



SUSTAINING THE WORKING POOR IN KABUL INFORMAL SETTLEMENTS

AN EVALUATION OF SOLIDARITÉS INTERNATIONALES'S
VOCATIONAL TRAINING PROGRAMME



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List of Acronyms

Af.	Afghani(s)
AISA	Afghanistan Investment Support Agency
ANDS	Afghanistan National Development Strategy
CEDO	Community Empowerment and Development Organization
CIAA	Comité Interministériel de l'Aide Alimentaire
CSO	Central Statistics Organization
DRC	Danish Refugee Council
FGD	Focus Group Discussion
GoA	Government of Afghanistan
IASC	Inter-Agency Standing Committee
IDMC	Internal Displacement Monitoring Centre
IDP	Internally Displaced Person
ILO	International Labour Organization
IOM	International Organization for Migration
JIPS	Joint IDP Profiling Service
KIS	Kabul Informal Settlement(s)
MFI	Microfinance Institution
MoE	Ministry of Education
MoLSAMD	Ministry of Labour, Social Affairs, Martyr and Disabled
MoRR	Ministry of Refugees and Repatriation
MSEs	Micro & Small Enterprises
NGO	Non-Governmental Organization
NRC	Norwegian Refugee Council
NRVA	National Risk and Vulnerability Assessment
NSDP	National Skills Development Programme
OECD	Organisation for Economic Co-operation and Development
PSU	Primary Sampling Unit
SI	Solidarités International
SMEs	Small & Medium Enterprises
UNHCR	United National High Commissioner for Refugees
USD	US Dollars

Executive Summary

Internal displacement and the development of informal settlements in Afghanistan are key humanitarian and development challenges for policy makers to address, and growing concerns in an uncertain context of transition. This third research study by Samuel Hall¹ on the living conditions and protection concerns of internally displaced persons (IDPs) contributes to the knowledge base required to mainstream protection in humanitarian and development priorities and interventions.

There are over 50 informal settlements in Kabul (KIS) where mainly returnee and IDP households live in extreme poverty and vulnerability. The working population in KIS can be identified as low-skilled and economically disadvantaged workers. In such a context, **skills upgrading can be an effective policy intervention to strengthen the local integration of the working poor and can lead to poverty reduction in KIS. Thus, vocational training may lead to increased productivity and higher income next to the working poor in KIS, if it is designed based on the realities of the labour market in Kabul.**

In this study, a labour market survey was conducted in Kabul based on a sample of 300 enterprises – mostly informal MSEs (micro & small enterprises) – to assess the labour demand in Kabul. Another survey of 275 households in 10 KIS (Kabul informal settlements) studied the labour supply. The results of the two surveys lead to the following findings:

- Skills for carpet weaving, repairing of consumer electronics and electric equipment, metalworking, carpentry and auto-mechanics are the most demanded in Kabul. However, these skills are not the most profitable in the market in terms of income generation. Workers at large-scale manufacturing such as those in factories, and construction workers such as in masonry, tiling and painting are the best paid.
- Start-up capital is one of the major entry barriers for those individuals who would like to establish an enterprise of their own and engage in self-employment. Handicrafts manufacturing, small-scale manufacturing and repairing services activities require relatively lower amounts of start-up capital. Among these, handicrafts manufacturing is the most profitable business.
- The start-up capital for a new enterprise should not only cover the purchasing cost of machineries and equipment, but should also include the running costs of the business for at least 3 months of operation until the enterprise becomes profitable.
- Possessing relevant technical skills, access to land, and knowledge of the market are the other prerequisites for establishing an enterprise.
- Households in KIS are living in extreme poverty. The survey results show that, on average, each household lives with a monthly income of Af. 6,855. This means that each individual in KIS has a daily income of USD 0.65 which is below the national

¹ Previous studies researched and authored by Samuel Hall Consulting include *The WB/UNHCR Study on IDPs in Urban Settings (2011)* and *NRC/IDMC/JIPS/Samuel Hall Challenges of IDP Protection (2012)*.

poverty line of USD 0.85 per person per day. Moreover, 36% of households in KIS are identified as “vulnerable”.

- The majority of the working poor in KIS lack the “basic skills” such as literacy and numeracy, and this limits their access to stable jobs. Nearly half of male workers were engaged in agricultural and livestock activities before their displacement, and do not possess other skills that could be employed in the labour market in Kabul. Less than 10% of the working-age men in KIS possess skills in construction activities, such as masonry. Female workers, however, largely possess skills in handicrafts manufacturing (49%) and tailoring (25%). But the lack of personal motivation, lack of knowledge of the market, and cultural restrictions prevent them from engaging in income-generating domestic activities.
- Around 85% of men and 18% of women in KIS are engaged in income-generating activities. Among those, 65% of men work as daily labourers, and 20% are engaged in self-employment activities such as retail trade/sales (including street vending) and irregular services activities (such as car washing). Underemployment (32%) and excessive working (33%) also widely affect the economically disadvantaged workers in the KIS.

Concluding on the results of the two surveys on labour demand and labour supply in Kabul, the report provides a list of suggested trades for Solidarités International’s vocational training programme, based on the following 7 criteria:

1. Responsiveness to labour market demand
2. Higher income generation
3. Requirement of minimum literacy and numeracy
4. Relevance for investments with small start-up capital
5. Relevance for investments with high profitability
6. Technically non-sophisticate
7. Transferability and portability of skills

Trades and activities in Kabul were assessed based on the above criteria and, as a result, 17 trades - which qualified for 4 or more of the criteria - are suggested for integration in SI’s vocational training. These proposed trades are **gardening, poultry, tailoring, embroidery, beading, carpet weaving, leather products manufacturing, metalworking, aluminium products manufacturing, carpentry, auto-mechanics and motorbike mechanics, masonry, plumbing, tiling, ceiling and wall designing using lime, painting, and manufacture of artefacts using semi-precious stones.**

Furthermore, Solidarités International’s vocational training programme has been evaluated based on the efficiency of apprenticeship, design and incentives, and its effectiveness in terms of impact. **The study finds that the efficiency of training is very low in an apprenticeship scheme. Enterprises who were engaged/partnered with Solidarités International to train the apprentices did not differ in approach and behaviour compared to their usual practice of apprenticeship.** Most beneficiaries reported that they were asked to perform lots of auxiliary and irrelevant activities at the workplace in the beginning of the

training, and were not able to learn the skills to an extent that would allow them to work as a skilled worker.

Our assessment also finds that **the “food-for-training” approach in Kabul informal settlements fails to exclude individuals who lack personal motivation to work. Most individuals who participated in the vocational training were interested in the “food content” of it rather than learning the skills per se.** The study found that a significant number of beneficiaries in the training programme are still unemployed, and this is partly due to the programme design (incentives for training, selection of individuals), adequacy of the trainings (length of training, quality of skills taught to trainees) and lack of post-training assistance. **However, all beneficiaries who were interviewed were overall very satisfied with the training.**

The study proposes a number of recommendations for further improvement and enhancement of SI’s vocational training programme. The following recommendations are discussed in the report:

1. ***Complement apprenticeship with centre-based vocational training:*** Given the shortcomings and limitations of informal apprenticeship, we suggest that Solidarités International combine the informal apprenticeship with centre-based vocational training. This can be done either through (i) training of individuals initially in a training centre to learn the theoretical and basic practical skills of the trade, and then placing them in enterprises to both improve their practical skills and to acquire knowledge of the market; or through (ii) delivering the vocational training simultaneously with the apprenticeship. Though the latter approach is less costly, there is a risk of discrepancy between theoretical and practical lessons. However, vocational training on “gardening” and “poultry” could be best delivered and could be more cost effective under an *apprenticeship scheme* or in a form of *domestic training*.
2. ***Adopt strict monitoring procedures to control the quality of apprenticeship:*** If Solidarités International opts for the second approach discussed above - i.e. placing the trainees for apprenticeship at enterprises and simultaneously providing them with vocational training on theoretical aspects - strict monitoring and evaluation (M&E) procedures are needed to ensure a high quality of apprenticeship. The study suggests that only *skilled people*, who would be experts in relevant trades, be hired as part of the monitoring team. The team should monitor both the *quality* and *timeframe* (progress) of the training.
3. ***Exclude the food content from the vocational training:*** Solidarités International should forego of the “food-for-training” approach because it attracts individuals who are more interested in the food package rather than in learning the skills per se. The effectiveness of the vocational training is seriously undermined when the trainees do not have personal motivation to work after their graduation. Given the objectives of the project funded by CIAA, Solidarités International can split its current vocational training project into two parts.
 - a) The first part of the project will be devoted to the distribution of food to vulnerable households in KIS during the winter season.

- b) The second part of the project will be to deliver vocational training to interested individuals in KIS during other periods of the year.

However, the two projects should be run entirely separately; selecting the same beneficiaries for the two projects should not be a fundamental criterion.

4. **Select individuals based on established indicators:** With the implementation of the two earlier propositions, the selection of individuals becomes less complicated. In fact, exclusion of the food content will primarily attract those individuals who possess personal motivation to work. Once individuals at each KIS voluntarily enlist themselves for the vocational training, trainees can be selected based on their degree of *household vulnerability*. A number of 12 indicators have been proposed in this report to help SI's team in the selection of individuals.
5. **Include training on basic skills and business development:** Vocational training on technical skills almost always requires the trainees to possess basic skills, i.e. literacy and numeracy, communications & negotiation skills, etc. Therefore, it is imperative that trainees who are illiterate get literacy and numeracy courses, and develop their communications skills. In addition, training on integration into the labour market and on business establishment, planning and development should also be delivered in order to increase their employability in the post-training phase.
6. **Include men in the early and final stages of training for women:** Some trades for women require active support of men at the household and community level. Poultry, tailoring, carpet weaving and leather product manufacturing require men to purchase material for women, to market their products or find clients, and to sell their products in the bazaar. Therefore, men – either one male member per household or a number of men at the community level – should be trained in relevant support activities.
7. **Market women's products and provide marketing support:** The study found that it is more likely that if more information sharing and awareness raising are done at the community level, women could receive men's support. Therefore, Solidarités International can *showcase* the achievements of female trainees at the end of the training period, and should promote the products of female beneficiaries in the community or in the area to help them find potential customers. SI should consider linking female beneficiaries to local bazaar, and marketing their products next to potential informal or formal clients in the market.
8. **Launch community awareness raising and advocacy campaigns:** Community awareness raising should be an integral part of the vocational training programme. It could strongly enhance the effectiveness of the programme. The objectives of the awareness raising should be:
 - To inform households on the extent to which skills acquisition and skills upgrading can have impact on their level of income and their lives;
 - To inform households how skills acquisition can reduce their vulnerability and favour their re-integration into the society;
 - To encourage working age men and women to participate in the vocational training for the sake of learning skills;

