

## Introduction to Pakistan

### Country Facts

- **Population:** 1.4 million.
- **Languages:** Urdu and English. Other languages include Punjabi, Sindhi, Pashto.
- **Religion:** 97% Muslim, majority Sunni.
- **Major Cities:** Islamabad (capital), Karachi, Lahore, and Faisalabad.

### Politics & Economy

- Currency is the Pakistani rupee.
- Agricultural economy, with export in textiles. Resources include natural gas and minerals.
- Stratified classes with one-quarter below the poverty line and the majority just above it.
- The country is a federal republic, with a president and prime minister.

### Society & Culture

- Hierarchical society, with eldest male as the head of household.
- 50% of adults are literate. Many children remain unschooled.
- “Shalwar kameez,” or loose trousers and a knee-length shirt, is worn by men and women. Western dress is becoming common.
- Cricket makes an excellent conversation topic.

# Introduction to Afghanistan

## Country Facts

- **Population:** 32 million.
- **Languages:** Dari, Pashto.
- **Religion:** Muslim. Mostly Sunni, with a Shia minority. Small Sikh and Hindu populations.
- **Major Cities:** Kabul (capital), Kandahar, Jalalabad, Mazar-e Sharif, and Herat.

## Politics & Economy

- Currency is the Afghani.
- Economy based on agriculture. Afghanistan exports natural gas, minerals, and gemstones.
- Afghanistan is a constitutional republic since 2001, with a president and national assembly.

## Society & Culture

- Ethnic Pashtun majority, with Tajik, Hazara, Uzbek, Aimaq populations.
- Women were severely repressed under Taliban rule, and unlikely to be employed.
- Men wear baggy pants and long shirts. Women wear burqas or headscarves.
- Avoid pointing feet at others, and using the left hand for eating. Do not blow your nose in public.

## Leader Engagements - Afghanistan

### Hospitality in Afghanistan

- Food and tea is common at meetings. Not accepting these offers is considered rude.
- Use your right hand for eating and passing dishes.

### Greetings and Rapport

- Shake hands when greeting the same gender. The opposite gender may place their hand over their heart instead. Follow their lead.
- Don't skip small talk, even for brief interactions. Always ask about their family's well-being.
- Handholding and hugs between men are common.

### Communication

- Learn to pronounce your counterpart's name, key phrases and greetings.
- To avoid embarrassment, always assume your counterpart understands English.

### Working with Leaders

- Political authority can be held by elected, religious, or elder leaders in villages; by ranked officials in urban areas.
- Support leaders in taking the lead on projects, and offer input and resources.
- Maintain relationships to see if you can assist on any collaborative projects.
- Being trustworthy is important in Afghanistan.

## **Humanitarian Assistance - Afghanistan**

### **Hospitality in Afghanistan**

- Food and tea is common at meetings. Not accepting these offers is considered rude.
- Use your right hand for eating and passing dishes.

### **Greetings and Rapport**

- Shake hands when greeting the same gender. The opposite gender may place their hand over their heart instead. Follow their lead.
- You may spend several meetings without discussing business.
- Always ask about their family's well-being.

### **Communication**

- Learn to pronounce your counterpart's name, key phrases and greetings.
- To avoid embarrassment, always assume your counterpart understands English.

### **Working with Counterparts**

- Work with the local population to ensure the proper aid is delivered.
- Collaborate with local leaders and encourage them to take the lead on projects.
- Find local solutions to local problems.
- It's good practice to underpromise and overdeliver.
- Give feedback in private and stay away from negative criticism.

## Dari Phrases, Afghanistan

English	Dari
Hello.	salaam aaleykum.
Hello to you too.	waaleykum asalaam.
What is your name?	naame shumaa chees?
My name is (Frank).	naame ma (Frank) as.
I'm glad to meet you.	ma az deedane shumaa khosh shudum.
Thank you.	tashakur.
Please, sit.	befarmaayeyn besheneyn.
Have some tea.	chaay bekhoreyn.
Have some food.	naan bekhoreyn.
Goodbye.	khudaa aafez.





## Pashto Phrases, Afghanistan

English	Pashto
Hello.	salaam aaleykum.
Hello to you too.	waaleykum asalaam.
What is your name?	staase noom tse dey?
My name is (Frank).	zmaa noom (Frank) dey.
I'm glad to meet you.	ze staase de lidelo tsekha khoshaala shwem.
Thank you.	manana.
Please, sit.	hila kawem, kesheyney.
Drink some tea.	chaay wetsekey.
Eat some food.	dodey wekhrey.
Goodbye.	khodaay pe amaan.



## Leader Engagements - Pakistan

### Hospitality in Pakistan

- Hospitality is very important in Pakistan. It's impolite to decline offers of tea.
- Taking leave can take longer than expected. Following meetings, more tea will be offered.

### Greetings and Rapport

- Begin engagement with small talk, and wait for your counterpart to bring up business.
- Avoid talking about politics, religion, ethnicity, and female family members.
- Greet elders, or highest ranked men first.
- Handshakes are common between men and women in business situations.

### Building Trust

- Pakistanis value honesty in their relationships. Be as honest as operationally possible.
- If you need to deliver criticism, do so privately and politely.

### Working with Leaders

- After greetings, stand until being invited to sit.
- Allow your counterpart to lead formal engagements, and give input where necessary
- Avoid trying to get to every point on your agenda.
- Pakistan's military is bureaucratic. Decision making is in the hands of higher ranked officials.

## Humanitarian Assistance - Pakistan

### Hospitality in Pakistan

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- Taking leave can take longer than expected. Following meetings, more tea will be offered.

### Greetings and Rapport

- Always spend time making small talk, and wait for your counterpart to bring up business.
- Avoid talking about politics, religion, ethnicity, and female family members.
- Elders are highly respected in Pakistan. In meetings, greet elders first, but don't address them by their first names.

### Gaining Local Support

- Always get direction from locals before addressing local issues.
- To avoid the effects of corruption, document everything, involve as many locals as possible.

### Working in Pakistan

- Tension between ethnic groups is common.
- When meeting with locals, try to bring along cultural advisers from their same region or ethnic group.
- Pakistani service members are often very punctual, but civilians may have a more relaxed sense of time.



## Urdu Phrases, Pakistan

English	Urdu
Hello.	asalaamo 'aleykum.
Response to hello.	wa 'aleykum asalaam.
Yes.	jee haan.
No.	jee nahin.
Please.	bur-aaye mehurbaani.
Thank you.	shukriah.
Excuse me.	memuaaf kijiyyay.
Goodbye.	khudaa haafiz.



## Working with Interpreters

### Interpreter Considerations

- Interpreter ethnicity, gender, age, religion, education, experience, and language proficiency can impact on your interactions.
- Your interpreter should be, and appear, neutral.
- Limit your interpreter's work day to 4 hours and allow them to take breaks when you do.

### Preparation for Conversation

- Build a personal relationship, and make your interpreter feel a part of your team.
- Practice with interpreters and help them learn new terminology.
- Brief interpreters as much as operationally possible before each interaction.
- Encourage interpreters to ask questions if they do not understand something.

### Guideline for Conversation

- Remember **F.E.P.S.** interpreters:
  - » **F**irst person. Speak to your counterpart directly.
  - » **E**ye Contact. Keep eye contact with counterpart.
  - » **P**osition interpreter slightly beside/behind you.
  - » **S**hort Sentences. Keep your language simple.