



## Research on Marketable Vocations in Herat Market

2017

This research is carried out by Help INGO in cooperation and partnership with Herat Department of Labor and Social Affairs, Martyrs and Disabled (DoLSMD) and Organization for Sustainable Aid in Afghanistan (OSAA)

## Table of Contents

|   |           |
|---|-----------|
| <b>PREFACE</b> .....  | <b>1</b>  |
| <b>RESEARCH METHOD</b> .....  | <b>1</b>  |
| <b>CHAPTER ONE</b> .....  | <b>3</b>  |
| <b>FINDINGS OF THE RESEARCH AT HERAT CITY LEVEL</b> .....             | <b>3</b>  |
| 1. Technical Vocations.....   | 3         |
| Beauty Parlor .....   | 3         |
| Bag Making .....  | 3         |
| Advanced Carpet Weaving .....   | 3         |
| Mobile Repairing .....  | 4         |
| Female Advanced Tailoring .....                                       | 4         |
| Home Appliances Repair .....  | 4         |
| 2. Industrial Vocations.....  | 4         |
| Industrial Electricity .....  | 4         |
| MDF- Carpentry .....  | 5         |
| 3. Traditional Vocations.....   | 5         |
| Handicrafts .....   | 5         |
| Tile Making.....  | 5         |
| 4. Educational Vocations.....   | 5         |
| Accounting/Stock Keeping.....   | 5         |
| Hotel Management/Tourism.....   | 6         |
| <b>CONCLUSION</b> .....   | <b>6</b>  |
| <b>CHAPTER TWO</b> .....  | <b>8</b>  |
| <b>FINDINGS OF THE RESEARCH AT DISTRICTS LEVEL</b> .....              | <b>8</b>  |
| General Findings.....   | 8         |
| <b>DATA AND CURRENT STATUS OF EACH DISTRICT</b> .....                 | <b>9</b>  |
| Zendejan District.....  | 9         |
| Karukh District.....  | 9         |
| Guzara District.....  | 10        |
| Enjil District.....   | 10        |
| <b>CHAPTER THREE</b> .....  | <b>12</b> |
| <b>CHALLENGES AND RECOMMENDATIONS</b> .....                           | <b>12</b> |
| TVET at City Level.....   | 12        |
| TVET at District Level.....   | 12        |
| <b>ANNEXES</b> .....  | <b>13</b> |
| <b>ANNEX I: INTERVIEWEES' LIST AT CITY AND DISTRICTS LEVELS</b> ..... | <b>13</b> |
| List of interviewees at city level.....                               | 13        |
| Interviewees List at Districts Level.....                             | 14        |
| <b>ANNEX II: RESEARCH TEAM</b> .....                                  | <b>14</b> |
| <b>ANNEX III - QUESTIONNAIRE</b> .....                                | <b>15</b> |
| Questionnaire at city level.....                                      | 15        |
| Questionnaire at District Level.....                                  | 16        |

## **Preface**

Technical and vocational skills are among professions that Herat people have long used to make a living. In recent years, industrialization and technological progress has caused fundamental changes in the vocational field. The result is that demand for some vocations has decreased, some vocations have shown flexibility and are adapted to the changing market situation, while a number of new vocations have been introduced to the market.

Keeping pace with such changes requires regular research on vocations. This research tries to identify new vocations and also assess the marketability of marketable vocations.

This research is prepared in two chapters: marketable vocations at city and marketable vocations at district levels. It indicates current status of vocations in Herat city and the four districts (karukh, guzara, enjil and zendejan). In addition, the research identifies the operation area of some organizations working in TVET in four districts of Herat province in order to prevent projects' duplication.

The research is conducted with financial and technical support of Help, in cooperation with the Department of Labor and Social Affairs, Martyrs and Disabled (DoLSAMD) and Organization for Sustainable Aid in Afghanistan (OSAA). Findings of the research will be used as a reference to select marketable vocations to be offered in vocational training centers of DoLSA, Help and other partner organizations.

The research aims at collecting reliable information and related data on marketable vocations in Herat city and the surrounding districts of the city (Karukh, Enjil, Guzara, Zendejan). The main focus of the research to understand the saturation level of vocations considering the population of the city and the surrounding districts in order to identify the demand for new vocations in vocational training centers and mobile VTCs.

## **Research Method**

The research is conducted in close cooperation and coordination with DoLSA, Agriculture and Irrigation Department, Rural Development Department (RDD), Department of Education (DoE), Artisans Union, Industrial Union and OSAA - with financial and technical support of Help INGO in Herat province. Two research teams conducted the research in the city and districts in one month.