- To inform heads of households (men) on how vocational training for women can secure a stable source of income for the family;
 - To inform heads of households that women can work domestically, without going out of the house, and earn money;
 - To train men in how to support women in their domestic activities: buying materials, finding clients, and selling women's products;
 - To gain the overall support of community leaders and men for the engagement of women in stable, income-generating, domestic activities;
9. ***Provide post-training support to beneficiaries, particularly provision of grant and business counselling:*** The effectiveness of the vocational training programme can be maximised if post-training support is offered to trainees. Though SI offered “toolkits” at the end of the training to trainees, other financial and non-financial support needs to be offered to trainees who would like to establish a business of their own. Financial support may be provided in the form of a “grant” that could finance the start-up capital and the running cost of the enterprise for 3 months. Non-financial support should include “business counselling” and logistics support. An important criterion is that SI's team should be directly involved in the business planning, cost estimation, business development and logistics process of any business project proposed by an individual or a group of beneficiaries.
10. ***Secure funding for informal micro-enterprises:*** In order to secure the budget for post-training support activities, Solidarités International can look for other sources of financing next to donors and private sector actors. SI may facilitate a *funding programme* for informal micro-enterprises and coordinate the allocation of grants with involved donors in this regard. Another option is to seek “credit with favourable terms” next to microfinance institutions (MFIs) and commercial banks in Afghanistan. A partnership between involved NGOs and a group of MFIs to provide micro-credit at favourable terms can be most likely feasible. Solidarités International may coordinate such a project between other NGOs (such as DRC and Mercy Corps) and microfinance institutions.

Vocational training programmes could only be effective and translated into increased productivity and increased income if an enabling socio-economic environment is developed in the country, and if individual training programmes are coordinated under a national skills development strategy. Moreover, the Government of Afghanistan should *gradually* proceed with formalizing the economy, and skills upgrading can be one of the policy interventions. An adequate strategic coordination of skills upgrading programmes in the country may hopefully lead to better results and higher impact. It is also important that **the objectives of skills upgrading programmes are integrated with the poverty reduction strategy adopted in Afghanistan.**

Finally, **finding durable solutions to displacement issues in the country has to be a nationally-owned process, led by the Government of Afghanistan.** Recent efforts by the GoA for the development of a National IDP Policy are much welcomed in this process. This research calls for the mainstreaming of livelihood activities and vocational training into such a policy. The livelihoods initiatives of Solidarités International, supported by international donors, as well as efforts led by DRC, CEDO, Zardozi and other NGOs, will have to be

accounted for in the development of this policy to adopt a specific understanding of the possibilities of urban-based and rural livelihoods programming for displaced communities seeking opportunities for skills development and employment and, ultimately, for local integration.



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Introduction

A. The Afghan Context: Internal Displacement and Sustainable Livelihoods

In the past ten years, traditional seasonal migration in Afghanistan has been outgrown by conflict and natural disaster-induced displacement². With widespread insecurity, a fragile Afghan political system and the uncertainty of Transition, internal displacement has become a pressing humanitarian challenge facing the country in 2012, with approximately half a million internally displaced persons (IDPs)³, according to the most conservative estimates available.

“Internal displacement, the rapid growth of urban areas and proliferation of informal settlements are in the spotlight of public policy debate in Afghanistan”⁴. Kabul has experienced a strong increase in its population, from less than a million in 2001 to estimates reaching over 3 million people today⁵. It has been termed “one of the fastest growing cities in the region”⁶. Informal settlements have sprung throughout the Kabul metropolitan area, with unplanned, informal and illegal settlements constituting the reality of living conditions for the majority of Kabul’s inhabitants. Among these, IDPs living in informal and illegal settlements are amongst the most vulnerable. There are 55 Kabul Informal Settlements (KIS) with a population of over 30,000 individuals living in deteriorating conditions, without access to basic services such as electricity, water or sanitation facilities, drainage or solid waste management.

IDPs living in informal settlements in urban settings are more vulnerable than the urban poor⁷. These households rely on fewer sources of income, with household heads having difficulty accessing a job due to skills disadvantage as they have substantially lower literacy rates and formal levels of education. The main jobs available to IDPs are low earning jobs on a daily/casual arrangement. In Kabul, 92 percent of the IDP workforce is casual daily labor while the majority of male poor household heads are self-employed⁸.

Research on the living conditions of IDPs in urban areas has reiterated the fact that IDP households are there to stay – the vast majority will not return home. As a result, the questions of local integration and of sustainable livelihoods are at the centre of these families’ hope for a better future. **What economic opportunities are available to these low-**

² Majidi, N. (2011) « Urban Returnees and Internally Displaced Persons in Afghanistan », Middle East Institute / Fondation pour la Recherche Stratégique.

³ The latest figures rank conflict-induced displacement at over 400,000 individuals (UNHCR 2012) and natural disaster-induced displacement at over 75,000 individuals (IOM 2012)

⁴ WB/UNHCR (2011). *Research Study on IDPs in urban settings – Afghanistan*

⁵ Central Statistics Office (2011). “Afghanistan Statistical Yearbook 2010/2011”

⁶ Beall, J. Esser, D. (2005) « Shaping Urban Futures », Afghanistan Research and Evaluation Unit (AREU)

⁷ WB/UNHCR (2011). *Research Study on IDPs in urban settings – Afghanistan*

⁸ Ibid

skilled and economically disadvantaged workers? How can IDPs in informal settlements be assisted by humanitarian and development actors to fulfil their livelihood needs?

At a time when the Government of Afghanistan is preparing its National IDP policy, the international community of donors, humanitarian and development actors, as well as Afghan civil society representatives, will need to better assist the IDP population living in urban settings through targeted, tailor-made responses to their livelihood needs. This study, researched and authored by Samuel Hall Consulting, aims at providing such level of knowledge and information to support the work of all stakeholders.

B. Kabul Informal Settlements and Sustainable Livelihoods

An NRC/IDMC/JIPS/Samuel Hall research study on *The Challenges of IDP Protection in Afghanistan*⁹, positioned in its main recommendations the priority need of improving responses to displacement-specific protection concerns, among which employment and livelihoods ranked at the very top. These recommendations, developed and discussed at an inter-agency workshop hosted by the Ministry of Refugees and Repatriation (MoRR) in July 2012 and attended by key IDP protection actors highlighted the need to:

- **Prioritise early recovery programmes for IDPs** focusing on interventions supporting income-generation and livelihoods activities adapted to local contexts
- **Identify longer-term vocational training programmes for IDPs**
- **Support IDPs to develop linkages to employers** based on skills taught or existing skills
- **Support IDPs to develop needed pre-employment skills**
- **Implement programmes aimed at bridging the gaps between IDPs' existing skills and those required to enter the labour market** in their place of displacement
- **Develop targeted livelihood programmes for women** designed to improve livelihoods and food security.

As a result of these recommendations, Samuel Hall is working with key partners in the field of protection response and livelihoods restoration to ensure that such recommendations are indeed actionable, practical and context-relevant.

With 62 percent of surveyed IDPs stating that employment-related issues are their first challenge during displacement, and with the particularly vulnerable position reported by IDPs in urban areas – due to the loss of assets, social networks and a move from agriculture to construction and daily labour in the informal sector – understanding the informal sector and the situation of economically-disadvantaged workers is the first step to designing a targeted response.

⁹ NRC/IDMC/JIPS/Samuel Hall (2012). *The Challenges of IDP Protection in Afghanistan: Research Study on the Protection of Internally Displaced Persons in Afghanistan*.

Box 1. The informal sector and economically-disadvantaged workers

The “informal economy” in developing countries is usually significant in terms of size and scope. In some low-income countries, up to 80 percent of economic activity may take place in the informal sector. Informal activities are often characterized by low levels of physical and human capitals, limited access to financing, low levels of skills, low and unstable income generation, and poor working conditions (Liimatainen, 2002). The informal sector often lies outside the scope of government regulations and fiscal authorities. It usually escapes labour regulations and social protection measures.

Micro-enterprises in developing countries – with 2 to 5 employees – are the most likely to be informal. Family hierarchal relationships are often present within these enterprises. Empirical studies have found that a significant number of workers in developing countries, mostly self-employed, are absorbed in the informal segment of the labour market. In Africa, informal employment accounts for over 60 percent of total urban employment. In India, 92 percent of the labour force works in the informal economy.

The informal economy is heterogeneous and it covers a diverse range of enterprises in both rural and urban sectors. The International Labour Organization (ILO) classifies the informal sector workers into 3 broad groups:

- « 1. owner-employers of micro-enterprises, who employ a few paid workers, with or without apprentices;
2. own-account workers, who own and operate one-person businesses, who work alone or with help of unpaid workers, often family members and apprentices;
3. dependent workers, paid or unpaid. These include wage workers in micro-enterprises, unpaid family workers, apprentices, contract labour, home-workers, and paid domestic workers. » (Liimatainen, 2002)

The informal economy is identified with ‘decent work’ deficiencies in terms of poor job quality, low productivity, low income jobs, vulnerable employment, absence of rights at work, inadequate social protection, and the lack of representation (Palmer, 2008). The majority of workers who are employed in the informal sector can be characterized as “economically-disadvantaged workers” that are either “low-skilled”, “low-qualified”, “low earners”, or the “working poor”. It is important to define all these categories of workers, because these terms though speak of similar concept have slightly different definitions.

Low-skilled workers are those who lack the “basic skills”, i.e. literacy, numeracy and key skills such as communication and negotiation skills. *Low-qualified labour* is categorized based on educational attainment. Usually, the completion of secondary education is taken as the criterion. *Low earners* are those whose income falls below a certain level of salary/income. Depending on national definitions, it can be fixed as a percentage of the median income in the country. Finally, the *working poor* are those workers whose income falls below the national poverty line.

