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The Islamic Emirate of Afghanistan

A brief report on the meeting of the heads of Human Resources of Ministries and Independent Administrations with Amirul Momenin Shaikh Al- Hadith Hibatullah Akhundzada (May God Protect Him)

Place of the Meeting: Kandahar

January 10, 2023

1444/ Jumada t-Tania/ 17

1401/ Jady/ 20

Writer of the Report:

**Mowlwai Ahmad Shah (Shakir), Head of the Human Resources of the
Ministry of Finance**

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In the name of Allah, the most Gracious, the most Merciful

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Invitation of the heads of human resources to the leadership:

The directors of human resources of the following ministries and independent administrations were invited to the leadership's Office by a notice sent on January 7, 2023:

1. Ministry of Defense
2. Ministry of Interior
3. Ministry of Foreign Affairs
4. Ministry of Finance
5. Ministry of Education
6. Ministry of Higher Education
7. Ministry of Public Health
8. Ministry of Promotion of Virtue
9. Ministry of Agriculture and Livestock.
10. Ministry of Mines and Petroleum
11. The Ministry of Guidance of Hajj and Religious Affairs
12. Ministry of Justice
13. Labor and Social Affairs
14. Ministry of Public Works
15. Borders
16. Ministry of Refugees
17. Ministry of Water and Energy
18. Ministry of Transport and Civil Aviation
19. Ministry of Martyrs and Disabled Affairs
20. Ministry of Industry and Commerce
21. General Department of Intelligence
22. National Statistics

The 22 ministries and administrations enlisted in the notice are listed above. However, there were 32 people present in the meeting, meaning some were from ministries and administrations whose names were not mentioned in the notice. But they were invited to the meeting privately, such as the directors of the human resources of the Office of administration affairs, the prime minister's Office, and disaster management.

On January 7, Saturday, the notice was published and said that tomorrow, i.e., the 8th, Sunday, be present at the leadership.

The invitees arrived on Sunday, and almost by the end of that day, they were all present at the leadership's guest house.

The meeting between the heads of human resources:

On Monday, January 9, 2023, all the heads of human resources who came to the guest house gathered in the mosque and held a meeting. After the consultation, the director of human resources of the Ministry of Agriculture, Maulavi Hameedullah Irshad, was appointed the meeting's head. Maulvi Muhammad Dawood, the director of human

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resources of the Prime Minister's Office, was appointed as his deputy. Honorable Mullah Hikmatullah, the head of human resources of the Ministry of Disaster Management, was appointed as the meeting secretariat.

In the meeting, each of them introduced themselves to the participants.

After the introduction, there was a discussion that we should present a common and unified opinion while meeting with H.E. Shaikh Sahib, may Allah protect him. The writer wrote the names and views of each attendee, and this meeting lasted almost until the Zuhr prayer.

In the afternoon, I sat with the head, the deputy, and the secretariat of the meeting and shared all the noted opinions of all our friends. We only wrote the views at the level of the entire system and were related to H.E. Shaikh Sahib. The viewpoints were as follows:

Problem	Solution
All human resource heads have the problem of a lack of rules and regulations regarding termination and appointment.	The leadership has guided us about the amendment of the rules and regulations occasionally. Still, if special attention is paid to this problem and a law or regulation is approved, the officials adjust their actions according to the law.
There is a problem with the capacity development of the administration's staff.	If the leadership obligates all departments and ministries through a circular, all newly appointed employees must learn their job.
All the newly appointed Mujahideen by decree deserve to get evaluated, and steps, but no steps have been given to them yet.	According to civil laws, the people appointed by decree cannot have the privileges the employees selected in a competitive process have, so if all the Mujahideen appointed by decree, through a unified letter, or after a legal evaluation and examination become competitive.
Some group leaders or high-ranking officials of the 20-year Jihad are now in low positions or unemployed.	If to such high officials, private guards and privileges are given by the Directorate of Protection and Security for Governments officials.
Females who receive salaries at home and have occupied official positions.	To solve this problem, it would be better if: 1. Their positions get deleted. 2. Or let a member of her family be appointed instead. 3. Or their positions get changed to the institutions where women are allowed to work.