For research at city level, two separate questionnaires were prepared and 100 of the officials of the vocations / businesses including the directors of Industrial Union, Artisans Union, Laborers, Chambers of Commerce and Industrial Town Companies were interviewed. The questions focused on demanding rate of vocations, services and products, saturation rate of vocations, opportunities, challenges and problems ahead of vocations. The research covers almost 50 vocations. Marketable vocations and vocations with high potential for growth are identified in the research. In addition, some questions were asked from the directors of the abovementioned unions on the marketable industrial vocations, the most marketable vocation, vocations with the most customers, domestic production rate, consumption rate and the possibility of vocations' upgrade.

At district level, the interviewees were the members of Districts' Development Shuras and NGOs in four districts. 78 members of Development Shuras and 10 authorities of NGOs operating in these districts were interviewed. In order to compare the findings and data among these two groups, two separate questionnaires were prepared. The development shura questionnaire focused on district distance to the city, number of villages, number of established

shuras, population, number of projects implemented by NGOs, types of projects and name of the implementer, number of beneficiaries, number and types of projects implemented by village shuras, number of health clinics/centers, number of male and female schools, income sources of district's residents, agricultural products that have economic advantage, the situation of livestock in the villages, major problems of districts and the demanding vocations.

Also, some NGOs and Non-Govt. Organizations were asked questions on development plan of villages, the absolute advantage of the village in harvesting different products, population and its dispersion, active NGOs in TVET, marketing TVET products and available training facilities at village level. The interviewees at districts level include Herat DoLSA, Agriculture, Herat Irrigation and Livestock Dept., Rural Development Dept. of Herat, Afghanistan Rural Enterprise Development Program, DACAAR, PIN, NRC, CRDSA, and members of Development Shuras of Karukh, Zendejan, Enjil and Guzara Districts.

***Please refer to annex 1 for the questionnaires and list of interviewees.***

# Chapter one

## Findings of the Research at Herat City Level

This research has studied around 50 vocations at Herat city level. These vocations are divided into four categories: Technical, Industrial, Traditional and Educational ones. Then, marketable vocations with high demand are studied. These vocations can be offered in vocational training centers. Trainings in these vocations will lead the trainees to employment.

### 1. Technical Vocations

#### Beauty Parlor

Beauty parlor vocation has partially been saturated in the city for basic level. Therefore, there is the need to provide intermediate and advanced level of training at the city level. In the suburbs, there is demand for even amateur trained individuals in this vocation. Training trainees in beauty parlor vocation can easily lead them to employment in beauty parlor saloons and/or they can start their own beauty parlor saloons collectively in the suburbs. Those interested to receive training at advanced level shall have prior skills of bridal dressing, manicure, nail planting, make-up and tattoos.

#### Bag Making

There are few number of bag-making workshops in Herat city and these cannot meet the market demand. Insufficient number of bag-making workshops led to use of Iranian and Chinese imported bags. The target markets of bag-making workshops in Herat are kindergartens, schools and universities.

The demand for these products is increasing annually that even the workshops are not able to supply them adequately. In addition, the quality of these products cannot meet the satisfaction of the customers. However, to run vocational trainings in bag-making, especially at advance level, it can bring about employment for the graduates of this vocation.

#### Advanced Carpet Weaving

Afghanistan Carpets and Rugs occupy a top rank in the world. One of the major income sources of Afghans is carpet and rugs exports. However, there are no exact statistics of the number of individuals working in carpet weaving in the country.

The results obtained from this research show that this vocation in basic and intermediate level is almost saturated while advanced and complementary carpet weaving should be offered. Individuals involved in this vocation must have full knowledge of yarn, design, maps and the carpet node. Carpet industry could be divided into several independent branches such as textile, paintings, scissoring work, lint removing, carpet design and carpet polishing. Each of these branches has a significant role in a completed carpet.

Therefore, trainings for interested people in any of these branches can cause employment for the trained individuals. Furthermore, offering advanced trainings lead to beginners' skills promotion so as to help them sell their carpets easily.

### Mobile Repairing

An increase in using smart phones has boosted the need for professionals in programming and repairing. This vocation is partially saturated for men in Herat city. Nowadays, the most frequent users of cell phones are women and due to privacy violation concerns they prefer not to use services offered by men. Training women in this vocation can meet the needs of community and create jobs for a lot of women.

However, the expansion of telecommunication systems and Internet has also spread smart mobile phones into remote areas of the city and this requires training professional individuals to meet the needs of remote communities in the city and districts. So, training in this vocation will lead to quick employment of trained individuals in the suburbs and districts.

Individuals who want to work in this profession should be familiar with basics computer and English before training, so that they can adapt to continuous changes of mobile systems. The training should be in both hardware and software.

### Female Advanced Tailoring

Due to decrease in households' income and the desire to diversify clothing, women use less expensive clothing. On the other hand, a high percentage of women know basic tailoring and scissoring. Therefore, advanced tailoring vocation and professional designing and tailoring can improve skills and so increase jobs. Training for amateurs and intermediates in advanced level and facilitating to set up small workshops in the suburbs can meet the demand and increase jobs. A person willing to work in this profession must primarily be acquainted with design skills, new initiatives, scissoring and professional sewing.