The economically disadvantaged population often includes immigrants, internally displaced persons (IDPs), adults with disabilities, child labour, elderly workers and female workers (OECD, 2002). These groups of population “suffer from vicious cycles of poverty and vulnerability which perpetuate their low skills, low productivity employment, and low income working lives” (Palmer, 2008). These individuals lack the income to be able to afford adequate formal education or skills training, and thus tend to have lower productive capacity. Their lack of skills will result in lower productivity, and thus lower income. Therefore, vicious cycles of low skills, low productivity and low income affect the lives of the working poor.

Policies to improve the lives of economically disadvantaged workers can be numerous. Improvements can be brought in the working environment (enhancing job quality), market access (tackling underemployment), human capital (skills upgrading), infrastructure (better services by the government), and finally in the institutional environment (employment creation, poverty alleviation). The impact of skills upgrading programmes such as vocational trainings, informal apprenticeship schemes, formal secondary or tertiary training, and enterprise-based trainings (which are common in developed countries) can have significant impact on the productivity and income of the working poor through raising their skills and human capital.

C. Kabul Informal Settlements and Durable Solutions for IDPs

The *Guiding Principles on Internal Displacement*¹⁰ and the *Framework for Durable Solutions*¹¹ state that a truly durable solution to internal displacement is “a long-term process of gradually diminishing displacement-specific needs” and that leads to one of the three durable solutions – local integration, resettlement and return. Furthermore, Article 39 of the Afghan constitution states that all citizens – IDPs included – retain the right to freedom of movement and choice of residence within the country’s borders.

According to the IASC’s *Framework for Durable Solutions*, “a durable solution is achieved when internally displaced persons no longer have any specific assistance and protection needs that are linked to their displacement and can enjoy their human rights without discrimination on account of their displacement”.

In Afghanistan, as elsewhere, the search for voluntary and dignified durable solutions must remain at the core of all interventions. The *Framework* details eight criteria to determine to what extent a durable solution has been achieved: safety and security; adequate standard of living; **access to livelihoods**; restoration of housing, land and property; access to documentation; family reunification; participation in public affairs; and access to effective remedies and justice.

¹⁰ UN Guiding Principles on Internal Displacement, <http://www.idpguidingprinciples.org/>

¹¹ Inter-Agency Standing Committee (IASC) (2010). *Framework on durable solutions for internally displaced persons*. The Brookings Institution – University of Bern Project on Internal Displacement

In addition to these legal texts, the own volition of IDP households – as reported in the WB/UNHCR study, the NRC/IDMC/JIPS/Samuel Hall Study and previous studies – is a preference for **local integration, i.e. settling in the location of displacement**. The *Challenges of IDP Protection* study finds key similarities between integration concerns and the protection priorities identified by IDP households: prioritising un/underemployment and access to food, housing and land. This further underscores the need for better policies and programming.

D. Solidarités International's Vocational Training Programme

With this context in mind, in 2010, SI started an integrated program in Kabul's Informal Settlements, thereby extending its activities to urban areas in Afghanistan. Working in the field of water, hygiene and sanitation (WASH) and food security, successive projects implemented by SI for the past two years in Kabul aimed at improving the living conditions of the extremely vulnerable households living in these settlements. The food security component of the program is funded by the French Cooperation (CIAA) and has for main objectives (i) to provide food to the most vulnerable families during the winter hunger gap period and (ii) to help people to have access to more stable job through vocational training activities (based on food for training). The objectives of the vocational trainings are to help vulnerable households have access to stable income-generation activities (employment or self-employment) by raising their technical and basic skills.



The vocational training programme implemented by Solidarités International is based on a “food-for-training” approach. Participants are given food for the six-month trainings they receive on tailoring, metalworking, carpentry, auto-mechanics and motorbike mechanics. SI’s training programme is basically an “on-the-job training” which is also called an “informal apprenticeship system”. In an apprenticeship programme, individuals are placed as “apprentices” in small enterprises where they are trained by entrepreneurs (called “masters”). Apprentices do not receive a formal and well-structured training by the trainers, but participate in the production process – as unskilled workers – and learn the technical skills over time. Similarly, in SI’s vocational training, individuals were placed in enterprises

for a period of 6 month. Each enterprise/workshop trained two apprentices and received a monthly remuneration.

Solidarités International implemented the first two phases of its vocational training programme in 2010 and 2011 respectively, which benefited – in total – around 250 individuals living in 15 KIS in districts 4, 5 and 8. The third phase of its vocational training is expected to start in winter 2013, aiming at 150 new trainees. Therefore, the current report assesses the labour market in Kabul, evaluates the training methodology adopted by SI, and proposes improvements and recommendations to the training programme.

Box 2: Skills upgrading for informal sector workers

Training to workers in the informal sector can be delivered in various forms. Both formal and informal ‘skills upgrading programmes’ can help low-skilled workers integrate into the labour market, and such trainings have direct impact on the productivity and income of informal sector workers (ILO World Employment Report, 1998).

Formal training refers to basic and technical skills training that take place in formal primary, secondary and tertiary education systems. Formal education and training plays an important role in raising human capital in the economy, and improves the career and working life of both formal and informal workers. Technical skills training are usually offered in secondary and tertiary educational institutions, but the success of upgrading the technical skills of individuals depend on their acquisition of basic skills, i.e. literacy and numeracy, which are provided in primary education. However, formal training is criticized for not being well adapted for the informal sector workers. Formal training is often too general and theoretical, and less relevant for blue-collar workers.

Non-formal vocational trainings refer to trainings that take place outside the formal educational institutions. They are often provided by non-governmental organizations (NGOs), and usually focus on specific groups of population or targeted regions. Vocational trainings are perceived to be more effective in terms of being demand-driven, well targeted and needs-led. However, these trainings reach only limited number of individuals, and are subject to lack of coordination between implementing NGOs and absence of alignment to national skills development strategies.

Informal apprenticeship refers to ‘on-the-job’ training by informal entrepreneurs or craftsmen. This type of training is less structured, lacks a training curriculum, and is usually provided during the work process. Such type of informal training is more common in developing countries, especially in Africa and Asia. In an informal apprenticeship, the trainee works as an “apprentice” in a small enterprise with the entrepreneur or craftsman, called “master”. The apprentice contributes in the production process, and develops its skills over time. The learning and skills are very specific to the job, and it is basically a transfer of knowledge and skills from the master to the apprentice. In an informal apprenticeship, the incentive for the apprentice is to acquire the skills at low cost, whilst the incentive for the master is to use the apprentice as low-skilled worker at minimum cost. Apprentices are not paid until they entirely acquire the skills and are judged by the master as a skilled worker.

However, informal apprenticeship is subject to serious limitations. One of the main limitations is the poor quality of training that the apprentice receives. Masters/trainers usually do not give importance to the pedagogical aspects, and the training lacks theoretical background. The transfer of skills remains limited to the knowledge of a previous generation, and the apprentice is less exposed to modern technology and innovative techniques. Apprentices are often asked by trainers to perform auxiliary work, which are not related to the relevant technical skills. Moreover, apprentices are sometimes underage children, and the exploitation of child labour is widespread in informal apprenticeships.

Despite these limitations, informal apprenticeships can be refined and enhanced to serve certain objectives. Informal apprenticeships can be combined with elements of formal training by offering to apprentices well-integrated and theoretical trainings. The technical learning on the job can be combined with a theoretical training at workplace or in a training centre (Liimatainen, 2002). Studies have emphasized that the combination of formal and informal training can significantly enhance the content of learning, and will lead to improved outcome and results. Moreover, by extending support to master craftsmen by providing them with training materials and adequate tools and training the masters themselves in modern technology and new tools, the quality of training in informal apprenticeship can be significantly enhanced (ILO World Employment Report, 1998).

E. Objectives of the research

Solidarités International commissioned Samuel Hall in October 2012 to conduct a labour market survey in Kabul focusing on the target group of populations living in the Kabul Informal Settlements. The aim is to produce a report for SI to enhance its vocational training activities aimed at facilitating the employment and self-employment of this target group. The present report, researched and authored by Samuel Hall Consulting, will be used to enhance the third phase of SI's vocational trainings.

More broadly, the ambition of this project is to illustrate ways in which researchers and practitioners can team up to provide a thorough theoretical and practical understanding of the situation of IDPs in Afghanistan, and of appropriate responses to their protection needs. The objectives of the consultancy are two-fold:

- 1. To provide an overview of the labour market in Kabul (with a priority focus on the areas close to the Kabul Informal Settlements) with regards to employment and self-employment opportunities.**
 - a. To study the labour market in Kabul – both formal and informal sectors – in order to identify employment and self-employment activities that are accessible to economically-disadvantaged population in KIS;
 - b. To identify the constraints for the target population to access jobs in the market;
 - c. To assess the skills that are most demanded in the market and to propose new trades for the vocational training, corresponding with the local demand;

2. **To assess the current vocational training methodology developed by Solidarités International and produce tangible and realistic recommendations for the team.**
 - a. To evaluate the existing SI vocational training methodology; and
 - b. To propose specific improvements for SI's vocational training programme, notably on trainee selection, adequacy of training, monitoring schemes, sustainability and institutional environment.

Chapter 1: Methodology and Survey description

The study consists of both (i) a quantitative labour market study, and (ii) a qualitative rapid assessment of SI's vocational trainings. The labour market study comprised of two surveys, which assessed both labour demand (by formal and informal enterprises) and labour supply (by low-skilled population in KIS) in order to analyse the *skills mismatches* between supply and demand in Kabul labour market. The details of survey methodology are described below.

A. Labour market survey: Demand by enterprises

The first quantitative survey included a sample of 300 enterprises in Kabul, including both formal and informal enterprises, to assess potential (self-) employment opportunities in Kabul, nature of jobs, job stability, salary & income, skills demanded, entrepreneurs' perspectives on potential sectors of growth, entry barriers, and overall labour market conditions for the target population. The survey questionnaire is included in Annex 1.

A total of 10 Primary Sampling Units (PSUs) were selected in Kabul based on the geographical concentration of business entities, as well as proximity to the KIS. The following is the list of ten selected PSUs:

1. Kota-e Sangi, District 6
2. Dehmazang, District 3
3. Deh Afghanan - Dahani Bagh, Districts 2 & 4
4. Taimani (Sarsabzi square), District 4
5. Saraye Shamali - 315 area, Districts 11 & 17
6. Shuhada, District 1 & 8
7. Karta-e Naw, District 8
8. Juma Moh. Mohammadi Industrial Park, Districts 8 & 16
9. Pule Charkhi Industrial Park, Districts 9 & 16
10. Qanbar square, District 5

On average 30 enterprises were randomly interviewed within each PSU. The sampling enterprises ranged from owner-employers and micro-enterprises (with employees between 2 and 5 workers) to SMEs (small & medium enterprises) and large businesses.

