



Research on Vocations in Herat Labor Market

2018

Preface

Over the years, vocations and professional skills have provided livelihoods for a large number of people in Afghanistan. The people of Herat have widespread occupations in various vocations, which has played a significant role in creating jobs, earnings and economic growth in the province. In the past two decades, Herat province has witnessed the industrialization and advancement of technology, which has brought about significant changes in the field of technology, vocations and professional skills. As a result of these changes, the demand for a number of vocations has decreased, but some vocations have adapted to changing market conditions, with a number of new vocations being introduced to the business market.

Adapting to the above changes requires continuous and regular research in the field of vocations and professional skills. Hence, Herat Department of Labor and Social Affairs, Help German Organization, Organization for Sustainable Aid in Afghanistan (OSAA), in cooperation with economics experts, have been studying the status of vocations in Herat job market annually, in order to be able to prioritize training for those vocations that enjoy demand in the market. The present research indicates the current status of vocations in the city and districts of Herat province. It is hoped that the findings of this study will serve as a reliable source for providing vocational and professional skills training by national and international organizations involved in the field of technical and vocational training, and on the other hand, the culture of research and implementation of programs based on the objective findings are institutionalized.

This part is English translate of Persian singed version.

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Help German INGO:

Help - Assistance for self-reliance - a non-governmental charity which was registered in 1981 at the German court in Bonn, and later in several host countries, including Afghanistan. Help started its activities by providing humanitarian assistance to Afghan refugees in Pakistan, and it did not take long to redirect to development activities. During the past 37 years, Help has expanded its assistance and is now operating globally.

Repatriation, Vocational Training and Reintegration of Afghans: the vocational training program of Help started in 2008 and is currently under way in various projects. The current Help vocational training project is funded by the German Federal Ministry of Economic Cooperation and Development (BMZ). Help, with the help of its main donors - the European Union, the German government / Germany's Ministry of Economic Development and Cooperation and the World Food Programme (WFP) - and its local partners, trained more than 1,000 individuals in marketable vocations each year, provided job services and assisted them in reintegration in their country of origin sustainably so that the beneficiaries can contribute to the reconstruction of Afghanistan.

Organization for Sustainable Aid in Afghanistan (OSAA):

Organization for Sustainable Aid in Afghanistan - OSAA is a non-governmental, nonprofit, and women-led organization. This is a development organization which is independent of any political party or group. It was established in 2015 and registered as a non-governmental organization in the Ministry of Economy with the registration number "3728". The mission of this organization is to strengthen and develop the social and economic status of the society, especially women. OSAA is committed to adopting a development approach with a long-term impact on society.

Since its establishment, OSAA with cooperation of Help Germany INGO, has provided vocational training and employment services to returnees and local destitute individuals. In the past years, OSAA has been in charge of conducting research on the labor market of Herat province in cooperation with Help organization and Herat Department of Labor and Social Affairs (DoLSA).

Herat Department of Labor and Social Affairs (DoLSA)

Department of Labor and Social Affairs of Herat Province has been the sectorial department of Help and OSAA for the implementation of the vocational training program and employment services over the past years. The directorate has fully cooperated the implementation of these programs from start to finish, and facilitated the successful implementation of these programs. The Department of Labor and Social Affairs, especially the labor unit, has consistently coordinated and collaborated on conducting research on the vocations in labor market of Herat province.

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1 Chapter One

A look at Occupations and Vocations in Herat Market

According to International Standard Classification of Occupations (ISCO), occupations are classified in 10 groups:

1. Managers
2. Professionals
3. Technicians and Associate Professionals
4. Clerical Support Workers
5. Services and Sales Workers
6. Skilled Agricultural, Forestry and Fishery Workers
7. Crafts and Related Trades Workers
8. Plant and Machine Operators, and Assembles
9. Elementary Occupations,
10. Armed Forces Occupations

Professions and occupations in this research are classified as it is in ISCO.

(Source: International Standard Classification of Occupations Book.)

1.1 Technicians and Associate Professionals

1.1.1 Computer Repair Technician

Computer repairer is responsible to install, exchange and repair hardware parts, install and setting up computer programs. It is to be noted that computer components are divided into two categories of hardware and software.

Hardware pieces of a computer which a computer repair technician needs to have the ability to repair are: laptops, desktops, video projectors, printers, scanners, speakers, hard drive disks and other related or parts affiliated with computers. Usually, each of the aforementioned pieces is repaired individually or in a combination of professional technicians.

Duties of a repairer are installing and launching new hardware, installing and updating software packages, troubleshooting damaged hardware parts, changing damaged parts and restart the hardware in trouble. In the other hand, In software troubleshooting, the repairer tries to provide services by installing and/or uninstalling and updating the operating system of the computer, antivirus, computer applications, specialized computer applications and other software services.

With the advent of technological systems and advanced computers, the need for resolving the technical problems and the installation of these systems are felt more in Herat province.

At first, not so many individuals were working in this vocation but over time, the number has increased. Right now, 25 computer repair workshops are working that 5 of them are responding professionally to the needs of the technological systems in Herat Province.

Individuals who are interested in starting this vocation should have English skill, acquaintance with hardware and software of computer and electricity systems. This vocation needs approximately 1.5 years to be trained. Individuals can start their business with a minimum of 65.000 Afghanis, with equipment like: Heater, Soldering Iron, Migre, Plotter, Screwdriver Set, Parts Testing Machine, Transformer Parts, Tweezer, Hammer, Nozzle, Plus and Brush.

The related professions of computer repair are; medical technology devices repair and mobile phones repair.

1.1.2 Mobile Repair Technician

Due to the increasing use of mobile phones, repairing of these devices is also in demand. This has led mobile repair occupation to become one of the most marketable jobs in the market. In general, mobile repair can be divided into two parts; hardware and software.

Mobile repairers are familiar with the hardware and software components and have enough information on the field of electricity. A person can learn all the skills required in this profession in 6 to 12 months.

The minimum capital required for this vocation is approximately 80,000 Afghanis. The required equipment for this vocation is: Heater, Soldering Iron, Power Supply, Microscope, Glass Vending Machine, Migre And Screwdriver Set.

1.1.3 Software Programming

From the second half of the twentieth century and the end of the industrial age, technological and scientific advances began to emerge. First, with the advent of computers and the advancement of technology, human life has transformed. Then, with the convergence of information and communication, humans are connected with the help of communication technologies, including telephone and the various dimensions of the capabilities of these two powerful technologies were combined with the capabilities of TV technology and thus, the greatest technological achievement of human was built.

Programming is the writing of commands that are recognizable by a system like a computer and apply our commands one after another.

A programming language presents; vocabulary, codes, and rules to us as a programmer, which we can communicate with computers and computer systems.

Programming is applicable in web developing, creating a database, mobile and computer software and games.

A software developer/programmer needs to have education, familiarity with content management systems, experience, use of designation software and familiarity with search engines.

This vocation can be learned in basic level in 1 year. Right now, 6 companies are working officially in web developing, database and software in Herat. In order to run the aforementioned tasks, skills like: mathematics, computer, English language and specialized skills including programming, project management and software development is needed. It is to be noted that a person can start activities with the least of equipment (computer and internet) and the knowledge of using them, can work in the mentioned similar vocations like, creating mobile phone software.

1.1.4 Graphic Design and Edition

Graphic and media designers design the visual contents into prints, film, digital contents and other different kinds of visual forms in order to make ease of sharing information and creating communication.

Designing graphical visuals, animations (using for game creation), video clips, films, and advertisement teasers, are some of the graphic designers' tasks. Other related tasks for instance are; filming, photography, creating animation, creating advertisement teasers, typography, logo designing, and designing and printing advertisement.

A graphic designer must be familiar with graphics and design software (like; Adobe Photoshop, AutoCAD, Adobe Illustrator and ...), and have skills like computer knowledge, English language, directorial skills, filming, sound recording, animation creating software programs, film and photo editing. The minimum amount of money for starting this business can be varied, but a minimum of 100,00 AFN and between 1 to 1.5 year of training is required to start this vocation.

1.2 Technicians and Associate Professionals

1.2.1 Industrial Vocations

Herat Industrial town was built in 2006 in 4 phases in over 850 acres. Herat is the industrial heart of Afghanistan with an industrial town and more than 300 active factories in it. 13,000 individuals are working in these factories 90 percent of them are workers in factories. Lack of specialized workers in industrial electricity, laboratory, packaging and production line management, are some of the greatest challenges in Herat Industrial Town.

(source: Department of Industry and Mines – Herat)

1.2.2 Industrial Electricity

Industrial electricity is investigation, design, troubleshoot, and troubleshooting of industrial electrical systems and machines. Specialists in this field must be expert in PLC (Programmable Logic Controllers), Pneumatics¹, electric circuits, Hydraulic of AC (Alternative Current), related computer programs and designing computerized electricity maps.

An Industrial Electrician work is mostly related to controlling electricity, electrical equipment, and wiring an industrial area or factory. His/her job might be testing, troubleshooting, installing and repairing different parts related to industrial electricity. Briefly, an industrial electrician is responsible for:

- Finding the errors and issues of industrial electric devices;
- Evaluating the electric devices and equipment, and offering suggestions for improving the function of devices or repairing them;
- Evaluating and testing industrial electric devices regularly;

Some of the related jobs to industrial electricity are; making billboards, repairing Invertors, PLC programming, setting up factory production line, programming ACs, Network Electricity, house wiring and home appliances repair.

Industrial Electricity is a university field of study and the minimum of learning it is 1 year. There are a number of tools needed for this occupation. The tools are; drill, press machine, wrench set, screwdriver set, megger, milling clip, phasemeter, cutting plier, clip, bending machine, long nose plier, frame piercing saw, soldering iron, plier.

This vocation can be started with a pretty low number of tools and equipment and mostly it requires personal experience and proficiency. In Herat, a high number of workers in this field are foreigners. They are hired permanently or for a defined period of time. The main reason of hiring foreigners is because they have the skills, experience, expertise and knowledge about PLC and electric circuits.

¹ the branch of physics or technology concerned with the mechanical properties of gases.

1.2.3 Machinery Technic

A machinery technician is responsible for installing, setting up, and maintenance of machinery, production line and industrial tools. This vocation is divided into three sections; 1) technical engineering, 2) technical staff, and 3) industrial worker.

1. Technical Engineer is responsible for recognizing the needed machinery of the company, installing the machines and training the workers to use that machinery.
2. Technical Staff is responsible for maintaining, troubleshooting, repairing and changing the damaged parts of the industrial machines.
3. The industrial worker is responsible for maintaining and assuring of running the machines of the production section.

Industrial companies in Herat are dependent on foreigner's workforce in Technical Engineer section and the lack of local professional workforce is a challenge in Herat Industrial Town.

Some industrial companies have semi-professional technical workforces that totally can identify issues of machines and change some of the parts of the machines, but for repairing machines, companies have to get help from foreigners. Companies in Herat Industrial Town almost have as many industrial workers as they need, but these workers who are working with technical-industrial machines need more training in this section. This vocation can be learned in an intermediate level in 1 to 1.5 year and being familiar with electrical systems is one of its prerequisites.

1.2.4 Industrial Laboratory

An industrial laboratory technician is responsible to combine and find a fixed formula for the production of the companies. In addition, he/she is responsible for a final evaluation and assure the quality of the product.

One of the problems in Herat Industrial Town is lack of standardized-products. Each company, according to its products (detergents, cosmetics, spices and food ingredients), needs to have a fixed formula, checking the production process, evaluation of the final products and make sure they are usable.