### Home Appliances Repair

Increase in electricity supply and electronic services and utilizing electrical devices in everyday lives of residents in the suburbs and districts of Herat province has increased the need for home appliances repair workshops.

It is clear that electrical appliances wear out over time and need to be repaired. Residents in districts of Herat province face serious problems in this field. So, majority of people have to take their electronic devices to the city for repair. This makes them travel long distances, pay high transport charges and burden a time-consuming process.

This research shows that the demand to run this vocation in the districts is high and it will help the residents a lot. Holding various classes of this vocation at districts level of Herat province can both create employment for the interested youths and also cause drastic remedy for the mentioned problems of the residents

## 2. Industrial Vocations

### Industrial Electricity

Herat province has an industrial town with more than 250 industrial companies. It is considered the industrial hub of Afghanistan. Lack of skilled work force in the industrial electricity e.g. in packaging, formatting, production line management and skilled workers are of the major problems in the industrial town. Industrial electricity is one of the profession that a few local experts have familiarity with, therefore most companies hire foreign experts to run their day to day operations. Training in this vocation for the graduates of Technical Institute and other interested but also eligible individuals can build up their skills in industrial electricity and provide employments in the companies.

Individuals who want to work in industrial electricity profession should be fully acquainted with basics and medium power levels, so that they can be trained in the power circuit, control circuit, PLC and HMI.

### **MDF- Carpentry**

Carpentry has evolved from traditional and small workshops into modern and semi-industrial shops. These workshops need professional and trained workers. This vocation is partially in demand in Herat province. Graduates from this vocation should be familiar with large carpentry machines, know how to prepare variety of wooden structures with MDF boards and use of woodworking tools. The graduates can work in large semi-industrial MDF carpentry workshops in the city or in small carpentry workshops in the suburbs.

## **3. Traditional Vocations**

### **Handicrafts**

Handicrafts is among traditional vocations that has received relatively little attention over last years. Reasons for the low growth of this vocation include insufficient professional ability of individuals to work at high levels and also lack of marketing for the products. This research clearly shows the need to provide advanced trainings in handicrafts vocation. Vocation in handicrafts includes bead weaving, netting, thread weaving, embroidery, rope weaving and other types of knitting. A significant number of employed women in this vocation in Herat province are individuals who work in basic and intermediate levels. Despite a large number of people working in this vocation, still handicrafts as a marketable vocation has the capacity to employ women in advanced level.

### **Tile Making**

Herat was considered the cradle of civilization and art for long time. Tile making and tile work in mosques, schools and ancient monuments in Herat province has a long history. It is considered as part of Afghanistan's cultural heritage. Despite the historical and cultural significance of tile industry, this vocation has received little attention by government and organizations in recent years.

According to this research, training, marketing and support for tile making can help revive this vocation while can also facilitate employment for the graduates. The trainees of this vocation should preferably be selected from among the graduates of Kamaledin Behzad Fine Arts Institute, Fine Arts Faculty and also individuals interested in this vocation who may have prior familiarity with painting and miniature principles.

## **4. Educational Vocations**

### **Accounting/Stock Keeping**

Recently, companies in Herat have learned the importance of accounting systems and role of experts in this sector. On the other hand, lack of experts and professionals in this field has increased the demand for professional accountants. In spite of almost 1,000 annual graduates from economics faculties of Herat public and private universities, still lack of experts familiar with professional accounting and computerized systems is felt. Trained individuals in this vocation, in particular women, can easily be employed in trade offices in the city and also with companies in the industrial town. Skills such as bookkeeping, stock keeping, cost accounting and familiarity with accounting software applications including QuickBooks, Excel, Panda, and other financial software applications are vital and need to be taught in this vocation.

## Hotel Management/Tourism

The growing number of standard hotels in Herat city has increased the need for professional individuals trained in hotel management and hospitality. Demand is so high that even basic training in the vocation can provide numerous employments in Herat city hotels. The demand for women in hotel management and hospitality is even greater than men. Training can include hotel management, proper behavior with guests, basics of tourism, marketing and management principles. Eligible individuals who receive training in the field should have nice appearance, preferably be multilingual and enjoy good communication skills.