B. Labour market survey: Supply by workers in KIS

Based on the objectives of consultancy, a second quantitative survey of low-skilled and economically vulnerable workers, i.e. those living in the informal settlements in Kabul, were sampled as labour suppliers in our study. However, the survey was not limited to the conventional definition of the working age population (i.e. aged between 15 and 65 years

old) simply because: (i) individuals in KIS aged more than 65 years old are either working or willing to work, and (ii) the beneficiaries of SI's vocational training programme also included a few individuals above 65 years of age. In fact, the survey not only assessed labour supply by these communities, but also assessed the effectiveness and relevance of SI's vocational trainings. Therefore, the survey covered individuals aged more than 15 years old who were either working, willing to work, or had benefited from the SI's vocational trainings. According to the Afghan constitution, the minimum age for physically non-intensive work is 15 years old.

From an initial sample size of 300 individuals, an effective number of 275 individuals were interviewed due to some limitations in the fieldwork. A total of 10 KIS were selected out of 50 KIS in Kabul. The sampling of 10 KIS took into account the provincial and ethnic background of communities and the geographical distribution of KIS in Kabul. The sample included both beneficiary and non-beneficiary camps of SI's vocational training programme.

The following 10 KIS were surveyed:

1. Dehmazang, District 3, non-beneficiary
2. Parwane Do, District 4, beneficiary
3. Guli Surkh square, District 4, beneficiary
4. Sarake Panj Proja-e Taimani, District 4, beneficiary
5. Marastoon, District 5, beneficiary
6. Behind National Museum, District 6, non-beneficiary
7. Nasaji Bagrami, District 8, beneficiary
8. Tamir Milli Bus, District 8, beneficiary
9. Kabul Nindarai, District 8, beneficiary
10. Shahrake Zakreen, District 17, non-beneficiary

On average, 25 to 30 households were randomly interviewed within each KIS. The survey assessed the skills of individuals, their past activities, household profile (including reasons of displacement, and vulnerability), their perceived constraints to enter the labour market in Kabul, their interests & preferences to learn a skill/trade, and their perceptions on the effectiveness of SI's vocational training programme. The questionnaire has been added in Annex 1.

Both surveys of the labour market study were conducted by the Solidarités International's team of 5 interviewers who were trained by Samuel Hall. The survey lasted 4 weeks during the months of October and November 2012.

C. Qualitative Rapid Assessment

In order to evaluate the effectiveness, relevance and adequacy of SI's vocational training programme, a qualitative rapid assessment was conducted through a series of Focus Group Discussions (FGDs) and Key Informant Interviews (KIIs).

Five focus group discussions were held in 4 KIS who had benefited from SI's vocational trainings. Two FGDs were held with female beneficiaries of the 'tailoring' course, and 3 FGDs were held with male beneficiaries of tailoring, carpentry, metalworking and auto-mechanics trainings. Each focus group gathered around 6 participants and lasted 60 minutes on average.

In addition to FGDs, a number of key informant persons were interviewed, including:

- Solidarités International staff involved in the design and implementation of the trainings, including both management and operational staff members;
- Staff from other NGOs providing vocational training to the KIS population, particularly the Danish Refugee Council (DRC), Community Empowerment and Development Organization (CEDO) and Welthungerhilfe (German Agro Action); and
- Local experts on vocational trainings.

The qualitative rapid assessment was also complemented with the results of the "Post Training Evaluation" conducted by SI team in September 2012, which was made available to Samuel Hall. The survey tracked and evaluated around 140 beneficiaries and asked questions on whether the impact and benefits of the SI's vocational trainings.

D. Cross-checking and Comparison

One of the key steps in our study is to crosscheck and to compare the results of the two quantitative surveys on labour supply and labour demand. The objective is to cast such information from the two surveys that would have been impossible to obtain if they were analysed separately. Combining the results of the two surveys provides us with information on "skills mismatches" and "entry barriers" in the labour market in Kabul.

Furthermore, the relevance of SI's vocational training programme and the proposition of new trades for vocational training were analysed by comparing the results of the qualitative rapid assessment with those of the quantitative labour market survey.



Chapter 2: The Labour Market in Kabul

The Afghan economy has maintained positive performance in some key economic indicators over the last 10 years. However, unemployment and poverty are usually recalled as some of the main challenges that the country is faced with. Estimates show that the labour force participation rate in Afghanistan is quite high, i.e. 67%.¹² In simple words, 67% of those in the working age are either working or willing to work. This shows that many people in Afghanistan are compelled to work under any circumstances in order to meet the basic needs of their families.

Though unemployment is estimated to be significantly high in Afghanistan, the concept of unemployment loses its relevance in a country where people can simply not afford to be unemployed.¹³ There are no insurance mechanisms that people can seek if they go through an unemployment period. Unemployment is not an option, and therefore people engage in irregular income-generating activities that may even require working for few hours per week. The standard definition of unemployment, however, excludes those who have worked for at least 1 hour in a week. The National Risk & Vulnerability Assessment (NRVA 2007/08) shows that 14% of the Afghan population (roughly 3.5 million people) work between 1 and 8 hours per week. Hence, *underemployment* is a serious concern for the majority of Afghan households.¹⁴

Moreover, 35% of those employed are identified as “poor” and 77% of them fall under the category of “vulnerable employment” which includes own-account workers and unpaid family workers.¹⁵ If day labourers are included, the number of vulnerable workers would rise to 91%. This is an extremely high number. On the other hand, poverty which is estimated to affect 36% of Afghan population leads families to put their children at work. Estimates show that 21% of all children in Afghanistan aged between 6 and 17 years old are working – known as “child labour”. On the other hand, the “informal economy” accounts for 80-90% of all economic activities in Afghanistan.¹⁶ This indicates that the majority of workers are employed in the informal sector, and only a tiny portion is formal workers.

The labour market in Kabul should not differ markedly from the national environment. Though disaggregated data on labour market in Kabul is not available, it is reasonable to assume that underemployment, working poor, and employment vulnerability are strongly present in the city. This chapter portrays the results of the labour market survey in Kabul which includes both formal and informal enterprises to assess the labour demand. Chapter 2 will describe the results of the survey on labour supply, particularly on low-skilled workers in KIS.

¹² Labour force participation rate is the proportion of economically active population (i.e. employed and those actively seeking job or willing to work) in the total working age population (aged 15 and higher). The estimated figure is based on NRVA (2007/08).

¹³ Samuel Hall / ILO (2012) “Afghanistan: Time to move to Sustainable Jobs: Study on the State of Employment in Afghanistan”, Study researched and authored by Samuel Hall Consulting

¹⁴ *ibid*

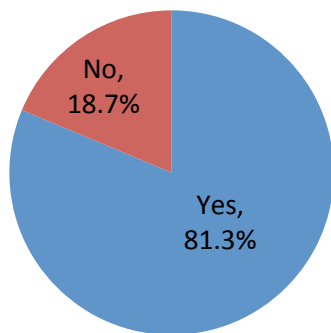
¹⁵ National Risk and Vulnerability Assessment (NRVA 2007/08)

¹⁶ World Bank (2004)

A. Description of the sample

The sample included 300 enterprises in Kabul. As shown in Figure 1.1, around 80% of these enterprises were officially-registered businesses. This, however, does not indicate that they are all “formal” enterprises. Per ILO’s definition (described in Box 1), both own-account workers who operate one-person businesses and owner-employers of microenterprises who employ family members are classified as *informal* enterprises. Thus, 70% of officially-registered enterprises fall under the above two categories. In total, 76% of enterprises in our sample are informal enterprises.

Figure 1.1: Is your business officially registered?



Identified as formal/informal

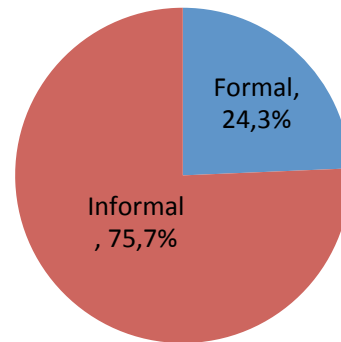
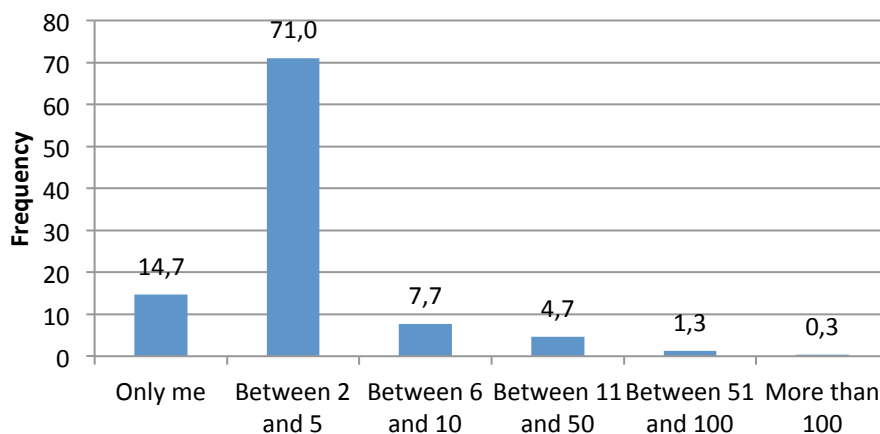


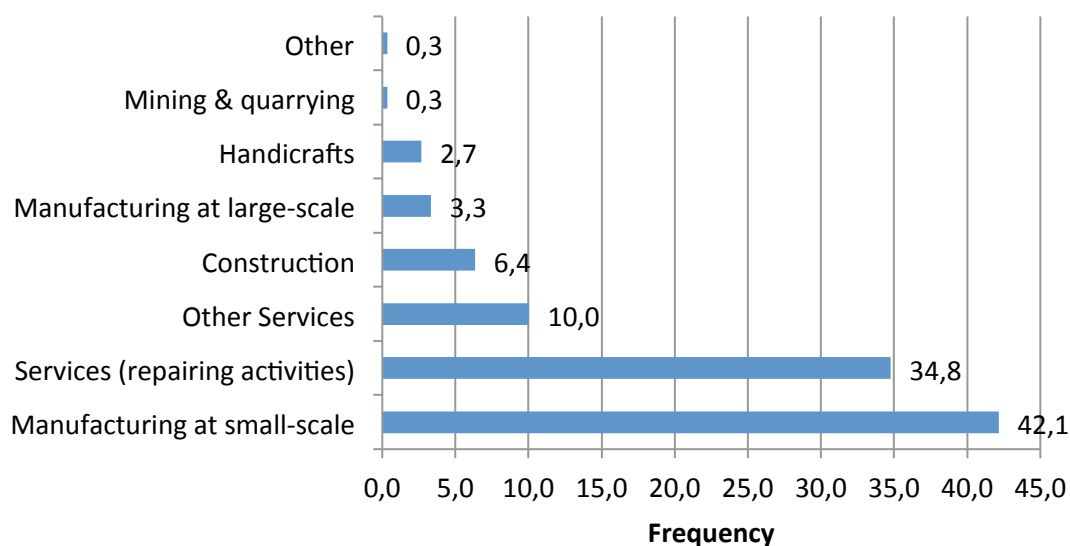
Figure 1.2: Size of the enterprises (number of workers employed)



Nearly 15% of enterprises in the sample were own-account businesses, while microenterprises (with 2-5 employees) represented 71% of sample firms. Around 12% of enterprises were identified as small & medium enterprises (SMEs).