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The need for coordination and cooperation between the human resource heads of all ministries and departments.	A meeting that has a legal form should be held periodically or monthly between the human resources heads of all the ministries and administrations.
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In the table above, the problems and solutions related to human resources at the level of the entire system are written. All the meeting participants' opinions were unified and then shared in the meeting with H.E. Shaikh Sahib.

Meeting with H.E. Amirul Momenin, May Allah Protect Him:

On Tuesday, January 10, 2023, all the human resource officials who came to the leadership guest house gathered in the guest house mosque, and the in charge of the guest house, Maulavi Sahib Niaz Muhammad, came, attended the assembly, and made important recommendations about the meeting with H.E. Shaikh Sahib.

After waiting for a while, he called out that His Excellency Shaikh Sahib, may God protect him, has arrived and is in the next room with the military court officials; you can also come to the meeting.

When we arrived, H.E. Shaikh Sahib and several other maulvi sahibs stood there and greeted us all. Then everyone sat down, and each of us introduced ourselves in turn. Later, to start the meeting, one of the participating Qari Sahibs recited some verses, and the meeting started.

After that, Shaikh Sahib, May Allah Protect Him, recited Surah Al-Nasr, and he said peace and blessings of Allah be upon everyone and prayed for success and good fortune in this world and the hereafter. Then he stated: I wish, and like that, you and we have such a meeting every day and advice on this Islamic system, but it is not possible.

The instructions of Amirul Mominin, May God Protect Him, in the meeting:

1. Our work is not personal, meaning in our responsibilities, we should focus on the interests of the system and the Islamic Ummah and not on our interests; this is why;
2. Whoever gets hired to a position is not under my control anymore. Anyone appointed who benefits the Islamic regime and the public should not be dismissed, even if you and I do not accept them. And anyone selected that damages this Islamic regime and the subjects should get terminated, even though he is according to our desire. That is, we shall not set our temperament and nature the standard, nor shall we put our gain and loss the measure; Rather, we should make the welfare of the Islamic regime and the people the standard.

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3. Appointing an ineligible person due to kinship is treason; As Imam Ahmad narrates in his Masnad from Yazid bin Sufyan. He says: Abu Bakr told me when he was sending me to Shaam (Syria):

يَا يَزِيدُ، إِنَّ لَكَ قَرَابَةً عَسَيْتَ أَنْ تُؤْتِرَهُمْ بِالْإِمَارَةِ، وَ ذَلِكَ أَكْبَرُ مَا أَخَافُ عَلَيْكَ، فَإِنَّ رَسُولَ اللَّهِ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ، قَالَ: (مَنْ وَلى مِنْ أَهْلِ الْمُسْلِمِينَ شَيْئًا، فَأَمَرَ عَلَيْهِمْ أَحَدًا مُحَابَاةً، فَعَلَيْهِ لَعْنَةُ اللَّهِ، مِنْهُ صَرْفًا وَ لَا عَدْلًا، حَتَّى يُدْخِلَهُ جَهَنَّمَ...)

Translation: O Yazid! When you go to Shaam as a governor, you have relatives and friends there. Maybe you will give them priority in jobs, and this is the biggest thing that I fear about you because the Messenger of Allah, Peace Be Upon Him, says: If whoever is entrusted with any responsibility of the Muslims appoints someone out of love (kinship or friendship), the curse of Allah will be upon him, Allah will not accept his obligations or Nafal until He will expose him to Hell.