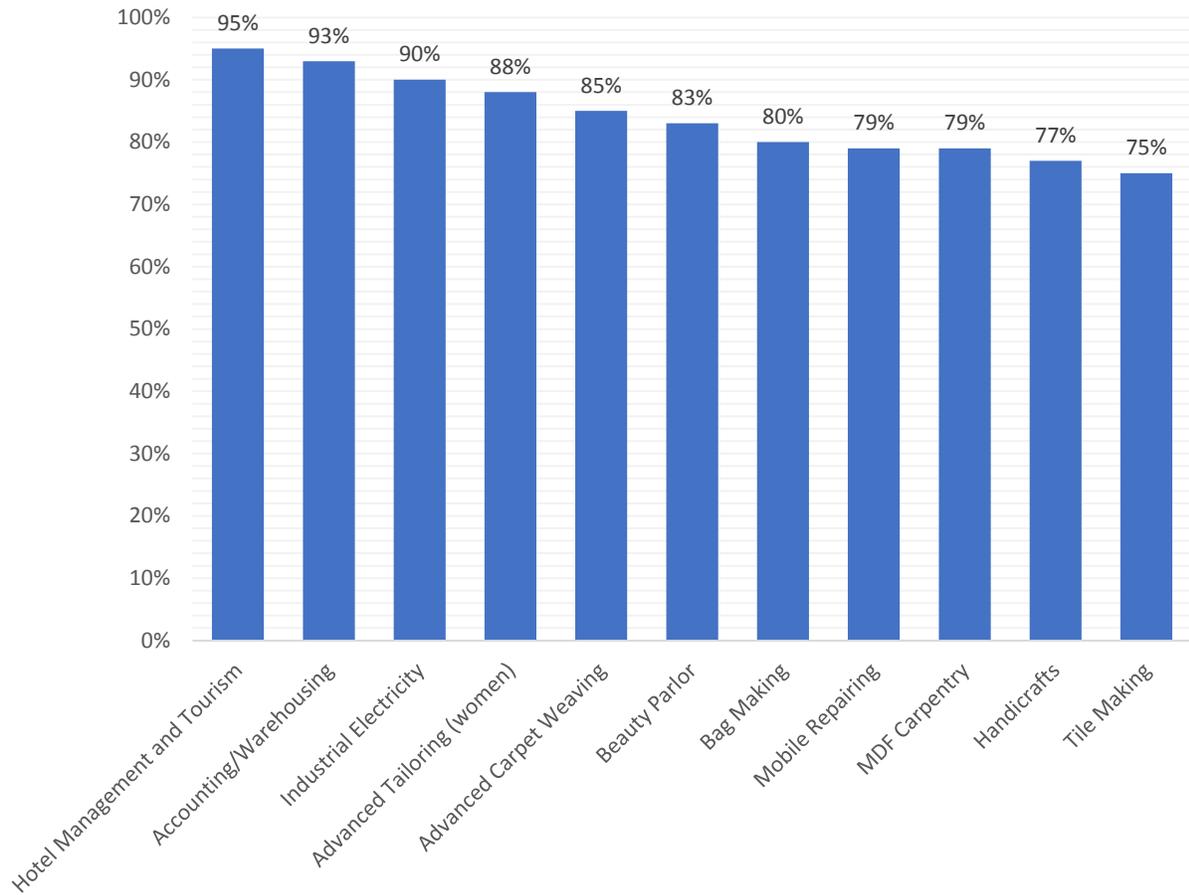
### The marketable vocations surveyed in Herat city

| NO | Marketable Vocations         | Gender        |
|----|------------------------------|---------------|
| 1  | Hotel Management and Tourism | Men and Women |
| 2  | Accounting and Stock Keeping | Men and Women |
| 3  | Industrial Electricity       | Men           |
| 4  | Advanced Tailoring           | Women         |
| 5  | Advanced Carpet Weaving      | Women         |
| 6  | Beauty Parlor                | Women         |
| 7  | Bag Making                   | Men           |
| 8  | Mobile Repair                | Men and Women |
| 9  | MDF - Carpentry              | Men           |
| 10 | Handicrafts                  | Women         |
| 11 | Tile Making                  | Men           |
| 12 | General Mechanic             | Men           |
| 13 | Home Appliances Repair       | Men           |
| 14 | Food Processing              | Women         |

## Conclusion

This research covers 50 out of 70 available vocations in Herat market. The research has been conducted in the city. The findings of this research show that 14 vocations are in higher demand. There is also lack of experts in these vocations compared to other available vocations. Vocations were scored based on the demand for vocations in the market. In Herat city, hotel management and tourism, accounting/stock keeping, industrial electricity, advanced tailoring, advanced carpet weaving, beauty parlor, bag making, mobile repairing, MDF carpentry, handicrafts and tile making are marketable. Providing intermediate and advanced level trainings can meet the needs of the community.