Many companies are suffering from a lack of professionals in industrial laboratories. These companies buy and import their formula from other countries and only for a limited time they can control this formula inside their companies. This causes to buy expensive formula, prevents creativity and variety in products and finally losing customers.

A small part of training for these industrial laboratory technicians of food production can be done in Afghanistan, but it cannot fulfill the need and the main part of these training must be done out of Afghanistan. It's a professional occupation and can be learned at least in 2 years and it needs advanced technology in the workplace.

1.2.5 House Electric Wiring

House electric wiring occupation is for wiring houses, installing and setting up house machines and electric systems, and industrial electricity (single-phase to three-phase power suppliers), with different voltages and amps. A house wiring technician is responsible for designing, planning, installing and setting up a house's electric system. A house-wiring technician's responsibilities are shortly listed as below;

- Designing and planning a house's wiring system
- Install and set up a house's wiring system
- Solving problems related to house wiring system

Electric wiring of residential houses is different from offices and industrial electricity and the opposite of the public's common belief, it's a specialized occupation. Therefore, house electric wiring is a vocation and needs at least 6 months to be trained. A house wiring technician must be able to work with megger, circular saw, drill, hammer, plier and etc. Minimum investment to start this vocation is about 12,000 AFN. In addition, a house wiring technician can work as an industrial electrician, UPS repairer and home appliances repairer, with short-term training.

1.2.6 LED/LCD TV and Monitor Repair

This occupation is about installing, changing, and repairing the LED and LCD TVs and computer monitors' components. TVs were different in shape and system in the past comparing to TVs, now. TVs in the past had CRT system but like any other piece of technology, TVs have had major improvements and changes during the time. Thus, we have witnessed amazing TVs like Plasma LCDs, LED, OLED and ..., which all have high quality. There are 3D models as well. Since TVs are everywhere and everyone is using a TV in his/her home and/or office, and these devices' components need repairing and changing, therefore, there is an urgent need for the trained person in this field.

In the current Herat market, almost 25 workshops are active in this profession, and these workshops only have the ability to set up and replace parts and components. These people are not able to repair parts and the reason for it include not having advanced devices and expertise to repair advanced TVs. Learning this vocation is possible between at least 6 to 12 months.

The repairer of TV can start his business with approximately 18,000 AFN and with this amount of money, he can buy essential tools like; heater, megger, wrench set, and other basic tools.

1.2.7 Plumbing (Water and Gas)

This occupation has a high potential to grow and create job opportunities in case of conducting advanced training. In the past research, water and sewage plumbing were one of the saturated occupations in the market.

This profession has 5 levels; water and sewage plumbing, gas plumbing, installation and repair of radiators, installation and repair of engine room and equipment, and fan coil and chiller.

1. **Water and sewage plumbing:** includes house water plumbing, installation of sewage systems and deep-wells, installing tankers, installing water heaters, troubleshooting of these systems.
2. **Gas plumbing:** This profession involves designing and plotting a house gas pipeline system, setting up, installing and troubleshooting, and also installing and repairing gas appliances.
3. **Installation and repair of radiators and radiants:** it includes the installation of radiator and radiants, Desalinating sediment, installation and repair of the inflatable system and ventilation system.
4. **Installing and repairing engine rooms and facilities:** This section is an industrial sector which includes installation of saunas, jacuzzi systems, factories system installations and large building heating systems.
5. **Installing and repairing fan coil and chiller:** it's called a cooling and heating system which connects a fan coil and chiller by plumbing, which is used for commercial buildings, factories and large homes.

The gas plumbing vocation has become a relatively new one and the launch of national gas projects, known as TAPI, has increased the demand for this profession. Gas plumbing and assembly of gas pipes consists of installation, repairing and maintenance of gas systems, installation of gas appliances for household, repairing and maintenance of them. Therefore, the need for specialists in this field will be felt in the near future.

The skills required in this profession are: full familiarity with gas tools and experience in this profession, recognition and proper costs measurements. The minimum capital required to set up this profession is 100,000 AFN.

1.2.8 Refrigerator and Air Conditioner Repair

One of the repair parts of home appliances is the repair of refrigerators and Air Conditioner (AC). Repairs and services in the refrigerator repair include filling the refrigerator gas, change and repair of filter and its types, sensors and thermistors, various types defrosting, repairing and troubleshooting the refrigerator electric board. Repairs of the air conditioners include; repair, service, installation, gas filling and movement.

A person can learn this profession completely within 6 to 12 months. The minimum capital for starting this profession is estimated approximately 40,000 AFN. The related professions include repairing cooler, water boilers, washing machines, home appliances, iron and gas heaters.

Its business tools include Oxygen Capsules, Gas, Toolbox, gas manometer, Small Handy Tools, Electric Tools, cutter-off wheel, drill, Iron Saws, Clamps, Air & Suction Engines.

1.2.9 Electric Appliances Repair

Nowadays, electric appliances are being used at homes and offices on a large scale because of the increasing use of electricity. These appliances need repair and replacement parts due to power outage and depreciation. Electric Appliances Repair is divided into two sections; household and office which include the troubleshooting, repairing, changing, installation and setting up of electrical appliances. These appliances include vacuum cleaners, coolers, irons, washing machines, dishwashers, juicer machines and other home and office appliances.

The home appliance repair technicians are responsible for testing, troubleshooting, adjusting and repairing electrical appliances and equipment.

There are enough repairers and repair workshops in Herat. These people and workshops are at an elementary level and have no ability to repair, install, and set up advanced electrical equipment. On the other hand, there are no new services, including the provision of mobile services, the separation and specialization of some electrical appliances, in order to make it more convenient.

This profession can be started with a minimum capital of 10,000 AFN. The duration of training for this vocation is between 6 to 12 months and the required tools are; heater, megger, a set of wrench and other basic equipment.

1.2.10 Motorbike Repair

The motorbike repair includes repair, installation, assembly, electric system repair, repair of engine, oil change, brake repair and other related services and repairs.

In this vocation, various types of motorbikes and tricycle are capable of being repaired and their equipment being repaired.

Herat has more than 50 years of experience in the vocation. According to statistics released by the Herat craftsmen union, currently, there are about 750 registered motorbikes repairers operating in this province. A person in this profession can be trained on average for a period of 6 to 12 months. The minimum capital to start and develop this profession is approximately 40,000 AFN. The development of this profession is in the areas of: the development of the workshop, the training of the current workforce, the quality of work and the recruitment of professionals.

The toolkit of this profession includes a wrench set, a complementary set of tools, a plier, a drill set and a clamp. The related professions are generator repair and exhaust repair.

1.2.11 Vehicle Repair

Repairs of vehicles are divided into various parts, including vehicle engine repair, car polishing, wiring, car painting, front suspension repair, metal polishing, chromel making, car forging, installation of alarm and security system, radio, switchboard and other small related car repairs. Due to the increasing number of vehicles and the second-hand use of these vehicles, the need for these professions is felt. Useful expertise in these professions are:

1.2.11.1 Car Engine Repair (Mechanic)

The car repair vocation in the city of Herat is widespread common and people are working professionally in this profession. On the other hand, over time, the number of vehicles has increased and people use more personal vehicles. The car mechanic is responsible for checking, repairing, installing and moving a car's engine. A person can learn this profession between 6 to 12 months and repairs vehicles. The minimum capital to start this profession is approximately 100,000 AFN. The necessary tools in this profession are; car jack, crane, roller for car movement, and a complete set of wrenches. The professions related to this profession are: blacksmithing, making car exhaust, painting, chromel making and polishing.

1.2.11.2 Car Body Straightening, Painting and Polishing

Car Body Straightening, Painting and Polishing are complementing parts for vehicle's technical professions but are done separately. This profession is highly demanded due to the depreciation of vehicles and the increase in traffic accidents. One person can learn each of these two professions in 6 months, and the minimum needed capital to start this profession is 60,000 AFN. The toolkit includes a cutting torch, basic tools, a scissor, a car jack, a Aluminium & PVC cutting machine, and a hammer. The related professions include car painting, car bumper making and switchboard making.

1.2.11.3 Car Electric Wiring

The car electric wiring technician is responsible for installing and repairing the electrical and wiring systems of the car. However, as engine engineering and other equipment are improving and advancing, their electrical systems are also improving and advancing. This profession includes light system repair, wiring, installation of security alarm and tracking systems, window system and air ventilation system. The minimum capital for starting and developing this occupation is approximately 35,000 AFN and the duration of the training is 1 year to 1.5 years. The profession is related to vehicle forging, check and repair of electric system of car, replace and repair ABS, replace and repair of car radiator and replace control engine. The toolkit needed for this vocation is: a programmer's detector, cooler-gas, checking equipment, a laptop computer, electronic gas detector, basic tools and winding.

1.2.12 Metalworking

The task of metalworkers is to create new shapes using metal parts. The history of metalworking in Herat Province reaches about 50 years. There are a lot of metalworkers in Herat city that are at an elementary level and struggle with lack of equipment. Metalworking is divided into two sections; *industrial sectors* (construction of hangars, construction of tankers and other heavy metal parts), and *simple metalworking* (door and window construction, metal cabinets, metal stairs fencing and other home metal parts). A person can completely learn this profession for 6 to 12 months.

The average capital required to start a metalwork business is 150,000 AFN. Related professions include the door and window making, the playgrounds playing-tools making, the construction of metal towers, the construction of water and gas tanks, warehouse construction, the design and construction of a carpet weaving machine. The necessary tools for this profession are: welding machine, welding pen, welding screwdriver, saw, Lathe, cutting-off wheel, Hammer and Power Generator.

1.2.13 Turbines and Transmissions Making

The turbine business is designed to produce renewable energy from wind, sun, and water sources. Small turbines are used to charge batteries, keep traffic lights on, and so on. Larger turbines are used to supply energy to homes, companies and factories. Building a wind turbine power plant is one of the best renewable energy alternatives today.

An electrical device that has become one of the most widely used home appliances in the last two decades is power transmission/power stabilizer. Transformation making vocation is about, repairing and replacement of electronic components of transmissions, based on different voltages and for residential and industrial areas, in order to protect electrical devices and standardize the voltage of electricity.

Specialists in these two professions in Herat province are able to build moderate turbines and transmissions, and can not produce more advanced and larger models. This requires more training and more investment in these two professions. One person can complete the initial skills of this profession in 6 to 12 months.

Most of the current transmission makers need some special training, such as DC-to-AC power conversion, using advanced electric tools, 200 to 500 kW transmissions making, cooler and water pumps winding, etc. The related professions include UPS repair, electric protection devices, Battery Charger, welding transmission and other protective and power generating equipment.

The minimum needed capital for running this profession is approximately 150,000 AFN. The requisite tools in this profession are an electric screwdriver, a winding machine, a gas regulator, safety accessories, drill, chainsaw.

1.2.14 Photography and Filming

Photography and filming is a specialized profession, but with the advent of smartphones, the prosperity of this profession has been diminished to some extent. However, in most ceremonies, formal meetings and events quality photography and filming services are required.

A person who wants to learn this profession in a professional manner should be trained for a period of 6 to 12 months to work with advanced photography and video equipment. The person who is interested in this profession must master the skills of compiling, combining, montage, making clips, advanced filming, and using software programs required for this profession.

The minimum capital to start and develop the photography and filming business is about 60,000 AFN. Related skills and software to this profession are; Adobe Photoshop, Edius, capture software programs, Film and Video editing, Graphic Design and Design. The tools for this business are a camera, computer, lighting equipment (special lights), printers, scanners, lighters and related accessories.