4. We shall not resign or terminate others without reason; leaving and terminating is unlawful if there is no appropriate reason. If there is a lawful reason, enacted laws should not be considered, but the Sharia should be implemented. Because:

5. The fault of the person responsible is contagious and damages the people and the Islamic system, as is the case in the preface of Hashya Ibn Al-Abidin:

(رَأَى الْإِمَامَ أَبُو حَنِيفَةَ غَلَامًا يَلْعَبُ بِالطِّينِ، فَقَالَ لَهُ: يَا غَلَامَ، إِيَّاكَ وَالسَّقُوطَ فِي الطِّينِ، فَقَالَ الْغَلَامُ لِلْإِمَامِ: إِيَّاكَ أَنْتَ مِنَ السَّقُوطِ، لِأَنَّ سَقُوطَ الْعَالِمِ سَقُوطَ الْعَالَمِ (سقوط العالم سقطت العالم ١/٦٧)

Translation: Imam Abu Hanifa saw a little boy playing in the mud, so Imam Abu Hanifa told him, "O boy, don't play in this mud, lest you fall." The boy said to him: You should keep yourself from falling because the fall of a scholar is the fall of the people.

6. If the Imam makes a mistake in forgiving is better than if he makes a mistake in punishing, as Imam Tirmidhi narrated from Hazrat Aisha: Translation: If the Imam made a mistake in forgiving, i.e., if a person was guilty and the Imam made a mistake and forgave him is better than if the Imam makes a mistake in punishing because if later found out that the person punished was not guilty, but the Imam had made a mistake, it cannot be returned.

7. No one's negative words should affect you. Our Islam has many enemies, but the words of any enemy should not influence you but rather strengthen your relationship with Allah and make friends with Muslims. As Allah says: (يَا أَيُّهَا النَّبِيُّ حَسْبُكَ اللَّهُ وَمَنِ اتَّبَعَكَ مِنَ الْمُؤْمِنِينَ. – الانفال) (٦٤) Translation: O Prophet! Allah is sufficient for you and for the believers who follow you. (Al-Anfal v_64).

8. There must be a legitimate reason for everything. If he does not know about an issue, ask the people of knowledge and the people of opinion; As Allah says: (فَسْئَلُوا أَهْلَ الذِّكْرِ إِنْ كُنْتُمْ)

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﴿لَا تَعْلَمُونَ النَّحْلَ﴾ ٤٣) If you do not know, then ask those who know the Scriptures. If you do not know it yourselves, ask a scholar to the extent that you should know the Shariah ruling of every matter and every action. For example: If an official of the Islamic Emirate wants to go on a political trip, advise him to take a talented scholar with him so that every meeting and every matter of his should be under his supervision and with his advice. Because:

9. Islamic Sharia is a perfect system; Economics, politics, and all other sciences and arts need Shariah. Shariah does not need anything because we have a broad and complete religion and everything. As Allah (SWT) says: (الْيَوْمَ أَكْمَلْتُ لَكُمْ دِينَكُمْ وَأَتَمَمْتُ عَلَيْكُمْ نِعْمَتِي وَرَضِيْتُ لَكُمُ الْإِسْلَامَ دِينًا) Translation: (Today I have perfected your faith for you and completed My favor upon you. Al-Ma'ida v_3). Just as Allah (S.W.T.) has given us and you a perfect and comprehensive religion, let us make the administrative laws for the Islamic system so excellent and comprehensive that all the systems in the world need it, not that we need other systems. That's why I always tell my ministers that you should consult scholars about everything because the Sharia is perfect, and it has clarified the right way for everything.

10. My policy on obedience is to make it easy in the permissible; if the Sharia has allowed two ways to do something, then I choose the easier way. But I can't make it easy in the obligations because I don't have the authority there. Everything is described in the Sharia texts, lawful and unlawful, halal and haram. If I choose one of the two permitted paths, it is obligatory to act on it. But I can't make the legal illegal and the illegal legal.