## Marketable Vocations in Herat City



## Chapter Two

### Findings of the Research at Districts Level

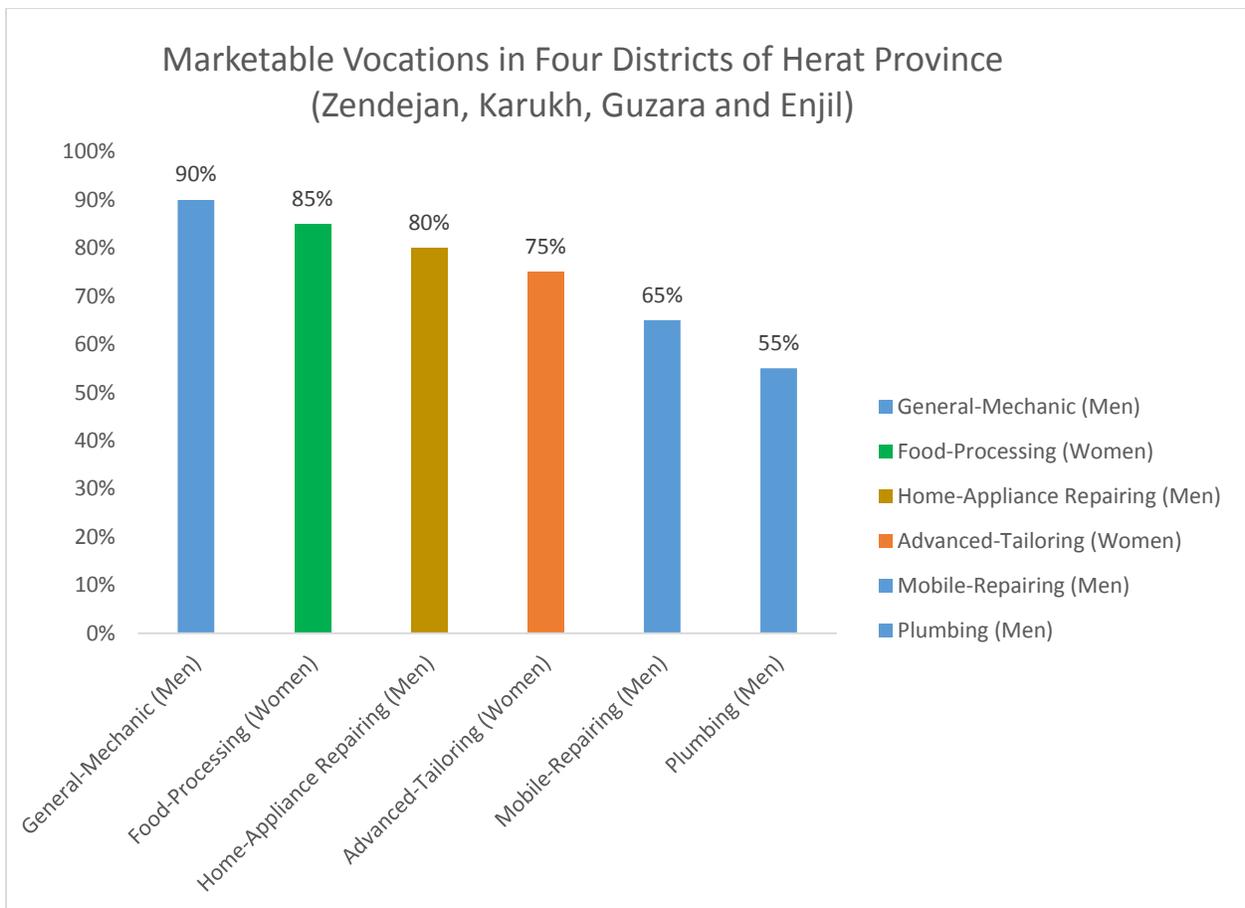
(Enjil, Guzara, Karukh and Zendejan)

#### General Findings

After data analysis, we found out that General Mechanic vocation for males and Food Process for female have the highest demand among other vocations; Home Appliance Repair for males and Advanced Tailoring for females were placed second.

Majority of districts have problems in repairing of tractors and sun solar. Therefore, General Mechanic vocation is a priority and can solve technical problems of the people at districts level. Furthermore, Food Processing is at top of priority list of women because the villagers' life mostly depends on agricultural and livestock products. Hence, running food processing vocation can play a fundamental role for income-generation of the households. Standard and professional training for women will empower them to produce various types of jams and pickles from agricultural products and to sell them in the market.

Based on the findings of the research, the other demanding vocations are Mobile Repair and Plumbing for men.



## Data and Current Status of Each District

### Zendejan District

Zendejan District's Center lies 44 kilometers west of Herat province. This district is bordered with Ghoriyan, Golran, Koshk-e-Robat Sangi, Enjil and Guzara Districts. According to the officials in Agriculture, Irrigation and Livestock Dept. of Herat, around 80% of its residents are directly and indirectly involved in agricultural and livestock. Based on the statistics provided by the District Development Shura and Village Unit Manager in District Center, Zendejan has 71 villages and has a population of approx. 100,000. Villages in this district are connected to each other and the dispersion rate among villages is very low.