1.3 Administrative jobs and support staff

1.3.1 Finance and Stock

Every business needs an expert accountant to start, promote and survive their business in today's changing marketplace. Finance is divided into two sections of accounting and financial management. An accountant in business has a duty to register daily financial statements at financial offices. The financial director is responsible for categorizing, summarizing, and reporting financial accounts to shareholders and related entities. An accountant does not need to have a university degree in accounting and can work after taking a short-term training course. But financial management is a university field of study and a highly specialized field requiring a lot of experience and expertise.

A person interested in the financial sector must learn financial software, including QuickBooks, Excel and other commonly used software programs, and also, stocking, logistics and financial system

regulation along with higher education. A person who enrolled in the aforementioned training, in the short term will be able to work in the accounting department and in the long run in the financial management department.

1.3.2 Marketing and Sales

Marketing and sales are from new and growing professions. Basically, this profession is divided into two sections of marketing and sales, but in the companies in Herat province both sections are working as a combination. This profession is also a university degree, but people are not able to learn marketing skills and techniques at higher education and need more training. The skills needed for this profession include short and long term planning for company marketing practices, managing distribution channels and sales channels, managing social networks and website, identifying and managing customer relationships and sales skills.

1.3.3 Administrative Officer

Companies in Herat Province are shifting from familial business to competitive businesses. This change requires a more specialized structure and more workforce to do administrative and coordination work. Administrative jobs, admissions, secretaries and other businesses related to the structure of the mentioned companies are expanding. People with short and medium term training in areas such as customer behavior, organizational behavior, document filing systems, and basic computer skills can do the job.

1.4 Service Occupations and Professions

1.4.1 Women's Hairdressing

One of the high-income professions in Herat for women is hairdressing. Therefore, in the last years, the number of female hairdressers and women's hair salons in the city of Herat has been increasing. This profession requires an average of 80,000 AFN to buy essential equipment and facilities. On average, a person can completely learn this profession in about 2 years and will have the capacity for further training in the profession. Different parts of hairdressing are: manicure, pedicure, facial makeup, bride makeup, hair extension, nail planting, hair transplantation, eyelash implantation, eyebrow tattoo, eyebrow hachure, epilation, permanent eyeliner, permanent lipstick, shinyon, and face cleansing and peeling.

Important tools and accessories in this profession are; the closet, chairs and desk, electrical appliances (BaByliss, hairdryers, hair straighteners, etc.), mirrors and other equipment.

1.4.2 Men's Hairdressing

The hairdressing is a talent and style-based profession that many are working in this occupation in Herat. But a small number of these people provide services professionally.

Among the activities of a hairdresser include the following: hair washing, haircut, hair styling, dying, trimming and shaving head, skin and hair care.

The capital required to start the profession is approximately 45,000 AFN for the purchase of supplies and equipment, and people can learn this profession from 6 to 12 months. Since the profession is based on various issues, such as the work of the hairdresser and the quality of the hairdresser's work, its success rate varies and is unpredictable. A hairdresser needs basic tools such as hairdressing salons, scissors, combs and brushes, shaving machines, hairdryers, hair bubbles, makeup tools, sprayers, tables and mirrors.

1.4.3 Professional Chef/Cook

This profession, is a talent-based career and has a very long history in Herat. This profession can be used in motels, restaurants, hotels and companies. This occupation is divided into two categories;

chefs, who are responsible for managing cooking team and having creativity in the dietary section, and a *regular cook*, who is in charge of receiving chefs' guidance and cook the meals.

The culinary profession is a mix of professions and can be done along with work in the restaurant, coffee shop, confectionery, and all kinds of bread and cookies.

The time required to learn this profession is about 2 years. In case of starting a personal business, it requires a capital of at least 200,000 AFN to buy the necessary tools and supplies, including cooking appliances (oven, chips-making machine, stove, pot, kebab skewer, etc.).

1.4.4 Tour Guide (Tourism Management)

The Tourism Department was established for the first time in 1327 solar year (1949) in Afghanistan. However, Herat province, despite having more than seven hundred monuments and ancient sites, has no permanent guide to tourists in any of its ancient sites, except in the historic castle of Ikhtiaruddin. The tourism industry is among the five major industries and earnings for countries. In Afghanistan, this industry needs more investment and training.

The skills required for a person who acts as a tour guide include knowledge of the history of the country, public speaking skill, awareness of historical monuments and their maintenance, and fluency in English. There is still the capacity for further training in this area and the needed training course is relatively 6 to 12 months. After the training course, one can completely acquire the needed skills by one-year practical working experience.

About 150 companies, unregistered in the Ministry of Information and culture, are active in Herat, most of them are working in the field of air transport services.

Tools in the tourism industry: cameras, computers, posters, GPS, transportation equipment and vehicles specifically for tourism.

1.4.5 Hotel and Restaurant Management

Hotel and restaurant managers are responsible for planning, organizing, and managing processes that provide recreational services, serving meals, drinks, and other hospitality services.

The tasks performing at a hotel and/or restaurant include; hotel management, internal management, restaurant management, coffee shop management, reception staff, waiter service, cleaners and related departments.

People who work in hotels and restaurants should relatively have familiarity with language skills (multilingual), have high patience and tolerance, be sociable, have customer-friendly behavior and good ethics, and having good customer service.

The factors which have influence on this profession and can attract more customers and their satisfaction, include; improving service quality, training employees, hiring professionals staff, announcements, advertisements, as well as providing customer service and facilities.

Hospitality management, tourism management, restaurant management can be combined and be more effective. Today, in most countries, these jobs are combined.

According to statistics released by the Herat Department of Commerce and Industry, this province has about 2000 hotels, restaurants and guesthouses. Of the total, only 5 of them are first-class hotels and can host local and international guests with standard services.

In management and executive departments, hotels don't have any foreigner, but in training to staff, hotels recruit foreigners to train their staff.

1.5 Agriculture and Livestock Occupations

At present, 31 percent of Afghanistan's GDP (Gross Domestic Product) is produced by agriculture, and 75 percent of the Afghan population is directly and indirectly involved in this sector. As such, agriculture is the main pillar of Afghanistan's economy, and the most part of Afghanistan's export is agricultural and livestock products. Agriculture and livestock are occupations by which people in Herat earn money through them.

1.5.1 Food and Fruit Processing

Agriculture is an inevitable part of Afghanistan's economy, therefore, cultivation, harvesting and processing of agricultural products and food are very important. Food processing involves two sections. One is processing of fruit including the production of various types of jams and pickles, compotes, canned goods, beverages and the other one is vegetable processing which includes the provision of vegetable ingredients, the preparation of dried vegetable, the preparation of herbal mixtures, preparation of home-made vegetables and other types.

In addition to fruit and vegetable processing, a person can earn more by combining professions such as cooking, confectionery and bread baking.

Fruit processing and vegetables are divided into two main parts:

1. Production of fruits and vegetables with a specific standard.
2. Processing and packaging of products for sale.

In Herat market, household products are not produced and packed with a specific standard (fixed weight, constant volume and the same container), which reduces the sales of the produced product. But the products of this profession are traditionally sold by women at home and some grocery stores. The duration of the training of this profession depends on the type of production being trained and, on average, people can learn this profession in one year.

1.5.2 Production and Processing of Saffron

The cultivation and production of saffron is one of the most important and most profitable sources of income that people of Herat have started in recent years. Saffron needs very little water. Saffron onion lasts between 5 and 7 years inside the land and yields every year. The cultivation and harvesting process of saffron can provide employment opportunities for a large number of people.

One person can completely gain the skill of this profession in 6-12 months. The vast majority of saffron producers need special training, such as cultivating saffron, standardizing saffron drying, packaging, preserving saffron, and managing its waste.

The minimum capital to start is estimated at 150,000 AFN. A person who has the desire to work in this profession must have skills such as cultivating and harvesting, maintaining hygiene, breeding skills, fertilizing, storing the product, and preventing pests. The tools of this profession are: shovel and pick, Istanbullee, white fabric for drying, drying machine, basic equipment (mask, suit for clothes), basket, scissors and pesticide sprayer.

1.5.3 Production and processing of vegetable oil

The seeds which are used for their oils are; almonds, soybeans, peanuts, flax seeds, sunflower seeds, cottonseed, sesame, and other oilseeds, amongst all, sesame seeds, have the highest levels of vitamin and use. Getting oil by "camel grinding mill" is one of the traditional ways to get oil from oilseeds, especially sesame seeds, which has a historical background in the traditions of the people of Herat. In today's era, with the advent of industrial machines, the camel is not much used, and a few numbers of this traditional kind can be found in Herat.

A person who wants to work on sesame oil should know the skills of recognizing sesame, adding water to sesame, drying sesame, working with the device and filter, and washing and cleansing sesame. The minimum capital to start this profession in the traditional way is about 100,000 AFN. The tools of this profession include filtering devices, millstone, axes, two bowls up and down and a straight piece of stick.

1.5.4 Cultivation of Plants in Greenhouse

A place which is considered for planting seeds and trees is called a greenhouse. After sprout of the planted seeds and plant grafting in the right time, plants are moved to planting lands or to market for sale.

Today, farmers are building greenhouses and planting plants in order to protect plants from frost, pests, insects, and in order to produce a large amount of production in a limited area or produce high-quality production. The construction of a standardized greenhouse costs 500 AFN per square meter. The construction of greenhouses for farmers, is for planting productive and non-productive saplings and profitable vegetables.

1.5.5 Edible Mushroom Planting

Mushrooms are food crops that are produced and sent to the market. Mushrooms are generally divided into two parts: wild mushrooms and cultivated mushrooms. Wild mushrooms, which is in two kinds of edible and poisonous, grows in the mountains, but cultivated mushrooms grow in greenhouses. As the popularity of edible mushrooms in the diet has increased, mushroom cultivation has become a hobby and also a small business. The profession, which is home-made and industrial, can be done in greenhouses or special places. The needed time to grow mushrooms is two months, which may be a week more or less. However, if we consider the production of compost (preparing the land), this period will increase to 3 months.

Breeding mushrooms in a small and suitable space has a high income. The minimum capital for investment in this profession is estimated at 20,000 AFN and its training is one year. This profession does not require special tools, and only needs the maintenance of a mushroom farm and appropriate space for its cultivation.

1.5.6 Beekeeping

The beekeeping industry has grown in recent years in Herat province, the favorable climate of Herat and the lack of pests in this area are of the main factors for increasing honey production in the province. There are more than 500 beekeeping farms in Herat province and over one thousand people are engaged in this field.

Most practitioners in this profession require special training, such as eliminate bee pests, increasing the number of bees, taking bee poison, winter disease prevention, quality production and marketing. One person can completely learn the skills of this profession for 6 to 12 months. The minimum capital to start this profession is estimated at 50,000 AFN.

Related professions include gardening, honey production, cocoon worms, greenhouses, pollination of gardens and land. The work tools of this profession are: an equipped beehive, special work clothes, wax, smoke pump, brush, honey grind machine, power grip vacuum cup, knife and manufacturing device.

1.5.7 Production of silkworm

A number of people believe that only a few boxes of silkworm eggs and a small amount of berry tree leaves can be used for rearing silkworms, but this is incorrect. Because this insect has been grown for thousand years and domesticated for the benefit of mankind, and is completely different from other natural insects. This larva is completely reliant on humans, and we must understand all its

characteristics before we grow it. The silkworm industry and its production are commonly found in the Injil, Gozara, and Zanda-Jan districts.

This profession is highly sensitive and with high risk. The cost-effectiveness of breaking the crates of the silkworm depends on the room temperature, worms' food, the choice of worms, and the timing of the process. The profession is divided into two parts, the first part is the development of cocoon worm and the production of silk thread, and the second part includes the silk yarn texture and the production of silk fabrics.

