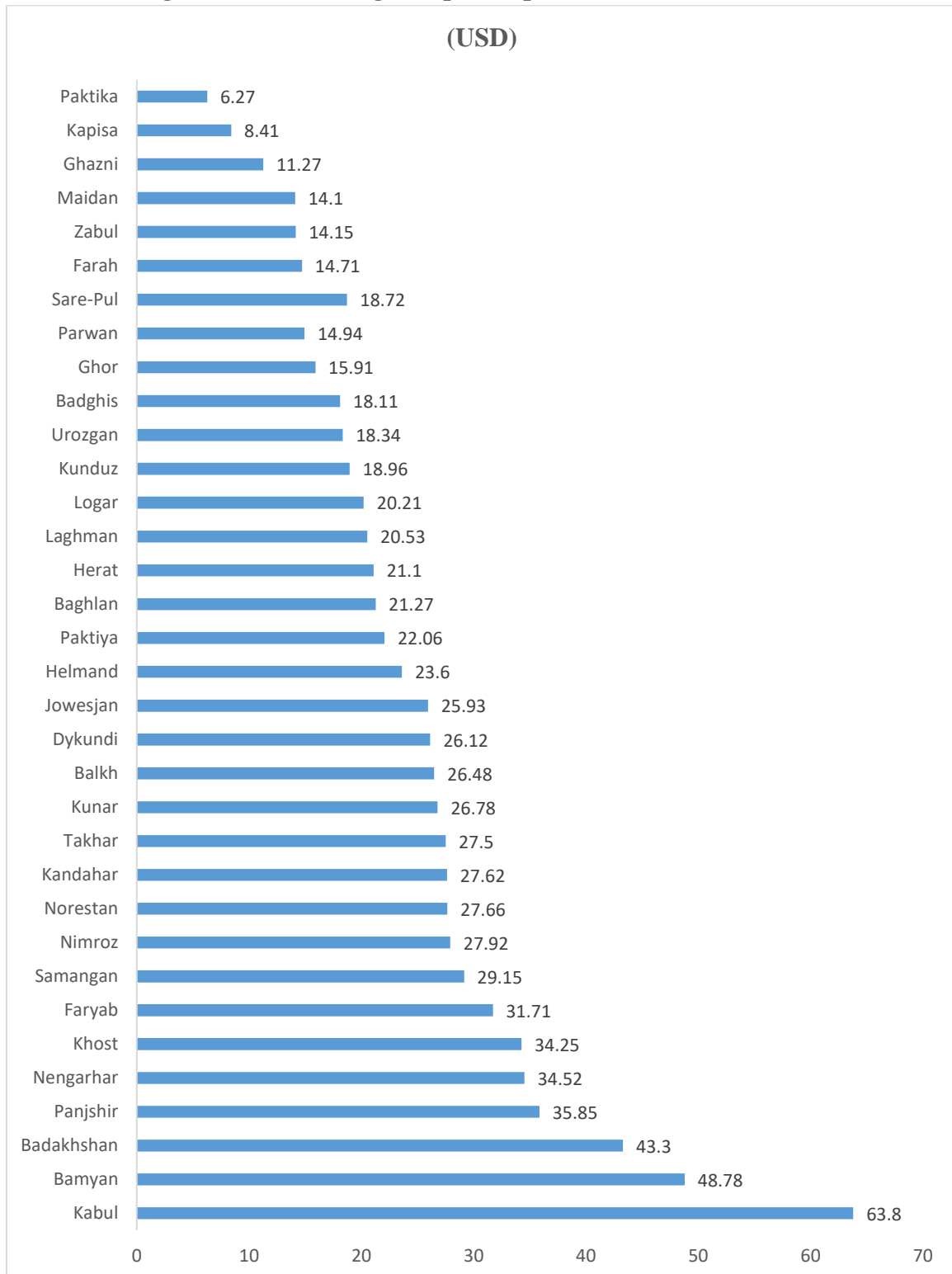
Consequently, based on the results of all above tests, it can be proofed that the model is quite perfect estimated and statistically significant.

Table 2: NGOs Provincial Based Expenses (Million Dollar)

Province	NGO Exp.2012	NGO Exp.2015	NGO Exp.2018
Kabul	324.57	279.8	264.2
Nengarhar	46.83	40.37	53.83
Badakhshan	42.42	36.57	34.9
Herat	40.60	35	46.81
Balkh	46.02	39.67	34.04
Kandahar	31.73	27.35	36.76
Faryab	35.04	30.21	19.39
Takhar	27.87	24.03	34.27
Helmand	23.83	20.54	26.8
Banyan	35.60	30.69	23.72
Khost	26.09	22.49	18.4
Baghlan	24.45	21.08	19.37
Kunduz	28.79	24.82	25.8
Maidan	9.65	8.32	14.63
Jowesjan	13.63	11.75	12.32
Ganzni	18.26	15.74	16.65
Paktiya	10.36	8.93	11.05
Kunar	14.89	12.84	12.45
Dydundi	14.45	12.46	14.8
Samangan	24.12	20.79	18.75
Ghor	12.83	11.06	15.88
Parwan	14.07	12.13	10.61
Laghman	10.43	8.99	13.21
Badghis	10.93	9.42	18.25
Sari-Pul	7.62	6.57	8.02
Logar	11.10	9.57	13.67
Frah	7.47	6.44	13.95
Urozgan	12.54	10.81	8.43
Panjshir	2.49	2.15	4.34
Noristan	1.74	1.5	6.06
Zabul	6.88	5.93	4.94
Nimroz	2.44	2.1	6.67
Kapisa	2.67	2.3	4.2
Paktika	1.97	1.7	3.2

Source: (NGOs department annual reports, MoEC 2012, 2015, and 2018)

Figure 1: NGOs Budget Expenses per Person Province Based



Source: (NGOs department, MoEC 2018)

5. Discussions

The activities of non-governmental organizations become more useful and effective when they spend their budgets equally in all provinces of the country without considering the central and remote areas, political

issues, and the stability and constancy of the government. Because both the government and its opponents need to carry out their activities, they do not create any impediments, as was observed.