11. Everyone should implement Sharia in their area. We and you, who fought for 43 or 20 years, martyred, emigrated, went through hunger and thirst, went through cold and heat, went through prisons and torture, and endured other hardships. The goal of all this was to rule Sharia. Today, Allah has allowed ruling the Sharia, and if the Sharia does not lead, then this whole struggle is not called Jihad, but war, because Jihad is for the rule of the Sharia, not for reaching the positions. Today, when you got to the position and did not enact the Sharia, it became clear that you were fighting for the position, not the Islamic system. If you do not implement the Sharia, then it is also known that you intended to get the job from that first, but you hid it under a false slogan, and you reached your corrupt goal (the position). Such incidents have been repeated in history, for example:

- a. Imam Bukhari narrates from Abu Huraira that a man fought very well against the infidels in the Khaybar War. Still, he was hellish because he killed himself due to severe wounds, and the Messenger of Allah (PBUH) said about him, and he went to Hell.
- b. The Jihad against the Russians was very holy, and many sacred people died. Still, when the time came for the result of the Jihad, that is, the rule of Sharia, it became clear that the intention of many was only the positions because when they obtained it, they did not enact the Sharia law. Then, the

- sincere Mujahidin rose against them and reached their main goal (Ruling of Sharia).
- c. It is stated in Naf'ata Al-Arab: a person in Baghdad worshiped a lot. His name was Ruyem. When he was suggested to be a judge, he accepted it. One day Junaid met him, and then he said: "Whoever wants to tell their secret to someone who does not share it with others, they should share it with Ruyem because he is the one who kept the love for money for 40 years until he got the power with it.
 - d. And Also, Allah (S.W.T.) says: (يَوْمَ تُبْلَى السَّرَائِرُ. الطارق ٩) Translation: The day is coming when everyone's secrets will be exposed, i.e., if anyone has a corrupted intention or a wrong belief, all of them will be shown Al-Tariq v_9).
 - e. I precisely remember the calls from Ashraf Ghani that he used to achieve the presidency chair; he would say that I would bring eternal justice. He was trying to attain his wrongful goal under a false slogan.
12. Do not sacrifice the blood of the martyrs for your power. Many people died, many were disabled, and many Muslim kids were orphaned; for Allah's sake, do not sacrifice these sacrifices for your passion. If you do not implement Sharia, the martyrs will ask you on the day of judgment: Did we turn ourselves into pieces and make our kids orphans for you to achieve just the power and the chairs?
If we do not rule Sharia, we will be humiliated. A few days ago, I went on a trip to Helmand. There, I met the Mujahideen and saw a mujahid whose wounds had not yet healed. He asked me for a car, and I also told him you had given your body parts for this system. Can't we give you a car? Soon I approved a vehicle for him.
I also ordered that all disabled people who have lost two of their organs be given a car or the cost of a vehicle.
13. Do not be afraid of anyone's blame; rule the Sharia; this is an opportunity Allah has given in which the Sharia should be the rule. There is no good time than this, Alhamdulillah; now Islam is the ruler in the form of a system. In the history of Afghanistan, this has not happened for a long time, and there was always an effort to prevent Islam from ruling in the form and body of a system to the extent that the sincere Muslims went to the deserts and there was no full freedom for Islam in the cities. Even the Islamic da'wah could not be done freely. Now the Islamic system has come, our Da'wah and preaching have become entirely free. This is Allah's great grace and favor on us and you, so take this opportunity as a great treasure and use it.
14. Think about the rule of the Sharia of Allah on the whole earth, just like when you were in the deserts, where you performed Imamates and Jihads. You had the knowledge with you, so you introduced people of the deserts to the religion so much because of your knowledge, preaching, and advice that they became lovers of the faith. They got

ready to sacrifice everything and supported you. Finally, their strong support and sacrifices made you so strong that you defeated all disbelief and ruled the Islamic system. Now that you have come to the cities, make the people of these cities so familiar with the religion that not a single opposing person will remain in Afghanistan. Still, they all become sincere Muslims who will support you so strongly that you rule the Islamic system in the world. When all the people of Afghanistan are ready to sacrifice for the sake of religion, you will go when I order you to go anywhere. If you want the rule of religion and Sharia, be ready to sacrifice and wear armor. Even the Messenger of Allah (PBUH) wore two pieces of armor on the day of the conquest of Makkah.