The profession in the sector of silkworm production and production of silk fabrics can be started with a minimum capital of 30,000 AFN. It takes about 6 months to train this profession. The tools required for this profession include sewing machine, rearing box, scissors, comb, hooks and other items required.

1.6 Small and Handy Industries

1.6.1 Carpet and Rug Weaving

Carpet weaving and rug weaving are the traditional professions of the people of Herat that have a lot of enthusiasts among the community. This profession has a lot of potentials to create job opportunities and there are several workshops in Herat province. Carpets and rugs are produced in different models and sizes with a certain elegance and beauty in these workshops. But due to the lack of a strong domestic market and the lack of effective marketing outside of the country, now the products of this profession are facing a lot of problems. In the carpet and rug weaving industry, people can set up their own business or work in the workshops as professional workers.

A person can completely learn the relevant skills of this profession for 6 to 12 months. To start the profession, about 40,000 AFN is needed to buy the necessary tools in the profession, including a carpet weaving machine, yarn, a knife, a scissor, a comb, a frame, and a hook.

Related professions are; home decoration, the furniture industry, wool washing, wool cleaning and wool dyeing.

1.6.2 Women's Handicrafts

In the city of Herat, women have had a long and famous reputation in the production of exquisite handicraft and textile, and they have always tried to grow the industry in different periods of history. One of the advantages of handicrafts industry is having more women in this industry which can let them have an income. Herat province is the pioneer in the field of agriculture, livestock and silkworm development, in which the raw materials of the industry, such as cotton, wool, fleece and silk, are obtained, and on the other hand, it is considered one of the main commercial ports of Afghanistan.

Women's handicrafts are divided into the following parts:

Knitting: A kind of handicrafts that is made by weaving yarns and converting them into various types of clothing. In this type of knitting, yarns are tied up in the form of loops. Knitting products include jacket, socks, scarf, gloves, hats, kitchen sets, bed sets and ...

Embroidery graph: A piece of handicrafts that is made by weaving threads on a piece of graph. This texture is made up of geometric shapes that are woven on collars and sleeves for women's clothing.

Beading: Embroidered or decorated with decorative ornaments. The bead is made of small, decorative and colorful beads made to be woven on a piece of clothing and womenswear.

Fur and Leather making: fur and Leather is one of the oldest forms of dress, with all or a large part of it is made directly from the skin of the animal. These products include bags, shoe, gloves, hats, mat, cellphone cover, wallets and computer bags, belts and other similar products.

Flowermaking: It's a decorative profession which is in two parts of weaving with yarn and shaping with foam. This profession is used to decorate a car, home and office space.

Net Weaving: Another piece of handicrafts decorated with knitting on elegant tops and stitched on clothing and headwear.

Mirror Embroidery: This art, which is made with colorful and delicate yarns, is one of the most unique handicrafts in Afghanistan. Mirror Embroidery is used on traditional Afghan clothes and decorative items.

A woman can acquire the skills required for each of the above vocations for 6 to 12 months. Some of these professions work together in combination. The capital of this profession is very low and with the amount of 25,000 afghanis, it is possible to produce and sell their products by buying raw materials.

1.6.3 Shoemaking:

Shoemaking in Afghanistan is a handcrafting vocation in which raw plastic and leather materials are processed to make shoes. In this profession, different men's, women's and children's shoes and sandals are produced in different sizes and models. Most of the activities in Shoemaking are seasonal in the current market and is mostly for children and ceremonies.

Currently, about 200 workshops are active in Herat. These workshops produce mid-level products due to the lack of access to more equipped and advanced equipment. For the prosperity of this profession, industrial machines are needed need to manufacture in better quality and mass production.

Shoemaking vocation usually takes about 12 months to train, and the minimum capital to start is about AFN 85,000 in order to buy work tools like a boot-sewing machine, edge folding tool, scissor, desk, mold, press machine and hammer. In the case of advanced activities and mass production, it requires about 500,000 AFN to purchase professional machines to operate professionally and competitively.

1.6.4 Bag-making:

The bag-making occupation in Herat is a traditional trademark that transforms leather and fur material into various school bags, purse, women's wear, and travel bags. In the past, this profession was carried out in an elementary manner, and was called Saraji. In Herat, bag-making workshops are seasonal and mostly working based on needs and orders.

Among the related activities in bag-making vocations, making a set of bags and women's shoes, and tarpaulin. People can acquire the skills to work with machines and cut the pieces of raw material in 6 to 12 months. The startup of this business requires an initial investment of about AFN 100,000 in order to buy tools like; desk, sewing machine, rulers, cutters, scissors, double-sewing machine, tape meter and cloth.

1.6.5 Tailoring:

Tailoring is one of the market's early professions and has changed over time and needs are different now. Therefore, depending on the type of wearing and the various models, tailoring is divided into various branches such as men's sewing, women's sewing and suit tailoring, each is described below.

Suit Tailoring: In this profession, a variety of suits with a variety of designs and models are produced for official and formal occasions. To start a business in this profession, you need to have several years of experience with full skill in men's clothing tailoring.

There is the capacity for advanced training in this profession within the country and fully qualified learners can learn it in about 2 years. Other professions around this profession are; men's tailoring, women's tailoring, coat and vest tailoring.

The minimum capital to start this profession is approximately 50,000 AFN. The problems in this profession are; lack of electricity, work equipment, and lack of high educational and training level. The needed tools for this profession are industrial sewing machine, iron, scissors, ruler, cutting table and laser cutting machine.

Men's Tailoring: Dress is one of the basic needs of human, so that the profession of tailoring is a profession with a lot of backgrounds and always with changing the lifestyle of man, variety types of clothes felt. The profession is in two kinds of workshops, small and industrial. Today, in addition to working in small personal workshops, people can work as a worker at large manufacturing workshops.

A person interested in this profession must fully understand the skills of designing clothes, cutting cloths and professional sewing. One person can complete all the skills of this profession in 1 to 1.5 years and the minimum investment required to start this career is 40,000 AFN. Professions related to this is needlework and embroidery. The tool is made up of a sewing machine, desk, scissors, meter, iron, zigzag machine, steam ironing and ruler.

Women's Tailoring: Women are less likely to use expensive costumes because of lower family income and the tendency of variety in clothing. On the other hand, a lot of women have a relatively familiarity with simple tailoring, and they need advanced tailoring training. The profession is in two types of home and industrial tailoring, whereby women can become someone having a home-grown and/or large workshop.

One person can fully master the skills of this profession in 1 to 1.5 years. Beside tailoring professions, other professions such as; embroidery, ribbon embroidery are also available. The minimum capital to start this profession is estimated about 30,000 AFN, with which this individual capital can prepare the initial tool. The most important tools in this profession are a sewing machine, zigzag machine, steam-iron (used for steaming and ironing clothes), a mid-sewing machine (sewing on the left side of the cloths that is not visible on the right side), scissors and desk.

1.6.6 Carpentry:

This profession in the city of Herat is an old profession and over time, there have been many changes in it, and it has been divided into various sectors such as furniture and furnishings, MDF carpentry and woodworking, based on the needs of the market, each is professionally active in large and small workshops. We make each of these professions described more below;

Furniture Making: The profession is active at the advanced level, and the furniture industry has grown dramatically in recent years, and offers products such as a set of sofas and furniture, beds and comfortable chairs to the market. The profession is a teamwork profession that one part is designing, cutting, sewing clothes, and the other part is the design and cutting the wooden parts of the furniture. The team must have skills in woodworking, assembling, designing and sewing.

Some manufacturers of furniture need some special training, such as sewing the cloth of sofa and furniture, skein embroidery and advanced tailoring. One person can complete all of the skills of this profession in 6 to 12 months. Approximately 200,000 AFN is needed to start this profession. The toolkit includes an industrial saw, large industrial sewing machines, sponge cutter, drill, tri-task machine, Chisel, PVC, and CNC cutter (design) and air pump. Related professions include handicrafts, tailoring and MDF.

MDF Carpentry: Many large and small workshops of MDF carpentry work in Herat city professionally manufacturing cabinets, windows, drawer, desk, office desk, office chairs and having mobile services.

One person can fully master the skills of this profession in 1 to 1.5 years, and the minimum capital to start this profession is estimated at 80,000 Afghanis. The related professions are: upholstery, painting, sofas and furniture making, door and window making. A person who tends to work in this profession

must have skills such as: knowledge of working with electrical appliances, sufficient experience in carpentry, creativity, and design skills. The tools of this profession are saw, axe, drill, electric generator, cutting table saw, Hammer Saw, sliding miter saw, Portable Hinge slot milling machine, Desk, nail gun, Iron, Pen, tri-task saw machine, Drill stand, drill, Air Pump and small handy tools.

Woodturning: "Kharrati" (woodturning) is an Arabic word, the root of which is "Khart", which means to shave the wood and make it prepared, or to separate the skin from the wood, and the person who works with wood and shapes it is called a "Kharrat" (woodcut). Carpenters and woodcut are different from each other because the carpenter joins pieces of wood with tools and makes a variety of things, but the woodcut creates a piece of wood with the help of a woodworking lathe. One of the subcategories of wood-art is beside carpentry is; wood carving, mosaic, stained-glass making, wood inlay, woodturning.

One person can completely learn all the skills of this profession in 1 to 1.5 years. The minimum capital to start a career is estimated at 100,000 AFN. The toolkit includes a woodturning machine, a saw, a drill stand, a cutting machine, a carpentry machine, angle grinder, an electric grate, and a hand drill.

1.6.7 Production of Bread and Confectionery

Bread is one of the oldest human foods that has been transformed into various bread and sweets according to human needs. Bread and sweets are produced both in the home and in the factory. The profession involves the production of sweet bread, fantasy bread, cakes, Gooshe Fil, Shir Pareh, different muffins and cookies, Sohan and chocolates.

The minimum capital required to start the profession and to purchase the required equipment is approximately 120,000 AFN. One person can completely learn this profession in 6 to 12 months. The tools and supplies that are required in this profession are like an oven, a blender, rolling pin, a gas capsule, a dough-making machine, a stove, a spatula, and some other tools.

1.6.8 PVC and Aluminum Door and Window Making

Today, with the development of buildings, lightweight doors and windows with insulation are used in buildings. In Herat, many companies and workshops are working in this profession, which provide two types of PVC and UPVC products to the market. PVC is a simpler type that is double-glazed, but UOVC is the higher-quality type which is double-glazed too and is more resistant to sunlight. For this profession, you need special training, such as packing, cutting, installing stairs fence, installing windows and installing glass.

The skills of people in this profession are advanced, a person can learn all the skills of this profession in 6 to 12 months. The minimum capital to start this profession is approximately 150,000 AFN.

The professions related to this profession include; aluminum door and window making, glass cutting, making electric gates, false ceiling and home decoration. Anyone who wants to work in this profession must have skills such as; skill in estimation, skill in measuring, recognizing maps, angle scales, and minimum education to carry out these things. The tools of this profession include cutting machine, gas machine, drill, angle machine, glass cutter machine, cutting-off wheel, scissors, iron, cleaning machine, locking device, aluminum & PVC cutting machine, glue machine and air pump.

1.7 Districts of Herat Province

1.7.1 Injil District

Injil district, which is the largest district of Herat province and almost surrounds the city of Herat, has 500 villages and a population of 267,023. The distance from the city center is 6 km and there are 10 national and international organizations in the district. The activities of these organizations are in the fields of irrigation, livestock, promotion of soybean, silk, saffron, promotion of wool, afforestation, vegetables, handicrafts, horticulture and figs.