This district has 36 schools (12 female and 24 male) and is one of the agricultural districts of Herat province. At time being, Zendejan is relatively safe comparing to other districts of Herat and its people support different development and livelihood programs. A large number of organizations are implementing several agricultural, development and livelihood projects.

#### NGOs and Institutions working in TVET in Zendejan district

| NO | NGO    | Vocation               | Operation Area     | Status  |
|----|--------|------------------------|--------------------|---------|
| 1  | DACAAR | Food Processing        | Center of Zendejan | Ongoing |
|    |        | Refrigerator Repairing | North of Zendejan  | Closed  |
|    |        | Mobile Repairing       | North of Zendejan  | Closed  |
|    |        | Motorbike Repairing    | Center of Zendejan | Closed  |
| 2  | CRDSA  | Carpet Weaving         | Center of Zendejan | Closed  |
|    |        | Handkerchief Weaving   | Center of Zendejan | Closed  |

World Vision, CARD-F, RADAA, FAO and NHLP are working in agriculture and livestock field in this district. A huge production center for women and an outlet was established in the district by financial support of DACAAR in which women sell their handicrafts, jams, pickles and confectionaries.

Shakiban Women Social Association was also established in Shakiban cluster village - North of the district – by financial and technical support of Help International NGO. Currently, women are working in food processing and dairy production classes in this association.

### Karukh District

Karukh District's Center lies 35 kilometers east of Herat province and is bordered with Enjil, Pashton Zarghon, Obe, Koshk-e-Kohna, Koshk-e-Robat Sangi Districts and Badghis province. According to Executive Officer and Village Unit Manager of the district, Karukh has 153 villages. The distance between the villages is relatively high. Almost 140,000 people live in this district. The district has 46 schools (15 female and 31 male). The security situation currently is satisfactory and the people support agricultural, livestock and livelihood projects. Many organizations work in different projects in this district.

Karukh is one of the agricultural districts of Herat province. Almost 85% of the people directly and indirectly are involved in agricultural and livestock activities. Tomato is among the important crops in this district which is the source of income for most farmers. One of the major challenges in this district is inexistence of power/electricity.

### **NGOs and Institutions working in TVET in Karukh District**

| <b>No</b> | <b>NGO</b> | <b>Vocation</b>    | <b>Operation Area</b> | <b>Status</b>   |
|-----------|------------|--------------------|-----------------------|-----------------|
| 1         | DACAAR     | Saffron Processing | Center of Karukh      | Not started yet |
|           |            | Motorbike Repair   | North of Karukh       | Not started yet |
|           |            | Metalwork          | Center of Karukh      | Closed          |
| 2         | CRDSA      | Food processing    | Center of Karukh      | Ongoing         |
|           |            | Advanced Tailoring | Center of Karukh      | Ongoing         |
|           |            | Carpet Weaving     | Center of Karukh      | Closed          |

COAR, CRS, SNAP II, FAO, NHLP, ON-FARM and SDO NGOs are working in agricultural and livestock and TVET fields in this district.

### **Guzara District**

Guzara District's Center lies 16 kilometers south of Herat province which is bordered with Enjil, Adreskan, Pashton Zarghon and Zendejan Districts. According to the Agriculture, Irrigation and Livestock Dept. of Herat, almost 85% of the locals directly and indirectly are involved in agricultural and livestock activities. Guzara district has 370 villages with the population of 500,000.

Guzara is one of the agricultural districts of Herat province and its security situation comparing other far districts is relatively satisfactory.

Under National Solidarity Program/NSP and in cooperation with UN-HABITAT, tailoring and embroidery vocations had been conducted in western villages of this district. Currently, no organization is working in TVET in this district. SIKA west, NSP and INTERSOS INGOs implemented several development projects in the district. At the moment, SNAP II, ONFARM and NHLP organizations are implementing agricultural projects in Guzara district.

### **Enjil District**

Enjil District's Center lies 5 kilometers south of Herat province and is bordered with Guzara, Karukh, Pashton Zarghon and Koshk-e-Robat Sangi Districts. Almost 70% of the people are directly involved in agricultural and livestock activities. According to the Village Unit Manager of the district and the Development Shura, Enjil has 486 official and non-official villages and has a population of 900,000.

Enjil is one of the agricultural districts of Herat province. Its people support development projects and they welcome any development activity. The security situation is currently satisfactory. Hence, many organizations are working in different agricultural and development projects in the district. As far as Enjil is the closest district to the city of Herat, the majority of its

population benefit from different vocational trainings especially TVET in Ansari VTC run by Help INGO.

Due to close distance to the city and having educated locals, some residents are eager to continue their higher education and are less interested in TVET.