Figure 1.3 plots the distribution of sample enterprises by sector of activity. More than 40% of companies in our sample are small-scale manufacturers, including metalworking, carpentry, tailoring, carpet weaving, and leather products manufacturing. Services companies, specifically those engaged in repairing services activities such as auto-mechanics, motorbike mechanics, repairing of bicycle, repairing of electric equipment, repairing of consumer electronics, repairing of machineries, and repairing of watches & clocks, represent 35% of enterprises in our sample. While 10% of the companies are engaged in other services activities, 6.4% of enterprises in our sample are those in the construction sector. Large-scale manufacturing companies were also interviewed and make 3% of our sample. A detailed classification of enterprises by type of activity has been explained in Annex 2.

Figure 1.3: Distribution of enterprises by sector of activity



B. Labour & Employment

In terms of availability of skilled workers in the market, only 35% of entrepreneurs stated that they could easily find in the market workers who possess the required technical skills for their company. These include less technical activities such as repairing of bicycles, industries that require workers to work on non-sophisticated machineries, and a few technical activities such as tailoring. On the contrary, 65% of respondents acknowledged that it is hard to find skilled workers for their enterprise, mainly in carpet weaving, repairing of consumer electronics and electric equipment, metalworking, carpentry, auto-mechanics, and in printing & publishing activities.

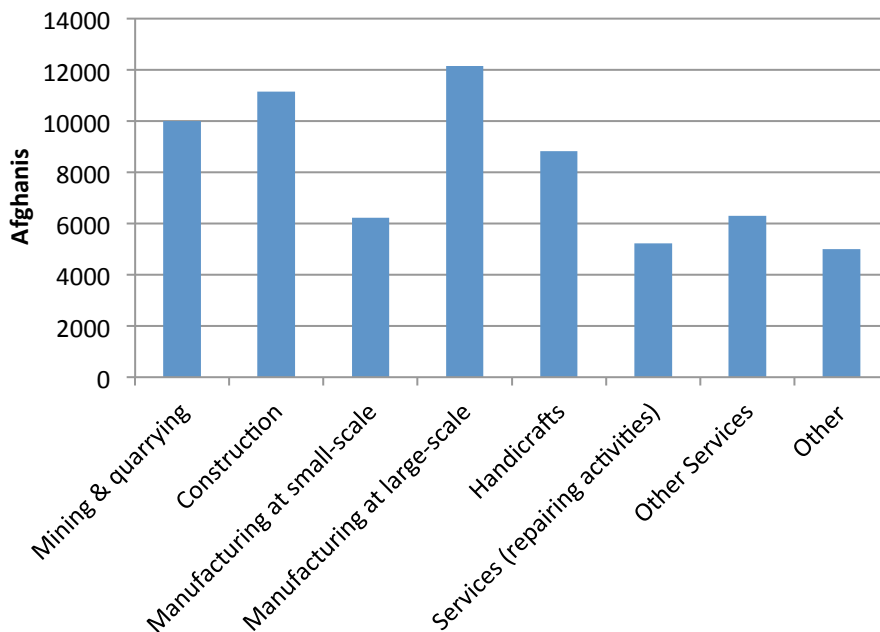
Survey results show that well-paid jobs are not necessarily those which require high technical skills but those which are related to sectors that have been growing rapidly. Workers at large-scale manufacturing, i.e. factory workers, are the most well-paid in our sample. The average per month salary of a newly recruited skilled worker in a factory¹⁷ is Af. 12,143, as shown in Figure 1.4. Construction sector also provides higher wages to skilled

¹⁷ Companies in this category in our sample were food producers and plastic products manufacturers.

workers; Af. 11,159. Workers engaged in masonry, tiling and painting are well-paid compared to workers in other specialized construction activities. On the other hand, the average wage of workers engaged in handicrafts manufacturing is above Af. 8,000. Such a relatively high wage can be due to two reasons. First, because handicrafts and artefacts made from semi-precious stones are high-priced products and thus the value-added and profitability is higher, which contribute to higher wages. Second, because the number of skilled workers in this industry is low, and thus wages are fixed at high level due to limited labour supply. Moreover, the survey results show that the average wages in small-scale manufacturing (such as metalworking, carpentry, tailoring, carpet weaving and leather products manufacturing) and in repairing services activities (including auto-mechanics, repairing of electric equipment and consumer products, etc.) are Af. 6,222 and Af. 5,213, respectively. These are well below the average wage in the construction sector and in large-scale manufacturing.

However, these numbers should not be taken as “absolute” values, but should be studied *in relative terms*. The estimated average wage of skilled workers, as obtained from the survey, would only enable us to *compare* the different sectors in terms of workers’ income, and cannot serve to estimate the effective wage in these sectors.

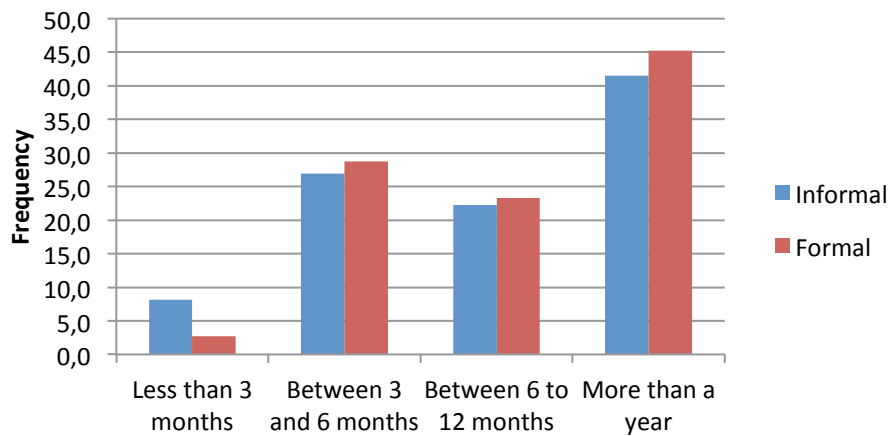
Figure 1.4: Average per-month salary of a newly recruited skilled worker



Job instability is strong in the labour market in Kabul. As shown in Figure 1.5, only less than half of employees work for more than a year in an enterprise. More than half of workers in Kabul either leave or get fired within one year of starting their job. Employment instability is stronger in the informal sector. Almost 8% of workers in the informal sector leave their job within 3 months of employment, compared to only 2.7% in the formal sector. Moreover, 26% of employers declared that they had fired or terminated the contract of any of their employees since they were operating. They explained the main reasons as “non-

commitment and shirking of employees” (18%), “unprofessional or disrespectful behaviour with the employer” (10%) and “non-competency” (9%).

Figure 1.5: On average, how long do workers work in your company or stay in their jobs?



On the other hand, only 6% of employers who were interviewed responded that they signed a “written contract” with their employees, compared to 94% who recruit workers without engaging in a formal employment contract. This makes dismissals easier for employers, and the workers cannot seek legal protection if the dismissal was based on a discriminatory behaviour. Therefore, the rights of workers are not properly protected both in the formal and informal sectors.

Working conditions are also poor, especially in the informal sector. On average, full-time workers in Kabul work 53 hours a week – which can be defined as “excessive working hours” per ILO’s definition.¹⁸ The least working hours are in the sectors of handicrafts manufacturing (28 hours) and construction (44 hours), whilst workers in the services and small-scale manufacturing work the most (63 hours and 54 hours, respectively). This is partly because employers are not aware of the provisions of the Labour Law in Afghanistan; 77% of respondents did not know the maximum number of work hours per week that has been fixed by the Law, and 60% of respondents were not aware of the minimum legal age for work (see Figure 1.6).

¹⁸ ILO defines excessive working hours as more than 48 hours per week.

Figure 1.6: Are you aware of some major provisions of the Labour Law?