15. When every ruler dies, the new ruler renews all the subordinate things like decrees and so on. Sub-laws and regulations are necessary for the system. Of course, all the laws and regulations of the Republic are null and void because Islam and Sharia cancel them. There is no need for even a separate decree to cancel the laws and regulations of the Republic because Sharia has already canceled them. When the news of Amirul Mominin's (R.I.P.) death came and the emirate's responsibility was handed over to Shahid Mansoor Sahib, we brought all the previous decrees to him. Mansoor Sahib renewed them all. Then, when entrusted with this responsibility, I continued the decrees there. Now you also make the laws of your administrations well and robust according to Sharia and bring them to me for approval.
16. In the Islamic system, the law is that the official who has enacted the most Sharia is worthy of recognition; that is, praise will be given based on piety and not on any other basis.
17. This is an opportunity to win a good history; winning a good one requires some sacrifice. For instance:
 - a. People's words should not force you to leave the truth. When the Messenger of Allah (PBUH) and his companions conquered Makkah, they only had this Qur'an. After the victory, the Messenger of Allah (PBUH) destroyed the idols of Mecca, while the polytheists of Mecca believed in them and that they were Gods. People talked a lot, but the Messenger of God (PBUH) did not listen to the people's opinions; he ruled the religion of Allah. So, you also judge the religion of Allah, don't listen to what people say.
 - b. Be willing to sacrifice. The Companions who won history and spread Islam to the east and west of the world were always ready to offer and give sacrifices. You can see the result of their gift that they have brought Islam to our country and yours. Look at these Muslims and visit the graves and shrines of the Companions, for example, the Shuhada-E-Saliheen in Kabul. If you want to win history, be prepared to sacrifice. Winning a record is not such an easy task.

18. Your departure is a significant loss. You should protect this system in every way because this is the only entirely Islamic system. This is why the whole world is hostile to it. You will hear a lot of talks like why this work was done in this way; it will destroy the system, but be careful not to be mistaken. When Allah wills, He brings a system, for example, the Islamic Emirate, and when He wills, He destroys a system. If you want to protect the system, implement the Sharia completely.
19. Make the entire body of the system from sincere Mujahideen. You should try to bring more Mujahideen into the system because if the whole body of the system consists of Mujahideen, the system will be strengthened, and Sharia will be implemented. If you do not hire a Mujahid because he is not professional, I believe Mujahid is more intelligent and sincere than anyone. Give him the opportunity; he will learn his job faster than anyone else.
20. Ineligible persons should not be appointed. Ineligible persons are those who harm the system and the public.

NOTE: This was part of the meeting that continued until afternoon prayer. In this meeting, we were all listeners, and the honorable Shaikh Sahib was narrating. We requested to renew our allegiance to the Sheikh Sahib at the end of the gathering. May Allah protect Him, hand in hand. According to our request, H.E. Shaikh Sahib, May Allah Protect Him, accepted our request and renewed his allegiance hand in hand with each of us in turn. After that, His Excellency Shaikh Sahib prayed to Allah and stood up for afternoon prayer.

Meeting after the afternoon prayer:

The meeting started again in the mosque the day after the afternoon prayer. This meeting abundantly was H.E. Shaikh Sahib. May Allah Protect Him, asking questions from us like:

What are your regulations for hiring and termination?

Why don't you send us the law of hiring and termination for approval?

Why do you tire a Mujahid by sending them to many administrations when you hire them?

When you hire a Mujahid, why do you give them forms that request the names of their distant relatives and women?

And some more questions like these about hiring people, that from our side all were fully answered with details. When H.E. Shaikh Sahib understood completely the nowadays' hiring system, he suggested:

Make hiring easy for Mujahids!

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Completely prevent unlawful work!

The information from the National ID card is enough for the documents and knowledge of someone.

Try to send us the law of hiring and termination for approval.

We performed the mid-evening prayer during the meeting and proceeded to the panel until the evening prayer. After the prayer, we exited and said goodbye to H.E. Shaikh Sahib, May Allah Protect Him.

Note: I wrote this report from the abstract I noted during the meeting. I tried as much as I could to write all from the speech of H.E. Shaikh Sahib, May Allah Protect Him, but human is weak. I confess my weakness. Maybe there are some words that I did not write right. For this, I apologize to all.

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Department of Human Resources, the Ministry of Finance