#### **NGOs and Institutions working in TVET in Enjil District**

| <b>No</b> | <b>NGO</b> | <b>Vocation</b> | <b>Operation Area</b>  | <b>Status</b> |
|-----------|------------|-----------------|------------------------|---------------|
| 1         | NRC        | Food Processing | Ghaybatan and Shaydaee | Ongoing       |
|           |            | Beauty Parlor   |                        |               |
|           |            | Shoe Making     |                        |               |
|           |            | Home Appliances |                        |               |

## Chapter Three

### Challenges and Recommendations

#### TVET at City Level

1. In order to improve the quality of vocational training and TVET services and products, practical-oriented training is one of the pre-requisites. The findings of the research show a number of interviewees complained about theoretical training in saturated vocations. Therefore, professional and advanced levels of training for vocations should be considered, for there is pressing need to run TVET courses at advanced levels. For better learning, the training should be more practical and it is necessary to facilitate apprenticeships and internships programs within TVET framework.
2. Another impacting factor on quality of TVET is selection of qualified and motivated beneficiaries, professional and experienced trainers. Lack of motivation and drop-outs of beneficiaries at the end of the training is one of the challenges ahead of organizations involved in TVET. To overcome this challenge, the motivation rate of each beneficiary should be considered during selection process and qualified trainees should be recruited. Selection of professional and experienced trainers and distribution of toolkits related to vocations at the end of training will also help resolve these challenges.
3. To find out changes in demand and offer of TVET services products, annual-based research on TVET in Herat province is essential based on which organizations provide marketable skills and prevent loss of resources and facilities.
4. To boost the labor market, strengthen handicrafts, local vocations and encourage investors, the government should support income-generating activities and local trades in order to increase employment in Herat province.

#### TVET at District Level

1. The vocation's selection should be based on the urgent needs of the people in the area. Therefore, the project implementers should coordinate with development shuras and the relevant officials in the districts to implement any project and select beneficiaries. Cooperation with these units will prevent potential tensions in the villages and reduce security incidents.
2. General mechanic (motorbike repair, tractor repair and solar repair), food processing, home appliance repair, advanced tailoring, mobile repair and plumbing vocations are respectively the top demanding and non-saturated vocations in the four districts. Relevant organizations can provide trainings in these 6 vocations, based on NSDP standards, through selection of motivated beneficiaries and hire professional and experienced trainers. To further encourage beneficiaries, support-kits based on vocations should be donated to the graduates.

## Annexes

### Annex I: Interviewees' List at City and Districts Levels

#### List of interviewees at city level

| No | Organization/<br>District                          | Number of<br>Interviewees | Name / Position   | Remarks |
|----|--|---------------------------|---|---------|
| 1  | Herat DoLSA  | 2                         | Abdul Sattar Zarifi,<br>Head of Labor Unit, DoLSA<br>Barakatullah Hossaini,<br>Head of Market Study Unit and<br>Database Officer, DoLSA                               |         |
| 2  | Craftsmen<br>Union                                 | 2                         | Hamidullah Khadem,<br>Head of Union,<br>Mr. Nafeh,<br>Admin Officer of the Union  |         |
| 3  | Craftsmen<br>Union                                 | 2                         | Ab. Wodood Faizada,<br>Head of Union and his deputy   |         |
| 4  | Active Trades<br>of National<br>Craftsmen<br>Union | 11                        | Confectionary, Dairy, Home Appliances,<br>Refrigerator Repairing, Weaving,<br>Barber, Shoe-making, leather-weaving,<br>Beauty-parlor, Curtain-weaving, bag-<br>making |         |
| 5  | Industrial<br>Town<br>Companies                    | 8                         | Asia Pharma, Shadab Herai, Herai<br>Donya, Teb Andishan, Super Cola, Diba<br>Teb Toos, Morwarid Food Industry, Aria<br>Afghan Painting Color Company                  |         |
| 6  | Production<br>Companies in<br>the city             | 20                        | Tailoring shops, carpentry shops,<br>welding workshops, Carpet weaving  |         |
| 7  | Hotels &<br>Restaurants<br>in the city             | 7                         | Arg Hotel, Tejarat Hotel, Nazari Hotel,<br>Boostan Hotel, Barton Hotel, 50-50<br>Restaurant, 50+ Restaurant   |         |
| 8  | TVET<br>graduates                                  | 20                        | Active graduates of TVET  |         |
| 9  | Khadijatul<br>Kobra<br>Women Bazar                 | 1                         | Mrs. Tamasoki   |         |
| 10 | Shops in<br>Khadijatul<br>Kobra<br>Women Bazar     | 20                        | Women Weaving Production and<br>Handicrafts Shops   |         |