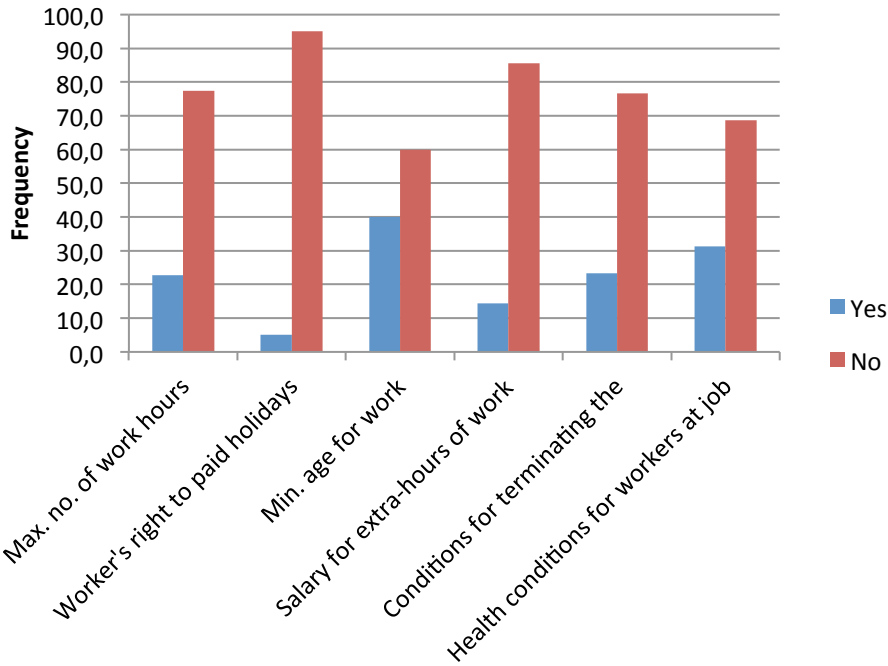
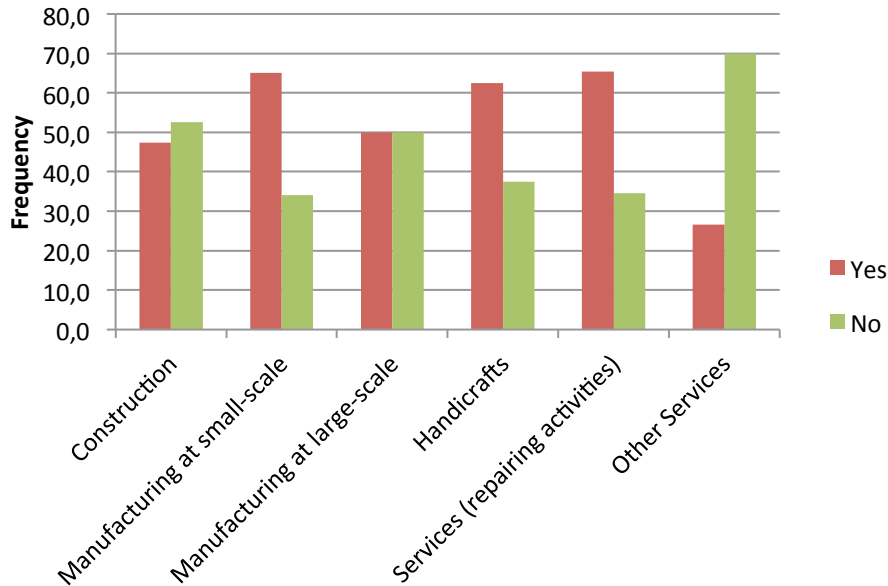


Figure 1.7: Do you accept apprentices for training in your enterprise?



C. Apprenticeship & Training

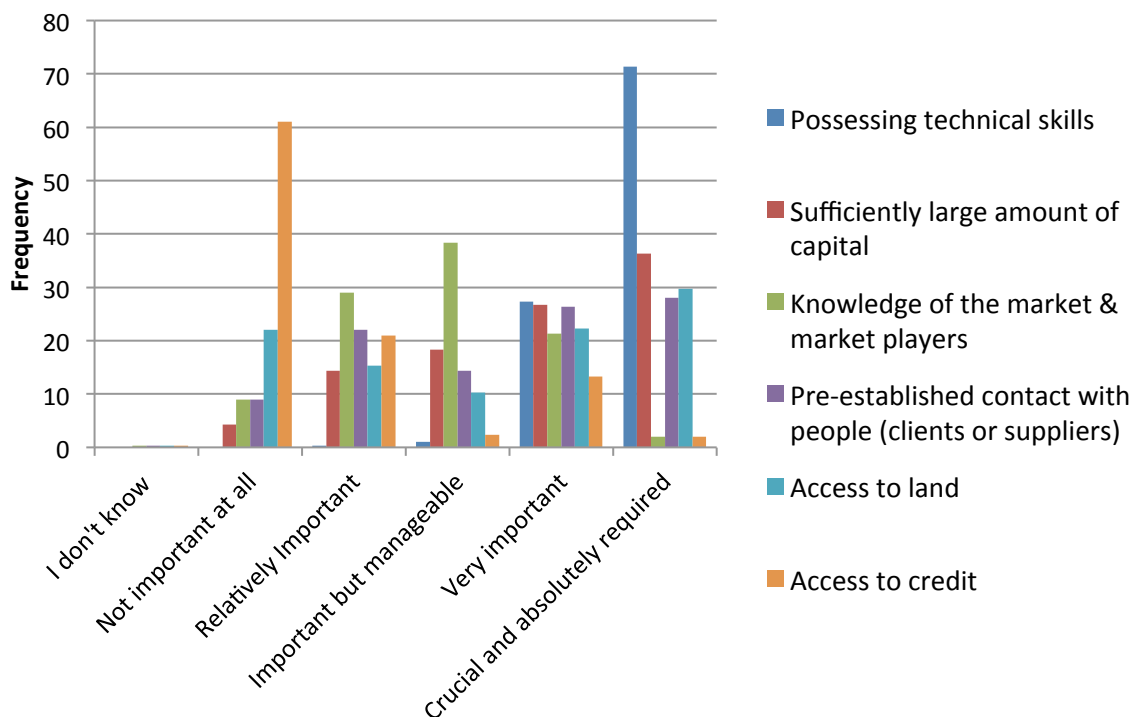
Almost 60% of entrepreneurs in our sample responded that they accepted apprentices for training. Only in a few sectors such as construction, large-scale manufacturing, mining, and other services, the majority of entrepreneurs stated that they did not train apprentices. However, the majority of entrepreneurs in small-scale

manufacturing (metalworking, carpentry, tailoring) and repairing services activities hosted trainees. In majority of cases where apprenticeship is practiced, the employer does not pay any salary to the trainee (58%). Only 25% of entrepreneurs pay some sort of monetary remuneration to the trainees, compared with 16% of entrepreneurs who only provide non-cash compensations to the trainees. On average, apprentices are trained for a period of 14 months.

D. Establishing a business

Entrepreneurs were asked about how they saw the importance of some factors for launching a new business. As shown in Figure 1.8, more than 70% believed that “possessing technical skills” was *crucial and absolutely required* for a person willing to establish a business of his own. Possession of sufficiently large initial capital, access to land, and pre-established contacts with suppliers and clients were perceived to be equally crucial. These factors can well define the perceived “entry barriers” for people willing to establish an enterprise of their own.

Figure 1.8: How important are the following elements to launch a new business?



An interesting fact to note is that a significant number of entrepreneurs (almost 60%) did not believe that “access to credit” was an important factor for establishing a business. This may be due to the fact that formal and informal businesses in Kabul do not seek financing from formal sources such as commercial banks or microfinance institutions. Entrepreneurs usually borrow from *informal* sources such as family and friends, and do not

see this as an established source of financing. The term “access to credit” may have been understood/perceived by respondents as access to “formal” sources of credit.

The initial or start-up capital of companies differs significantly according to the sector of activity. As shown in Figure 1.9, the average start-up capital in the sectors of mining, construction and large-scale manufacturing ranges between Af. 600,000 and Af. 1.1 million. This is because these are capital intensive sectors and the majority of enterprises are SMEs (between 10 and 100 employees). On the contrary, the average start-up capital in the sectors of small-scale manufacturing, repairing services activities and handicrafts production is, respectively, Af. 180,000, Af. 115,000 and Af. 50,000. The majority of enterprises in these sectors are microenterprises.

The survey results, however, indicate that there is no direct relation between profitability in these sectors and the size of the company or with the level of capital intensiveness of the activity. In other words, capital-intensive sectors and large-size companies do not necessarily have higher levels of income. For instance, handicrafts manufacturing is as profitable as large-scale manufacturing, as shown in Figure 2.1. According to our sample, income in small-scale manufacturing is higher than that in construction or mining. Furthermore, repairing services activities are equally profitable as construction or mining activities. A key result that we get from this analysis is that handicrafts manufacturing requires the *least* start-up capital but is the *most* profitable activity.

Figure 1.9: How much was your initial capital when you established your business?

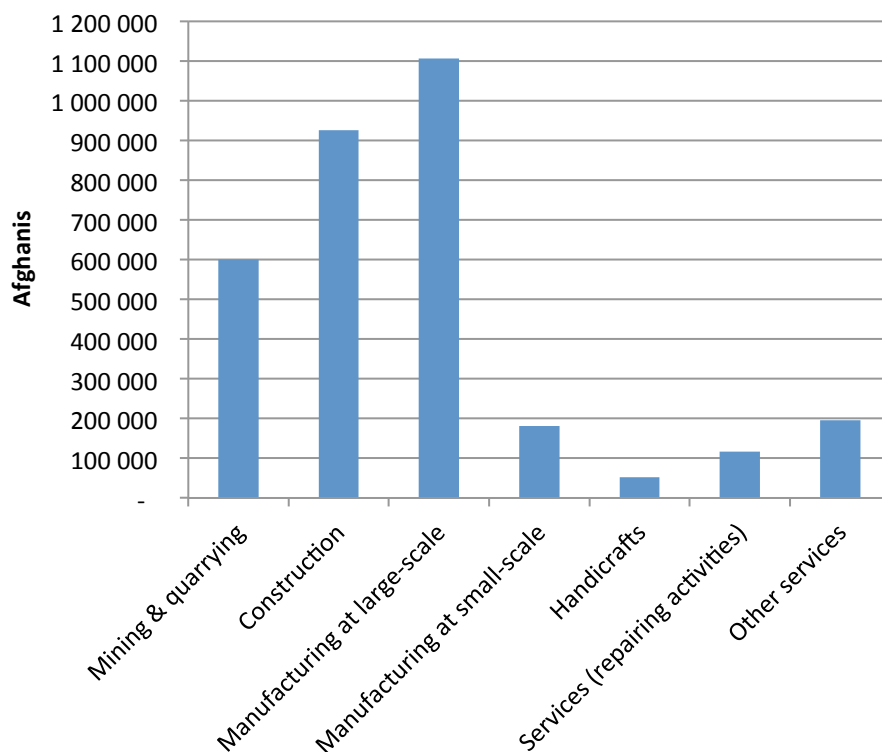
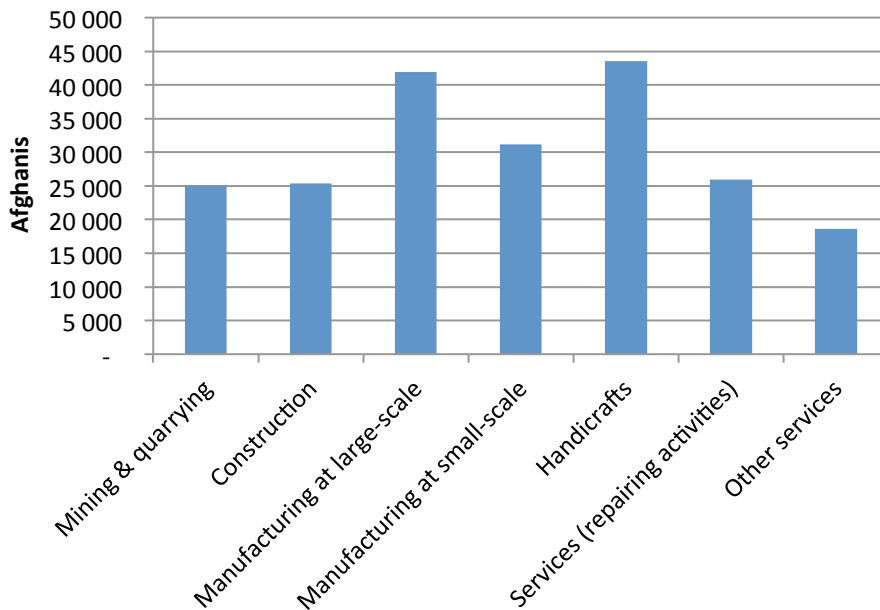


Figure 2.1: How much has been your company's monthly "net income" during the last 12 months?