For instance, according to the annual reports (2012, 2015, and 2018) of NGOs department Ministry of economy of Afghanistan, there is a very high difference of NGOs expenditures on agriculture and livestock sector in the central and remote areas in the country that clearly presented in the following table.

Table 3: NGOs Expenditure in Agriculture Sector in Different Provinces

Province	2012	2015	2018
Kabul	108.19	93.27	88.07
Kandahar	10.58	9.12	12.25
Bamyan	10.20	10.23	7.91
Takhar	9.29	8.01	11.42
Balkh	15.34	13.22	11.35
Panjshir	0.83	0.72	1.45
Nimroz	0.81	0.70	2.22
Sare-Pul	2.54	2.19	2.67
Paktika	0.66	0.57	2.95

Source: (NGOs department annual reports, Ministry of economy)

According to the table, Kabul province, which is less agricultural than the other provinces, but still had the highest NGOs consumption in the agriculture and livestock sector with the amount of 108.2, 93.3, 88.1 million dollars during the 2012, 2015, and 2018 respectively, but in other provinces, where more than 80 percent of their economy is based on agricultural and livestock sector, had the lowest NGOs expenditure. In the same why, overall health situation is not good in the far distance and remote provinces, but NGOs have had the highest health consumption in the central provinces of Afghanistan. For example, Kabul province with 79.56 million dollars, Nengarhar 19.11 million dollars, Helmand 12.48 million dollars, Herat 12.3 million dollars, Badakhshan province 11.54 million dollars have attracted the highest cost of institutions. On the contrary, Kapisa 1.11 million dollars, Paktika 1.85 million dollars, Zabul 2.40 million dollars, Sare-Pul province 2.66 million dollars, and Parwan province with only 673.9 thousand dollars have the lowest health expenses in 2020 (NGO department MoEC 2020).

The data is also presents that the NGOs' recruitment is extremely difference from central cities to rural provinces. For instance, Kabul's total employment, both permanent and project-based in 2020, is 77698 employees of which 55194 male and 22495 female, but in Nuristan province, there are only 3855 employees, of whom 3165 male and the rest are female, and they are employed in short-term or project-based jobs (NGOs department MoEC 2020).

6. Recommendations

- There is no previous study that has been conducted in Afghanistan related to NGO job creation, so for a better understanding, clarification, and overall performance of NGOs, I recommend more studies and papers to be conducted and written in this regard.
- As reports and evidences explain, NGOs expenditures and activities, due to some political and donor funding reasons, don't provide equal services to all central and remote areas within a country (Afghanistan) (see charts no. 1 and 2). So it prefers to reduce its competition for funds and media

attention, work more closely with the people to enhance their relief and welfare capacity, increase transparency and accountability, and invest more and create job opportunities for the areas that really affected and violated.

- The provinces of Afghanistan have different climatic conditions, some of them have an agricultural climate, and some of are effective for industrial and textile activities. If non-governmental organizations really want to carry out humanitarian activities equally throughout the whole country, they should develop and arrange their implementation plans in close coordination and associated with the basic needs of the people and the development projects and programs of the government.

7. Limitation

- Lack of access to the primary data, due to security and political issues, we could not find the opportunity to collect those required data and information related to the research, and just we used the secondary data.
- In Afghanistan, no research has been done related on this topic, and if there is, it is very little and not accessible.
- Due to the recent changes in the government and political situation of the country, the process of collecting figures and numbers of related departments was disrupted, and from 2020 onwards, figures and information related to research are no longer available.

8. Conclusion

Non-governmental organizations (NGOs) have played a significant role in providing humanitarian and emergency basic needs to the people of Afghanistan over the last four decades. These humanitarian efforts have been underway since the 1979 Soviet-Afghan War in Afghanistan. In the beginning, these activities included only providing basic needs to the immigrants and refugees, but later, step by step, they expand to different socio-economic and cultural services.

This paper basically studied the effects of the non-governmental organizations' activities on generating of employment opportunities, and the findings say that there is a high and positive correlation between NGOs' expenditure and employment, and there is a great effect of NGOs expenditure on employment in Afghan Economy.

The evidences present that, NGOs expenditures and activities, due to some political and donor funding reasons, don't provide equal services to all provinces in Afghanistan (see charts no. 1 and 2). So they mostly focused on the central and secure provinces rather than distant areas in the country. In those provinces that are mostly secure and stable, the budget expenditures of NGOs are much higher, and in the same way, their effects on employment are greater. On the contrary, in the remote provinces which do not have a good situation in terms of security, these expenditures are ultimately low, and their effects on employment are also low.

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