Professions available in the district include plumbing, tailoring, motorbike repair, car body straightening, refrigerator repair, MDF carpentry, metal working, miniature painting, household gardens, pickle and jam processing, and home appliances repair. Proposed professions by people in the district include; advanced food and dairy processing, women's tailoring, advanced home appliances repair, house electrical wiring and MDF carpentry.

1.7.2 Ghorian District

Ghorian district is located west of the Herat city and is 65 km from the center of the city. The district has 278 villages with a population of 97,893. Organizations operating in this district are 7 national and international organizations which are engaged in irrigation, saffron, handicrafts, figs, silk, agriculture and livestock.

The professions in the district's market include plumbing, house electricity, hairdressing, mobile phones repair, carpentry, metalworking, tailoring, carpet weaving, motorbike repair and repairing cars (car repairer). Professions that people have suggested include metalworking, advanced carpentry, motorbike repair, beekeeping, honey production, women's tailoring, mobile phones repair, home appliances repair and food processing.

1.7.3 Pashtoon Zarghoun

Pashtoon Zarghoun district has 247 villages and with a population of 109,453 is located in the south-east of Herat. The district is located 63 km from the city center. There are 6 national and international organizations working in agriculture, livestock, irrigation, saffron and wool development field.

Professions in the Pashtun Zarghon district include plumbing, car repair, mobile phones repair, carpentry, metalworking and motorbike repair. Proposed professions of the people of this district are; motorbike repair, metalworking, women's tailoring, mobile phones repair and food processing.

1.7.4 Karokh District

Karokh district is located in northeast of Herat, with 187 villages and 37 km away from the city center. The district has a population of 69,952 people. In this district, there are 10 national and international organizations and national programs are active in the fields of agriculture, livestock, irrigation, saffron, promotion of soybean, vegetables, handicrafts and figs as well as vocational training.

The existing professions in this district include; car repair, hairdressing, mobile phones repair, carpentry, metalworking and motorbike repair, and the proposed professions in the district of Karokh are; women's tailoring, advanced carpentry, metalworking, beekeeping and honey production.

1.7.5 Zanda Jan District

Zanda Jan district in the west of Herat is located 40 km far from the city center. It has 146 villages and a total population of 62,363 people. In this district, there are 9 national and international programs and national program in the fields of agriculture and livestock, technology and crafts, irrigation, promotion of soybean, silk, promotion of saffron, handicrafts and figs.

The existing professions in this district are motorbike repair, car repair, hairdressing, mobile phones repair, carpentry, metalworking and carpet weaving. The marketable suggested professions by people of this district are; metalworking, silkworm and silk production, women's tailoring, motorbike repair and home appliances repair.

1.7.6 Koshke Robat Sangi District

This district is located 60 kilometers north of Herat province with 217 villages and with a population of 136,495. In this district, 4 national and international organizations in agricultural and livestock fields works in the field of cash assistance, seed distribution, animal feed distribution and survey program.

The professions in the district's market include mobile phones repair, metalworking, motorbike repair, tailoring and repairing vehicles. The marketable occupations of the district are repairing motorbikes, metalworking, repairing home appliances and advanced women's tailoring.

1.7.7 Kohsan District

The district is located in the northwest of Herat province, 110 kilometers from the center of Herat and has 64 villages with a total population of 54,409 people. In this district, there are 7 national and international organizations involved in saffron, food, health, livestock and gardening, irrigation, distribution of cash aid, distribution of forage and seed, services for returnees and gardening.

The existing professions in the district include; motorbike repair, traditional metalworking and carpentry, there is a need for men's and women's advanced tailoring, food processing, women's handicrafts, modern MDF carpentry, refrigerators repair, home appliances repair and house electric wiring.

1.7.8 Koshke Kohne District

This district is located in the north-east of Herat Province, 145 kilometers away from Herat city center, with 142 villages and a total population of 49,913 people. In this district, nongovernmental organizations are not active in this district due to distance and security issues.

The professions in the district's market include; motorbike repairs, carpentry and men's tailoring. The needed professions are; motorbike repair, MDF carpentry, men's and women's tailoring, mobile phones repair, carpet weaving, handicrafts and food processing.

1.7.9 Shindand District

Shindand district is one of the largest districts of Herat province, located 135 kilometers from the center of Herat. The district has recently been divided into 5 districts (Shindand, Zirkouh, Posht Kouh, Kouh Zoor and Zawul). The district consists of 280 villages and a population of 195,400. Due to insecurity and distance from the city center, non-governmental organizations don't operate in the district.

The professions in the district's market include motorbike repair, mobile phones repair, car repair, metalworking, plumbing, house electric wiring, carpentry, carpet weaving and tailoring, and there is the need for advanced training for the above-mentioned professions. Besides, Food processing, bag making, MDF carpentry, and handicrafts are the needed professions in this district.

1.7.10 Obah District

Obah district is located in the eastern part of Herat province, 100 kilometers far from the center of Herat. The Obah district has 235 villages and has a population of 82,847. In this district, there is no non-governmental organization working on vocational skills because of security issues.

The occupations are in the traditional way in this district that include; tailoring, motorbike repairs, car repair, carpentry, metalworking and mobile phone repair. People need advanced vocational training

for above-mentioned professions. Besides, there is a need for food processing, carpet weaving and handicrafts vocations as well.

1.7.11 Adraskan District

This district is located in the south of Herat Province, 80 km away from the center of Herat province and has 276 villages with a total population of 58,639. No nonprofit and non-governmental organizations are in the district for security reasons.

The professions in the market include men's tailoring, motorbike repair, car repair, mobile phone repair and metalworking. The advanced form of existing professions and food processing, women's tailoring, installation of electrical systems, carpet weaving and handicrafts are needed for the people of this district.

1.7.12 Chesht Sharif District

This district is located in the east of Herat province and is located 180 kilometers far from the center of Herat province. The district has 84 villages and a total population of 25,919. Chesht Sharif district has the largest water dam (Salma Dam) and power generation unit in Afghanistan. There is no non-governmental organization in the district because of insecurity and the long distance from the center of Herat.

The existing professions in the Chesht Sharif's market include; car repair, tailoring, motorbike repair, carpentry and metalworking. Professions demanded by the people of this district, as well as the advanced modes of the existing professions, are carpet weaving and handicrafts.

1.7.13 Golran District

This district is located in the northwest of Herat and is located 130 kilometers far from Herat city center. The district has 311 villages and a population of 102,780 people. Due to insecurity and far distance from the city of Herat, there are no non-governmental organizations in the district.

The existing professions in the district include metalworking, car repair, mobile phones repair, tailoring, home appliances repair and house electric wiring. There is a demand for advanced training of the above-mentioned professions as well as carpet weaving, handicrafts, women's tailoring and food processing.

1.7.14 Farsi District

This district is located in the southeast of Herat province, 250 km far from the center of Herat province. The district has 146 villages with a total population of 33,490. The district is one of the most deprived districts in the province of Herat, which non-governmental organization in the field of technology and profession does not.

The trades in the district's bazaar include carpentry, motorcycle repair and men's sewing. Proposed training courses in the district include advanced men's and women's sewing, restoration of the mobile, repair of agricultural machines, advanced repair of motorcycles, repair of cars and metalwork.

2 Chapter Two

Findings of the Research on Occupations in Herat Market

2.1 General Investigation

The purpose of this research is to obtain information about professions in labor market of Herat Province. The main focus of this research is the level of occupational saturation according to the population of the city and districts of Herat province, and the estimation of the minimum capital for starting a profession, and also the identification of the level of need for the training of new professions in the vocational training centers.

2.2 The main purpose of the research

- Determine the level of trainings of the occupation through the recognition of the current level of labor market skills
- The time required to train each profession
- Minimum capital to start a business in a specified profession
- Determine the level of market demand as compared with vocation/identification of marketable professions

2.3 Research Methodology

In the research on the occupations and vocations in Herat's labor market, given the purpose and the nature of the research and the needed data, the quantitative research method and Delphi technique have been used. The reason for choosing the Delphi method for collecting the needed data in this study is that this approach is more suitable for prospective quantitative research, especially when the community and the statistical sample are composed of experts. Since the purpose of this research is to identify the professions demanded in the labor market of Herat province, the most suitable group is experts like craftsmen, vocational guilds, chamber of industry and mines, and professional tradesmen of the market. Therefore, a multi-stage Delphi method has been chosen for this research.

In the first phase, the research began with exploratory studies of the marketable vocations and the identification of these vocations. Exploratory studies have been benefited from the study of reports, books, and other printed resources. By using open interviews with a number of experts, such as craftsmen and technical and vocational guilds, the companies of the industrial town, and businessmen, the first volume of questions were created and the questions were prepared in an open questionnaire to be distributed among the mentioned groups for consideration. In each questionnaire, 15 open questions were designed to allow respondents to share their views on the issue.

After collecting first-round questionnaires, those containing complete and relevant information were selected and the data of the questionnaires were prepared through coding and segmentation for analysis. The second-round questionnaire was prepared to prioritize options by respondents. The second-round questionnaire, which was structured and closed, aimed to prioritize the data and information obtained from the first-round questionnaire, which was completed by respondents of the first round of the research. In the second round, for each profession, 10 closed questionnaires were distributed, with a total of 500 questionnaires distributed to respondents, to prioritize the areas of the mentioned marketable vocations by reviewing and summarizing the first round of views. The data obtained from the second-round questionnaire were analyzed using quantitative data analysis method and presented with numbers and charts.

2.4 Research Team

This research was conducted by Employment Service Center of the Organization for Sustainable Aids in Afghanistan (OSAA), with the assistance and supervision of Help International Organization and Herat Department of Labor and Social Affairs (DoLSA), and with the help of one of the Professors of the Economics Faculty of Herat University.

2.5 Challenges/Limitations of Research

Every research has its Challenges/Limitations, and this research has not been free of research challenges.

1. In some cases, few respondents of the questionnaire provided incomplete information to the researcher.
2. The research team has had access only to 7 districts from 15 districts due to lack of security and has collected the information through telephone interviews in 8 other districts.
3. Lack of adequate research resources in the field of professions and occupations in Afghanistan was somewhat problematic for collecting information for this research.
4. Absence of database on the professions and small businesses that has made the research information be provided by the National Craftsmen Union, the Chamber of Industries and Mines and related businesses in an approximate manner.