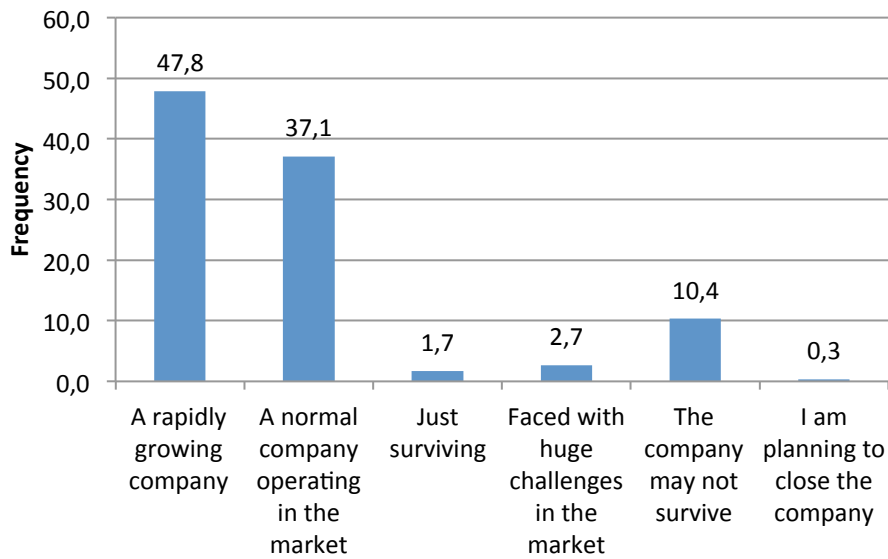


The survey results show that it usually takes around 3 months for a newly established business to become profitable. Almost 60% of entrepreneurs, across all sectors, stated that it takes a new investment around 3 months to become profitable. This shows that an individual willing to start a business of his own should envisage an amount of capital that could cover at least 3 months of the running costs of the company. If access to sources of credit is secured, then this should not be an important barrier for entry in the market.

E. Market prospects and perceptions of entrepreneurs

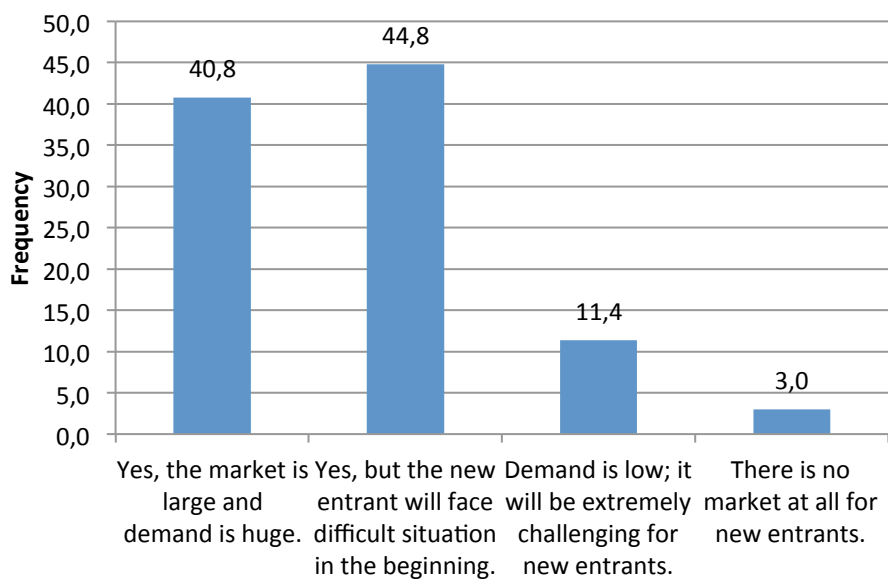
In our survey, entrepreneurs were asked questions about their perceptions on market prospects. Despite the fact that small business owners may not have information on the external (economic and political) factors that may affect their businesses and industries, they do have information on activities, market linkages and trends within the sectors they are operating in. They form their perceptions and expectations based on such information. The survey results show that almost half of entrepreneurs – uniformly across all sectors – saw their businesses in the next 5 years as “rapidly growing companies”. This shows the optimism that exists in the market, mainly among informal and microenterprises.

Figure 2.2: How do you see your business in the next 5 years?



The majority of entrepreneurs believed that there is enough market for new entrants in the sectors they were operating in. As shown in Figure 2.3, almost 45% of respondents declared that there is enough market for new businesses but they will face difficult situation in the beginning. However, 26% of enterprises in the construction sector and 30% in the large-scale manufacturing declared that demand is low in their sectors and it will be extremely challenging for new entrants. On the other hand, 25% of enterprises producing handicrafts believed that there is no market at all for new businesses.

Figure 2.3: Do you think there is enough market for new companies in your sector of activity?



Conclusion

We conclude this chapter with identifying the skills that are most demanded in the market and the employment and self-employment activities that are accessible to low-skilled workers. The survey shows that approximately 75% of microenterprises and SMEs in Kabul can be identified as “informal” enterprises. Micro-enterprises, which consist of 2 to 5 employees, represent around 70% of establishments in Kabul.

The survey results show that skills for carpet weaving, repairing of consumer electronics and electric equipment, metalworking, carpentry and auto-mechanics are the most demanded in the labour market in Kabul. However, these skills are not the most profitable in the market in terms of income generation. Workers at large-scale manufacturing such as those in factories, and construction workers such as in masonry, tiling and painting are the most well-paid. Skilled workers in handicrafts manufacturing, which also includes manufacturing of artefacts using semi-precious stones, also get a higher income compared to workers in other sectors.

Start-up capital is one of the major entry barriers for those individuals who would like to establish an enterprise of their own and engage in self-employment. Handicrafts manufacturing, small-scale manufacturing and repairing services activities require relatively lower amounts of start-up capital. Among these, handicrafts manufacturing is the most profitable business. It requires the least amount of initial capital and generates the highest income – compared to other small-scale and technically less sophisticated activities. However, the market for handicrafts in Kabul is relatively limited and may not absorb a large number of new enterprises.

The start-up capital for a new enterprise should not only cover the purchasing cost of machineries & equipment, but should also include the running costs of the business for at least 3 months of operation until the enterprise becomes profitable. This fact should be taken into account in any form of assistance that NGOs provide to informal entrepreneurs. On the other hand, “possessing relevant technical skills” is the most important element for new entrepreneurs. Access to land and knowledge of the market are also important for the establishment of a new enterprise.



Chapter 3: Economically-disadvantaged workers in Kabul Informal Settlements

It is estimated that 36% of the Afghan population live under the national poverty line of Af. 1,255 per person per month (or USD 0.85 per person per day). Kabul is not excluded from this case. It is assumed that the number of people living in poverty in Kabul is significant. A large portion of workers in Kabul can be identified as “economically-disadvantaged workers”.¹⁹ This study, however, focuses specifically on the population in Kabul Informal Settlements (KIS).

Studies have found that the population in KIS live well below the poverty line. On average, individuals in KIS earn USD 0.35 per day.²⁰ They are engaged in *vulnerable* income-generating activities such as daily labour, and are strongly underemployed. This chapter explains the findings of our survey on working age individuals in KIS, as labour suppliers in Kabul.

A. Description of the sample

As explained in the methodology in Chapter 1, 275 households were interviewed in 10 KIS. More than half of the individuals (74%) that were interviewed were women. 36% of interviewees aged between 15 and 24 (youth), and 62% of interviewees were adults aged 25-65 years old. Since the population in KIS come from different provincial and ethnic backgrounds, the selection of KIS took into consideration the distribution of ethnic groups. Around 70% of households in our sample are Pashtuns, and around 25% of interviewed households are Tajiks.



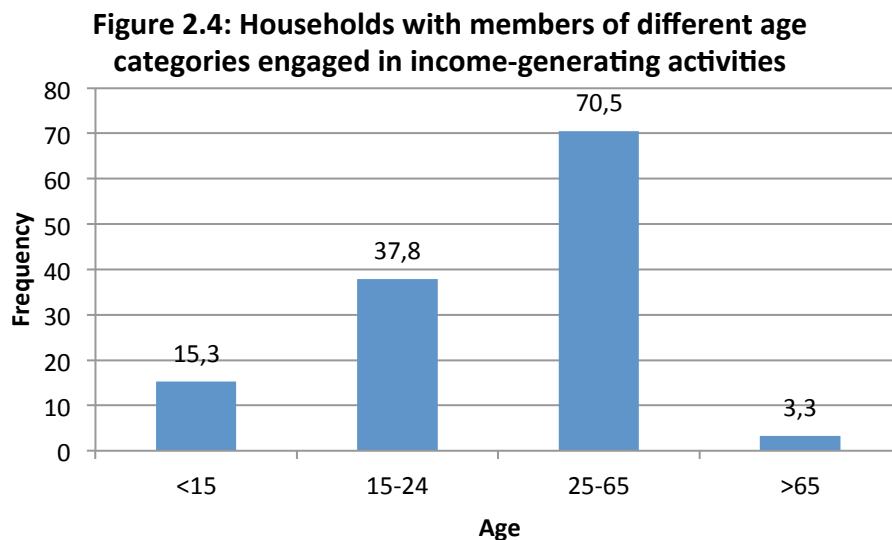
¹⁹ For a definition of “economically-disadvantaged workers”, please refer to Box 1.