### Interviewees List at Districts Level

| No | Organization/District   | Number of Interviewees | Interviewees Identities   | Remarks |
|----|---|------------------------|---|---------|
| 1  | Zendejan  | 15                     | Members of Development Shura  |         |
| 2  | Karukh  | 18                     |   |         |
| 3  | Guzara  | 22                     |   |         |
| 4  | Enjil   | 23                     |   |         |
| 5  | Agriculture, Irrigation and Livestock Directorate of Herat                    | 1                      | Hamidullah Naseri,<br>General manager of promotion                        |         |
| 6  | Rural Development Department of Herat   | 1                      | Shafi Mirzayee,<br>Social Officer   |         |
| 7  | Afghanistan Rural Enterprise Development Program/ AREDP                       | 1                      | Mohammad Shafi Rahimi,<br>Provincial Manager                              |         |
| 8  | Danish Committee for Aid to Afghan Refugees/DACAAR                            | 1                      | Abdul Razeq Kiani,<br>Provincial Manager                                  |         |
| 9  | People in Need/PIN  | 2                      | Mr. Heravi, Social Worker   |         |
| 10 | Norwegian Refugees Council/NRC  | 2                      | Hossein Rahimi,<br>Provincial Manager, Abbas Ziyaei,<br>Education Officer |         |
| 11 | Coordination Of Rehabilitation And Development Services For Afghanistan/CRDSA | 1                      | Gul Ahmad Payman,<br>Field Officer  |         |

### Annex II: Research Team

| NO | Full Name               | Position   | Role                           |
|----|-------------------------|--|--------------------------------|
| 1  | Abdul Sattar Zarifi     | Head of Labor Unit, DoLSA - Herat                          | Consultant and Supervisor      |
| 2  | Barakatullah Hossaini   | Head of Market Study Unit, DoLSA - Herat                   | Consultant and Supervisor      |
| 3  | Zabihullah Monib Taheri | Country Director – Help INGO                               | Consultant and Supervisor      |
| 4  | Ahmad Tariq Momeni      | Senior Capacity Building and Fundraising Officer-Help INGO | Technical Research Team Member |
| 5  | Mohammad Ali Soroosh    | Program Officer – Help INGO                                | Research Team Leader           |
| 6  | Sayed Ab.Tawab Hossaini | Employment Services Center Manager - OSAA NGO              | Researcher in city             |
| 7  | Eng. Amin Ziyaei        | Ansari VTC Manager, Help INGO                              | Researcher in city             |
| 8  | Masoud Amini            | Mobile VTC Coordinator and Information Officer             | Researcher in districts        |
| 9  | Gulab Shah Roshanyar    | Mobile VTC Coordinator                                     | Researcher in districts        |

## Annex III - Questionnaire

### Questionnaire at city level

1. How many employees are working in the abovementioned section in this company?
2. Do men or women work in this vocation? a. men                      b. women                      c. both
3. Why do men/women work in this vocation?
4. If a person gets employed in this vocation, what skills he/she should have? Explain briefly.
5. Is there any need for specific tool or training for the people working in this field?
6. Is there any special tool in this field to start vocation with?
7. What are the challenges ahead of this vocation? (Multiple choice)
  - a. Competitors
  - b. Bad market situation
  - c. Lack of advanced trainings
  - d. Lack of human resources
  - e. Lack of toolkits
  - f. Others (                      )
8. What are your future plans for this vocation?
  - a. Increase employees
  - b. Decrease employees
  - c. Add more services and products to this section
  - d. Eliminate some of services and products of this section
  - e. Abandon this vocation and start another small-business
  - f. Have no plan
9. Demand for this vocation?
  - a. High
  - b. Medium
  - c. Low
10. Does this vocation need any special training during the work?
  - a. Professional and specialized trainings related to the vocation
  - b. Small business trainings
  - c. Trainings on client services and work ethics
  - d. On-the-job-trainings
11. Is there any employment opportunity for the graduates of this vocation in future?
  - a. yes                      b. no
12. How long does it take to become an expert in this vocation?
  - a. 6 months                      b. one year                      c. 18 months                      d. two years
13. Which category of people in the community are interested in this vocation?

a. children

b. teenagers

c. youths

d. middle-aged

**Questionnaire at District Level**

1. In what products the following districts have absolute advantage?

a. Karukh.....

b. Enjil.....

c. Guzara.....

d. Zendejan.....

2. Name 5 villages from each district above that has absolute advantage in one or two products?

| District | Village | Product |
|----------|---------|---------|
|          |         |         |
|          |         |         |
|          |         |         |

3. How much is the population and dispersion rate in the above villages? (high, medium or low)

| Village | Estimated population | Dispersion rate |
|---------|----------------------|-----------------|
|         |                      |                 |
|         |                      |                 |
|         |                      |                 |

4. Which I/NGOs have TVET activities in the mentioned villages?

| Village | Organization | TVET class | I/NGO's satisfaction rate with the locals support |
|---------|--------------|------------|---|
|         |              |            |   |
|         |              |            |   |
|         |              |            |   |

5. How are the agricultural and vocational products offered in the market?

6. Which of the above villages have development plan and in which fields?

7. Which of the above villages don't have school and use other villages' schools?

THE END.