2.6 Field Research Findings

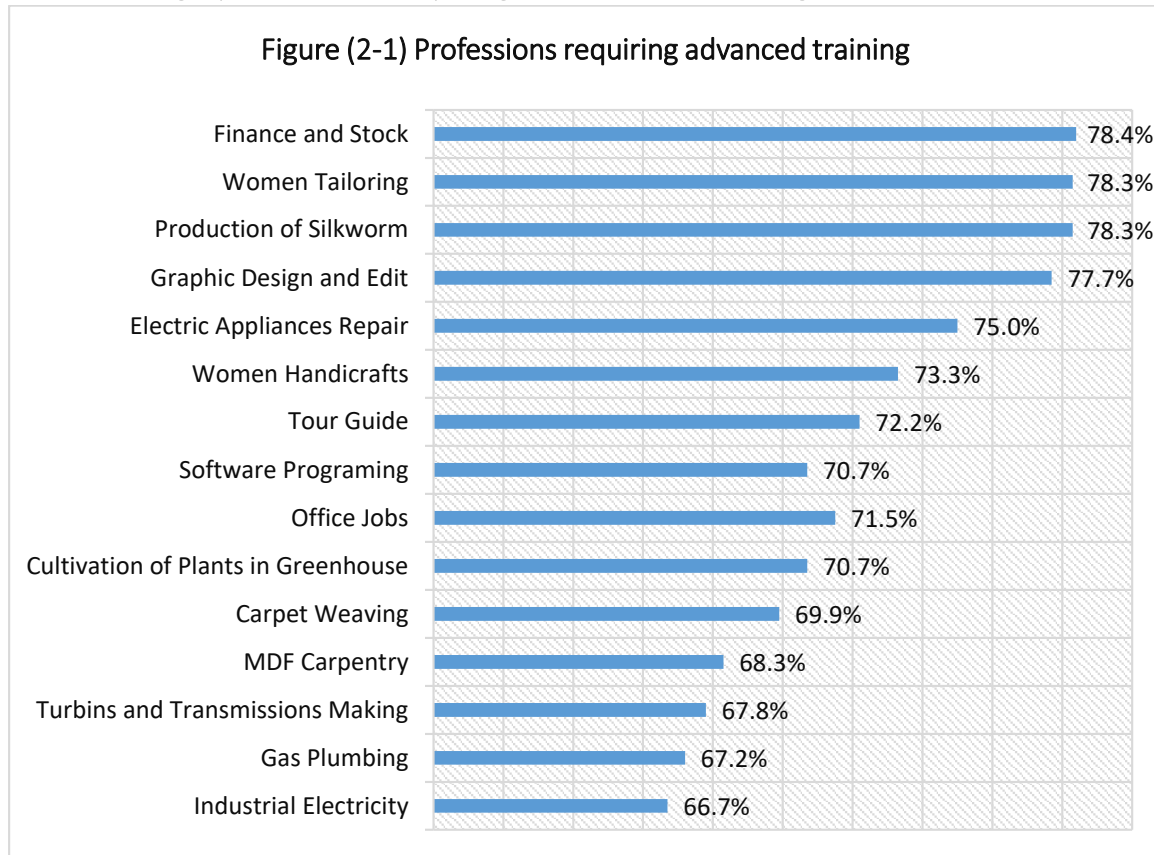
The data of this research section was obtained by distributing the questionnaire to Workers and specialists. Unions, associations, guilds, professionals and business people have responded to two separate questionnaires in two stages. In the first stage, the professions in each sector were identified by those who were at the top of the profession, and in the second stage, the professions were listed and distributed through the questionnaire to the people who are active and involved in these professions.

Hilfe zur Selbsthilfe

2.6.1 Determining the level of vocational training by identifying the current level of skills in the labor market

After examining the questions, these professions have been divided into 3 categories.

The first category: Professions requiring advanced level training



Source: 500 field questionnaires

In the figure (2-1), the market demand for these professions is higher than the level of quality of the services and the current products of these professions, and some of the above-mentioned professions are not suitable for the middle and low levels for the customers and the market. In this category of professions, the quality of services and products prevails over the number of employed people. The highest level of professionalism in this category is 78.4%, which implies that the profession needs higher-level training for another 21.6% of the market.

Finance and stock, tour guide, office jobs, graphic design and edit, and software programming are university courses that, despite the relatively specialized training at universities, due to increase in the number of companies and the expansion of the structures of the companies, advanced training of these professions are required. The increase in the expansion and modernization of power systems, the operation of the Salma power grid and the launch of the TAPI project, created a need in advanced training levels for industrial electricity, electric appliances repair, turbine and transmissions industry, and gas plumbing.

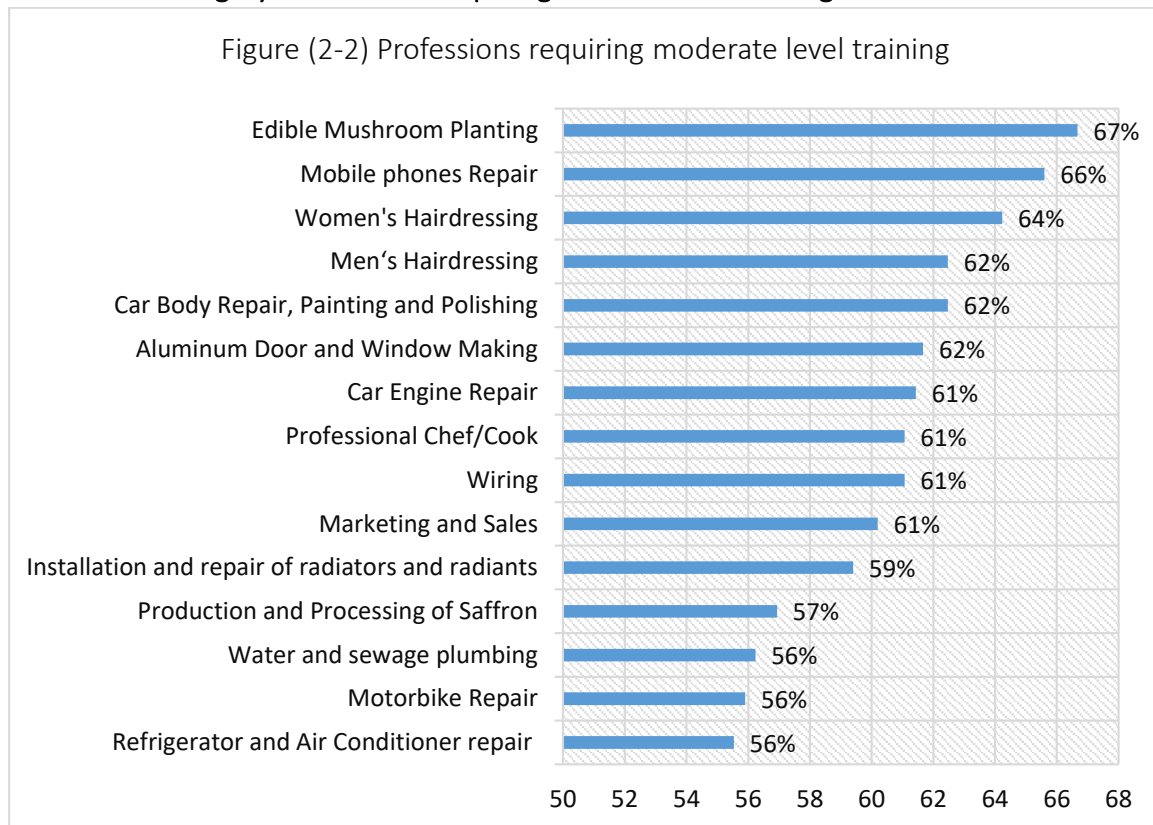
For several years, women have been engaged in women's tailoring, carpet weaving and women handicraft and also, they have been trained in middle level. Now the need to train these professions at a higher level is felt.

Agriculture and livestock are long-standing occupations of farmers. In the production of silkworms, cultivation of plants in the greenhouse and gardens, education at elementary levels is not required, and different fruits and plants must be planted and related training should be offered at medium and

high levels. In addition, in the field of growing silkworm, the production of high-quality silk thread is needed.

Increasing MDFs companies and increasing use of its products has reduced the need for traditional carpentry and has created a demand for advanced training for this profession.

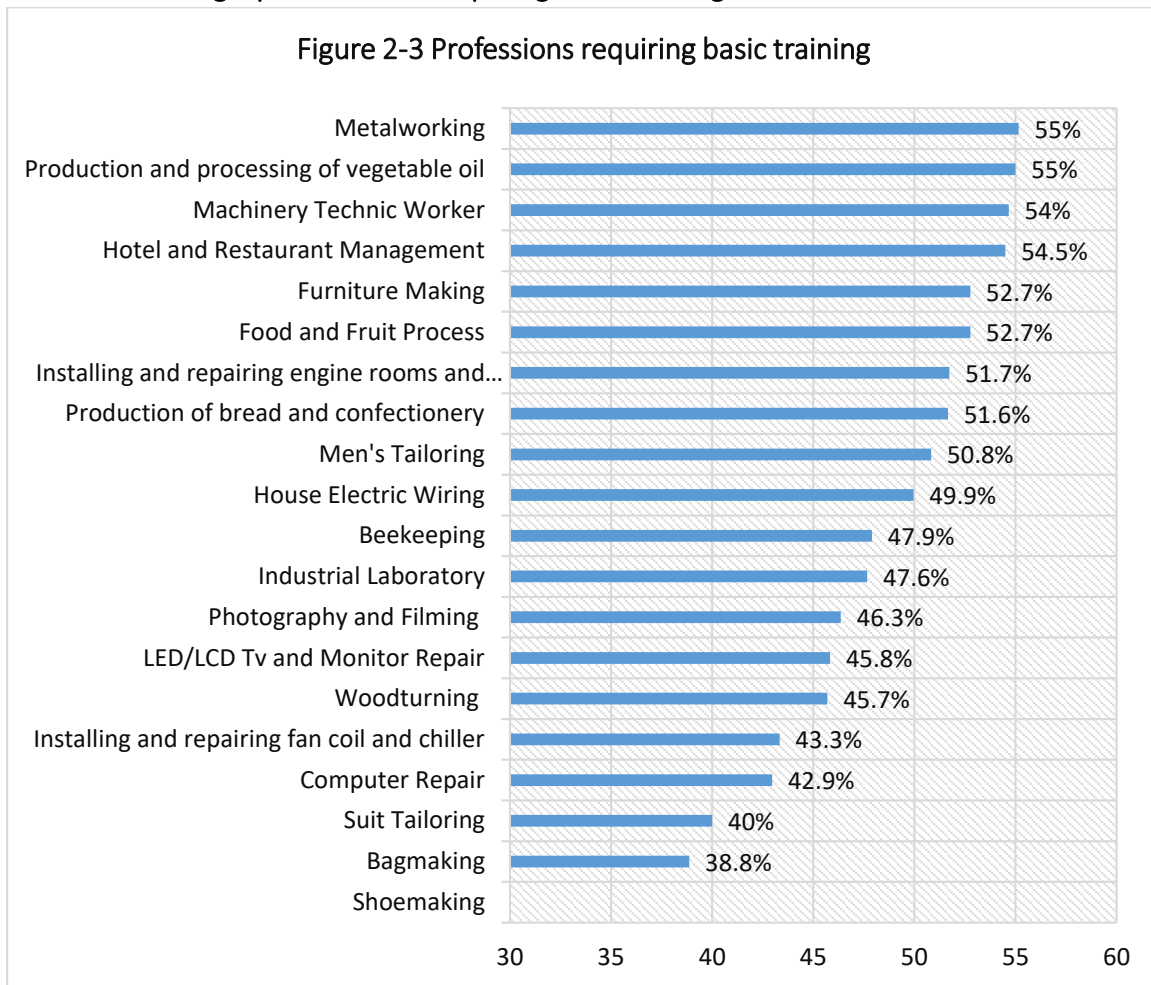
The second category: Professions requiring medium level training



Source: 500 field questionnaires

Figure (2-2) includes professions that previously training at primary level has been provided for them or are saturated in the market. According to research findings, these professions are currently offered at medium level in the labor market and the customers' demand is at medium level too, and the market need for these professions is not yet at advanced level. The level of service or sale of products by these professions is relatively in accordance with customers' demand and market requirements. In this category, quality and quantity are at the same level of demand.

The second category: Professions requiring basic training



Source: 500 field questionnaires

Figure (2-3) includes professions that require basic training. In these professions, for the following reasons there is demand for basic training:

First, market needs are mostly on quantity rather than quality.

Second, because of lack of alternative goods or the high price of goods and services of some of the above-mentioned vocations at medium and low levels, these professions are attractive for both the customers and the market.

The time required to train individuals in the researched profession:

Table (2-4) Duration required for training in occupations:

No.	Occupation	Time Required for Training	No.	Occupation	Time Required for Training
1	Finance and Stock	About 6 months	26	Metalworking	About 6 months to 1 year
2	Production of Silkworm	About 6 months	27	Hotel and Restaurant Management	About 6 months to 1 year
3	Water and sewage plumbing	About 6 months	28	Food and Fruit Process	About 6 months to 1 year
4	Office Jobs	About 6 months	29	Furniture Making	About 6 months to 1 year
5	Gas Plumbing	About 6 months	30	Installing and repairing engine rooms and facilities	About 6 months to 1 year
6	House Electric Wiring	About 6 months	31	Production of bread and confectionery	About 6 months to 1 year
7	Edible Mushroom Planting	About 6 months	32	Photography and Filming	About 6 months to 1 year
8	Car Body Straightening, Painting and Polishing	About 6 months	33	LED/LCD Tv and Monitor Repair	About 6 months to 1 year
9	Marketing and Sales	About 6 months	34	Installing and repairing fan coil and chiller	About 6 months to 1 year
10	Installation and repair of radiators and radiants	About 6 months	35	Computer Repair	About 6 months to 1 year
11	Production and Processing of Saffron	About 6 months	36	Bagmaking	About 6 months to 1 year
12	Motorbike Repair	About 6 months	37	Shoemaking	About 6 months to 1 year

13	Production and processing of vegetable oil	About 6 months	38	Women Tailoring	About 1 year to 1.5 years
14	Beekeeping	About 6 months	39	Graphic Design and Edit	About 1 year to 1.5 years
15	Electric Appliances Repair	About 6 months to 1 year	40	Software Programing	About 1 year to 1.5 years
16	Tour Guide	About 6 months to 1 year	41	MDF Carpentry	About 1 year to 1.5 years
17	Cultivation of Plants in Greenhouse	About 6 months to 1 year	42	Wiring	About 1 year to 1.5 years
18	Carpet Weaving	About 6 months to 1 year	43	Men's Tailoring	About 1 year to 1.5 years
19	Turbins and Transmissions Making	About 6 months to 1 year	44	Industrial Electricity	About 1 year to 1.5 years
20	Mobile phones Repair	About 6 months to 1 year	45	Woodturning	About 1 year to 1.5 years
21	Men's Hairdressing	About 6 months to 1 year	46	Women's Hairdressing	About 2 years
22	Aluminum Door and Window Making	About 6 months to 1 year	47	Professional Chef/Cook	About 2 years
23	Car Engine Repair	About 6 months to 1 year	48	Machinery Technic Worker	About 2 years
24	Handicrafts	About 6 months to 1 year	49	Industrial Laboratory	About 2 years
25	Refrigerator and Air Conditioner repair	About 6 months to 1 year	50	Suit Tailoring	About 2 years

Source: 500 field questionnaires

The mentioned time is to train each profession from the basis to the level needed to get started in the market.

2.6.2 Minimum Capital Required to Start Activity:

In this section, the professions are listed on the basis of the lowest possible start-up capital. In one part of this chart, some professions have been mentioned that do not require any capital due to their administrative nature.

Figure 2-5 The capital required by the professions between 40,000 to 150,000 AFN.

No.	Profession	Minimum Capital	Remarks
1	Aluminum Door and Window Making	150,000	
2	Turbins and Transmissions Making	150,000	
3	Production and Processing of Saffron	150,000	
4	Metalworking	150,000	
5	Production of bread and confectionery	120,000	
6	Production and processing of vegetable oil	100,000	
7	Woodturning	100,000	
8	Graphic Design and Edit	100,000	
9	Bagmaking	100,000	
10	Car Engine Repair	100,000	
11	Shoemaking	85,000	
12	Women's Hairdressing	80,000	
13	Mobile phones Repair	80,000	
14	MDF Carpentry	80,000	
15	Gas Plumbing	70,000	
16	Installing and repairing engine rooms and facilities	70,000	
17	Installation and repair of radiators and radiants	70,000	
18	Food and Fruit Process	70,000	
19	Computer Repair	65,000	
20	Photography and Filming	60,000	
21	Car Body Straightening, Painting and Polishing	60,000	
22	Beekeeping	50,000	
23	Suit Tailoring	50,000	
24	Men's Hairdressing	45,000	
25	Refrigerator and Air Conditioner repair	40,000	

Source: 500 field questionnaires

Figure 2-6 The capital required by the professions between 10,000 to 40,000 AFN.

No.	Profession	Minimum Capital	Remarks
26	Edible Mushroom Planting	40,000	
27	Men's Tailoring	40,000	
28	Carpet Weaving	40,000	
29	Motorbike Repair	40,000	
30	Wiring	35,000	
31	Water and sewage plumbing	30,000	
32	Production of Silkworm	30,000	
33	Women Tailoring	30,000	
34	Installing and repairing fan coil and chiller	30,000	
35	Industrial Electricity	28,000	
36	Handicrafts	25,000	
37	Cultivation of Plants in Greenhouse	20,000	500 AFN/1 meter
38	LED/LCD Tv and Monitor Repair	18,000	
39	House Electric Wiring	12,000	
40	Electric Appliances Repair	10,000	
41	Hotel and Restaurant Management	-	as an employee
42	Tour Guide	-	as an employee
43	Furniture Making	-	as an employee
44	Finance and Stock	-	as an employee
45	Office Jobs	-	as an employee
46	Machinery Technic Worker	-	as an employee
47	Marketing and Sales	-	as an employee
48	Professional Chef/Cook	-	as an employee
49	Industrial Laboratory	-	as an employee
50	Software Programing	-	as an employee

Source: 500 field questionnaires

2.6.3 Market demand for different professions:

1. Marketable Professions

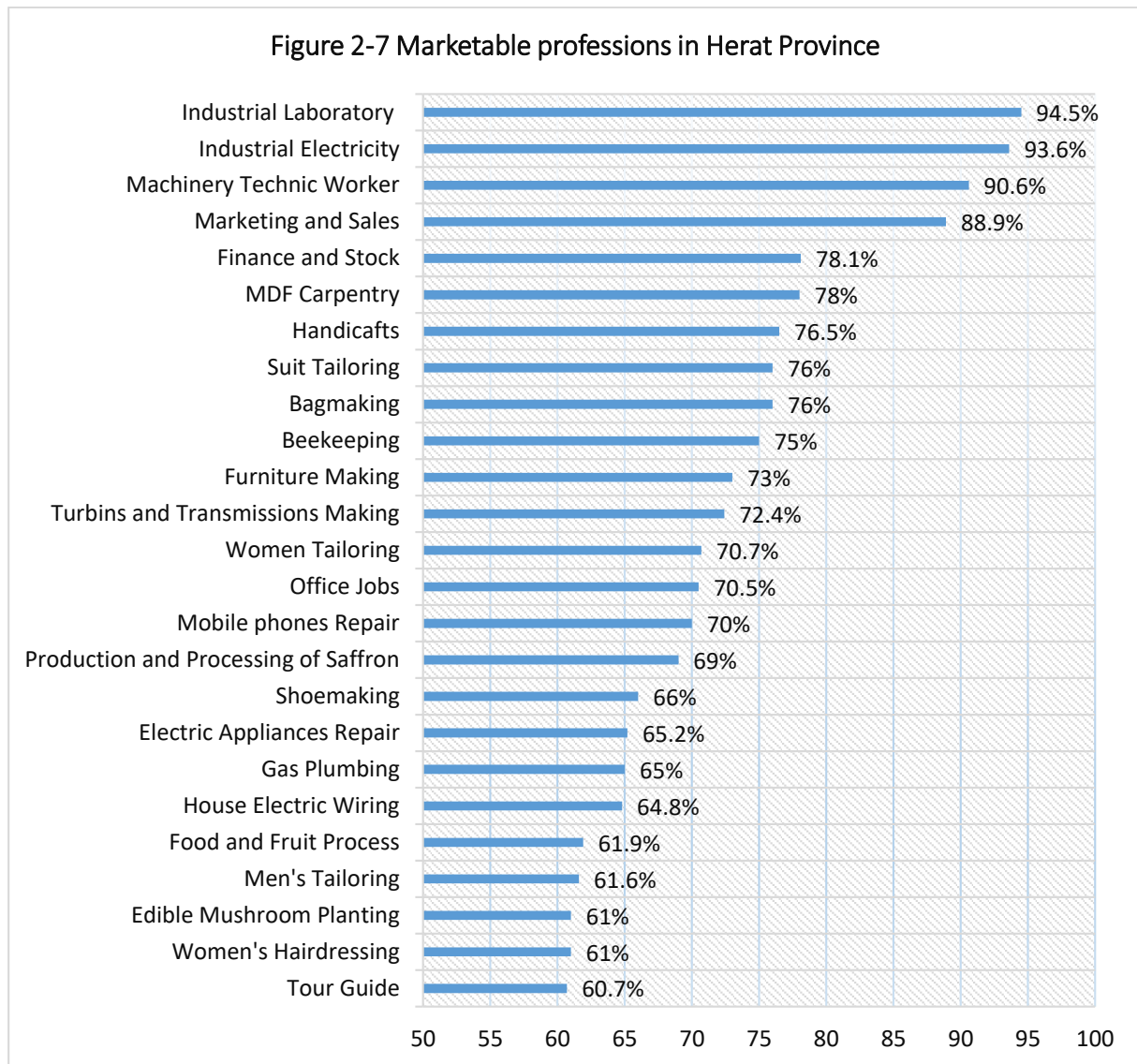


Figure 2-7 shows the level of demand for each vocation (marketability of every vocation) as compared with training. The above professions are marketable professions, based on research findings and for the following reasons:

- a) **Growing Professions:** Some of the professions in the above list are profession that are growing, innovating and updating, and so there is a demand for training for these professions, such as mobile phone repair, industrial labs, marketing and sales and MDF carpentry.
- b) **High-demand Professions:** Demand for most of the professions in the table above is increasing, but for some professions, this increase is higher than the market supply level. Professions such as bag-making, MDF carpentry, honey production and beekeeping, shoemaking, and women's hairdressing are in this list.
- c) **New Professions:** A number of marketable profession are new to the Herat market and do not have sufficient workforce, or current employees do not have sufficient expertise according to the needs of the market and the customer. This has led these professions to be marketable. Professions such as tour guide, edible mushroom planting, furniture making, and production and processing of saffron are in this category.

d) **Specialized Professions:** Some of these professions are specialized that interested individuals should be trained professionally in-or-outside of the country, and have an apprenticeship in order to be able to perform in the above professions. Professions like industrial electricity, finance and stock, machinery technic worker, gas plumbing and house electric wiring are among these professions.

2.6.4 Semi-marketable professions:

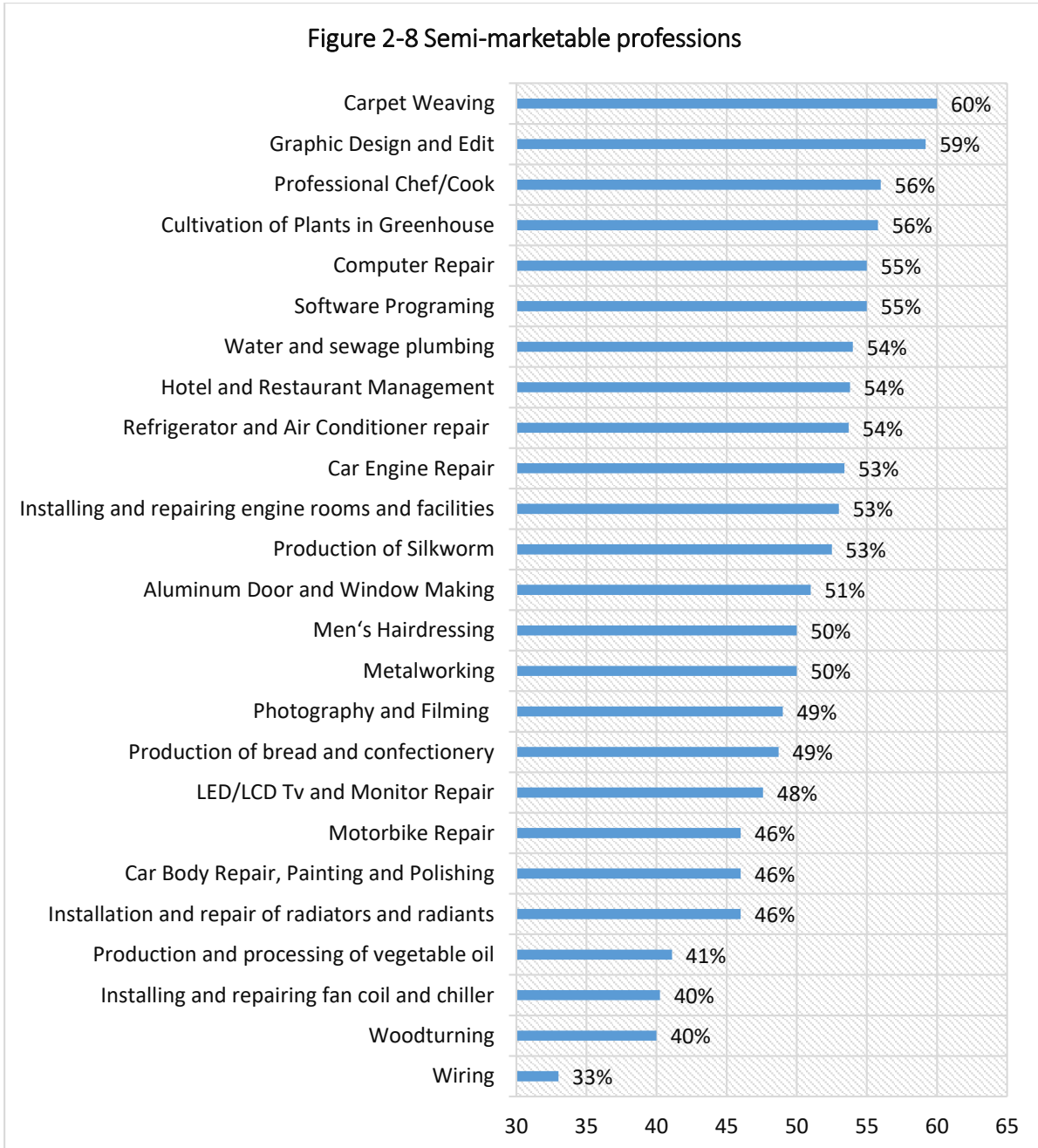


Figure 2-8 shows the level of demand for each vocation (marketability of every vocation) as compared with training. The above professions are semi-marketable professions based on research findings and for the following reasons:

a) **Professions providing luxury goods and services:** A number of professions provide services and sales of luxury goods, which reduces the public demand for these professions. Professions such as Installing and repairing fan coil and chiller, installation of radiators and radiant, and installing and repairing engine rooms are on this category.

- b) **Limited market for a number of professions:** A number of professions in the above table have a limited market for providing services and products, which has led to a low demand for these professions and as a result are among the semi-marketable professions. Professions such as computer programming, computer repair, graphics design and editing are in this category.
- c) **Uncertainty about the proper quality of goods:** Some professions do not have the proper quality in products or services, which has reduced the demand for these products and increase the demand for foreign goods. Professions such as the production of silkworms, woodturning, processed breads and confectionary are in this category.
- d) **Replacement of domestic goods with foreign goods:** Some goods have been replaced by foreign goods, despite of relative quality. Professions such as the production and processing of vegetable oil, bag-making and shoemaking are among these professions.

2.7 Conclusion

This research examines the status of professions in Herat labor market. The research focus is on the professions, small businesses and occupations, to determine the level of the professions, the amount of initial capital, the duration of training, and the market situation, to be used for training or other support programs.

The research was conducted using quantitative method and two-step Delphi technique. In the first step, the opinions of the owners of businesses, unions and guilds were collected by open questions on the subject. After analyzing the opinions of more than 50 participants, in the second step 500 questionnaires were distributed among first-round participants, guilds and their subsets. This report is the result of research and experts' suggestions for improving the status of professions in Herat.

On the level of training for occupations and professions, there are three levels of advanced, medium and primary training. These levels are identified by training current staff, training new staff and determining the skills of current staff. **At the first level**, occupations that got more than 65 percent were classified as advanced professions. These professions potentially are the ones that can be trained in advanced level, because they are specialized, subset of national projects (TAPI and Salma Dam) and specialized professions. **At the second level**, jobs ranging from 55% to 65% are in the middle-level professions. The level of demand for these vocations has been balanced compared to their products and services supply. And finally, the third level is for the professions with a percentage below 55%. Some of the professions in this category are in a low level of demand, because of the low level of supply for the customers and market there is no difference in quality of products and services.

There are 14 professions which require an estimated 6 months training, 23 professions require an estimated 1 year, 8 professions require 1.5 years, and finally 5 professions require 2 years training duration to train individuals completely and make them competent to work in the market. Many researched professions are capable of starting with a capital of between 10,000 to 100,000 AFN, but in order to survive and develop the professions will definitely need support capital. Some professions can provide job opportunities for the trained individuals in the form of employees and trainees in vocational workshops and at the company.

The identification of marketable professions in Herat province, which somehow is the result of research, has led to the identification and designation of 2 levels for the professions. In the study, 50 professions, under specific circumstances were researched, resulting that 25 professions ranging from 60 to 95 percent, are the marketable professions. These professions are marketable because of being on the rise, having high demand, being new and professional. The second level is semi-marketable professions that are below 60%. The main reasons for being semi-marketable is that these professions

are providing luxury goods and services, limitation of market, uncertainty about the quality of goods and the replacement of their products with foreign products.

2.8 Suggestion:

- 1) Creating Competitiveness between domestic products and foreign products through the use of new technology and attention to product quality
- 2) Innovation to provide services and products' packaging
- 3) Increase customs facilities for the provision of raw materials for manufactured products
- 4) Grant short-term and medium-term loans to fund small businesses and professions
- 5) Establish a permanent market for farmers and determine a standard quality
- 6) Creating and strengthening of permanent markets for women's products
- 7) The urgent need for holding classes for each level (basic, medium and advanced)
- 8) Strengthen unions and guilds in order to accurately record information about professions
- 9) Attracting international assistance by organizations to support and strengthen small industries and growing businesses



موسسه حمایت پایدار در افغانستان

Organization for Sustainable Aid in Afghanistan

2.9 References:

1. The Central Statistics Organization of Afghanistan (CSO) (1397), Statistics information (2017-2018)
2. World Bank, 2018, Afghanistan Economic Report
3. International Labor Office (ILO), 2018, International Standard Classification of Occupations (ISCO), 2008

List of websites

4. World Bank Website, <http://www.worldbank.org/>
5. Website of The Central Statistics Organization of Afghanistan <http://cso.gov.af/en>



2.10 Appendix:

2.10.1 Stage One Questionnaire: For Specialists of Professions and Guilds

Dear respondent!

Organization for Sustainable Aids in Afghanistan (OSAA) and Help International Organization in cooperation with the Department of Labor and Social Affairs of Herat intend to - in pursuance of the past researches - carry out a research on the needed professions in Herat market in 2018. Findings and outcomes of this research will be used by the above-mentioned organizations in the vocational training centers and other organizations that are active in the field of vocational training.

1. How many professions have been registered at the National Craftsmen Union? What are these professions? And which professions are in demand in current market?
2. How many companies have been registered in the Chamber of Commerce and Industry? How many employees does each company have? What kind of posts do these staff usually have?
3. How many companies are active in the industrial town of Herat province? How many employees are working there? What are the specialized professions of the industrial town?
4. In your opinion, what other professions are available for growth and training?

2.10.2 Stage Two Questionnaire: For Professionals and Guilds

Section One: Interviewee's Information

Company's name

Date

Interviewee's
name

Age

Gender

Occupation

Phone no.

Address

Guidance: In the second part, the questions are; descriptive questions, two-choice option and multiple answers. Please answer the questions carefully.

First Question of the Research: What level are the current skills in this profession?

1. What level of skill do you have in your profession?

a) Primary b) Medium c) Advanced

2. In what percentage the training of your current employees can affect the increase in quality of service and sales?

a) 1 - 25% b) 26 - 50% c) 51 - 75% d) 76 - 100%

3. In what percentage the training and hiring of new employees can affect the quality of service delivery and sales?

a) 1 - 25% b) 26 - 50% c) 51 - 75% d) 76 - 100%

4. On average, in how long do your employees learn the profession?

- a) About 6 months b) 6 to 1 years c) 1 year to 1.5 years d) About 2 years

Second Question of the Research: Does this profession require more training and at what levels?

5. Is there capacity in your career for further training?

- a) Yes b) No

6. If yes, what level of training?

- a) Elementary b) Secondary School c) Advanced

7. Can a person fully master all professional skills?

- a) Yes b) No

Third Question of the Research: What is the minimum capital to start a business?

8. What is the minimum capital to start your career?

- a) less than 10,000 b) 10,000 to 50,000 c) 50,000 to 100,000 d) higher than 100,000

9. How much capital is needed for the development and continuation of the business?

- a) less than 10,000 b) 10,000 to 50,000 c) 50,000 to 100,000 d) higher than 100,000

Fourth Question of the Research: What plan do you have for developing this profession in the next 2 years?

10. In what field is your career development?

- a) Increasing Agencies b) Developing a Workshop c) Other (please write)

11. To increase sales and business development, which of the following factors has the highest impact on your career?

- a) Increase the quality of services and products b) Train your current workforce
c) Hire professional people d) Other (please write)

Fifth Question of the Research: How much is the market demand for your profession?

12. How much is the market demand for the products and services of this profession?

- a) High b) Average c) High

13. Is there a possibility of advanced training in relation to the profession?

- a) Yes b) No

14. Is there a possibility of hiring graduates from technical and vocational centers in this profession?

- a) Yes b) No

Sixth Question of the Research: What new professions are needed in the market?

15. Does the Herat market need new professions related to your profession (complementary)?

- a) Yes b) No

If **yes**, which new related professions are needed for your profession?

General questions of the research:

16. What are the problems in your career? (Several choices)

- i. Increased competitors
- ii. Bad market situation
- iii. Lack of high levels of trainings
- iv. Lack of human resources in this sector
- v. Lack of tools and supplies in this section
- vi. Other (please write)

17. What are your future plans for this profession?

- i. Increasing staff
- ii. Reduce staff
- iii. Add more services and products to this section
- iv. Remove some services and products from this section
- v. Abandon this profession and create another personal business
- vi. Etc. (please write)

18. How much demand is there for your career?

- a) Low b) Medium c) High

19. How long does an ordinary person need for training in this profession?

- a) 6 months b) 1 year c) 18 months d) 2 years

20. What is your monthly income?

- a) less than 5000 AFN b) 5000 - 10,000 AFN
c) 10000 - 20000 AFN d) More than 20,000 AFN