²⁰ Bara, J., Motka, F. and Khan, T. (2012) “Kabul Informal Settlements: Assessment Report”, Solidarités International

B. Household background

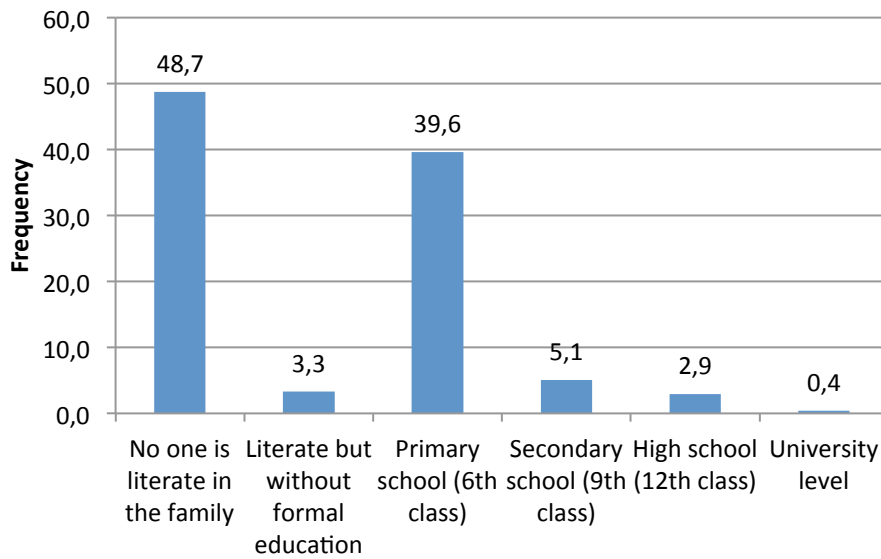
The survey found that the average size of households in KIS is 7 family members. Households have, on average, almost equal number of male and female members, and the average number of children (aged less than 15 years) per household is 3. As indicated in Figure 2.4, 15% of households in our sample send their children to work and 3% of them have elders (aged over 65) who work and contribute to the family's income. Therefore, child labour in KIS is a serious concern. More importantly, only half of families in KIS (54%) send their children to school. On the other hand, 49% of families are illiterate (no one in the family can read & write) and 40% of families have members who studied at primary school.

The sources of income of households in KIS are restricted to a few sources only. Twenty percent (20%) of households in our sample receive income from daily labour (mostly in the construction sector), and 60% of households receive income from irregular activities (e.g. car washing, street vending, temporary jobs, indoor activities, collect or sorting of waste, etc.). Stable and permanent self-employment activities provide income for only 7% of families.



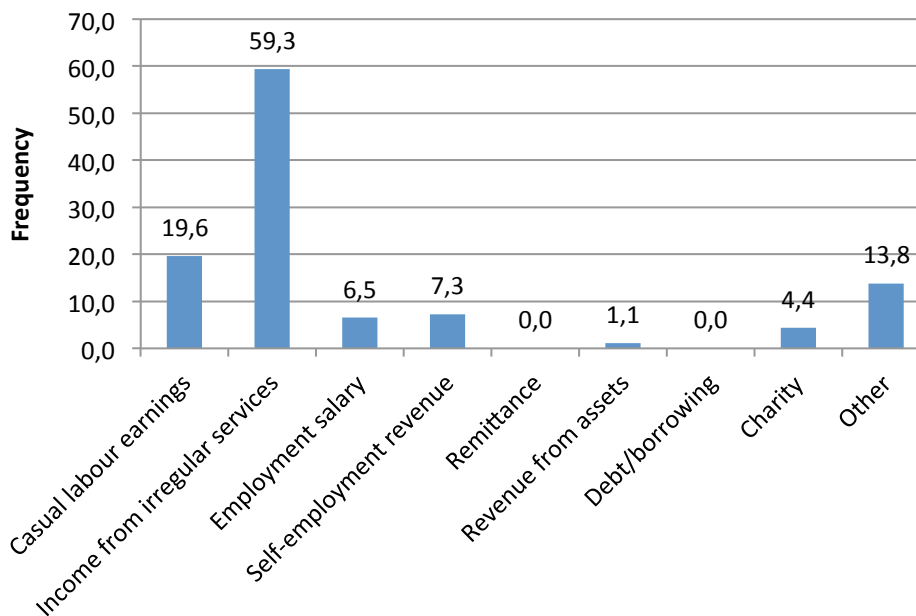
Note: The percentages do not add up to 100, because most families have more than 1 member who works.

Figure 2.5: What is the highest level of education attained by any member in your family?



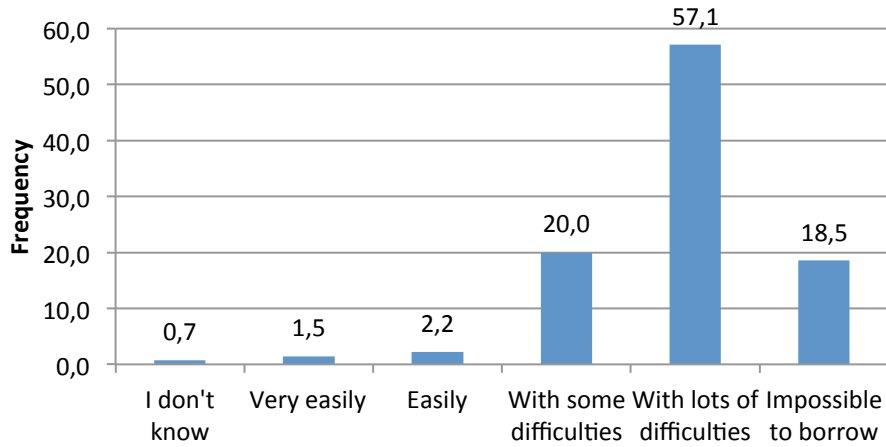
Economic vulnerability is also an important factor which households in KIS are affected by. Four percent (4%) of households in our sample declared that the primary earner of their family was an underage individual (less than 15 years old), and another 4% declared that an elder (above 65 years old) was the primary earner of the family. More than 20% of households explained that the head and/or primary earners of their families suffer from disability, chronicle illness, or physical weakness that makes them incapable of working.

Figure 2.6: What are your family's sources of income?



Note: The values do not add up to 100, because families have multiple sources of income.

Figure 2.7: How easily can you borrow to meet your basic needs if your source of income is disrupted?



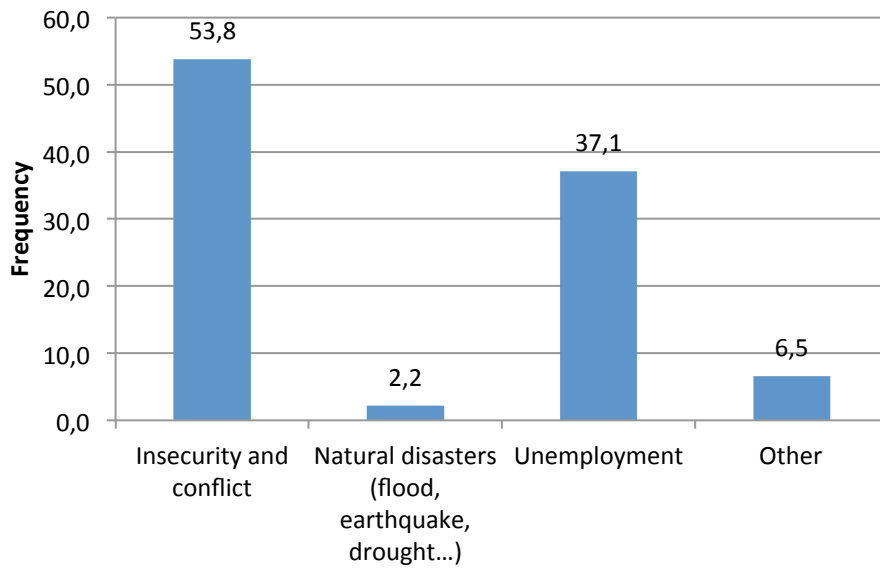
These vulnerable households are faced with extreme challenges when shocks to their income occur. 95% of households declared that they could not sustain their family's expenses for even a month without borrowing if their family's source of income was disrupted. Almost 60% of them stated that it is "very difficult" for them to borrow, compared to 20% who declared it was "somehow difficult" and 20% who said that it was "impossible" to borrow (see Figure 2.7).

C. Migration & Displacement

In our sample, more than 40% of families living in KIS have returned from Pakistan and 8% from Iran. The rest of the families have been displaced from Laghman (11.3%), Kapisa (10.5%), Helmand (8%), Parwan (5%) and other provinces. 95% of them declared that they did not have assets (land, house, orchard, livestock) in their place of origin. From among those who replied that they hold assets, 12.5% of said they received regular or irregular income from their assets.

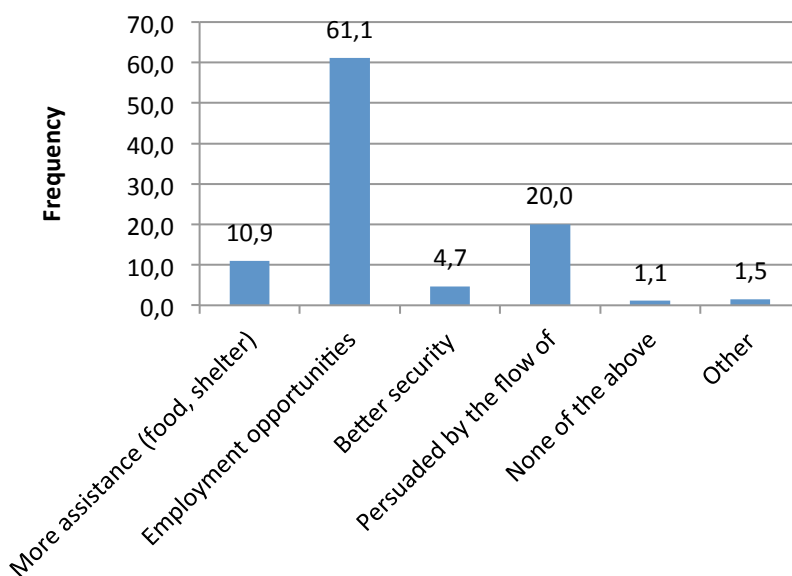
Reasons for displacement of these households in KIS are also multiple and are either directly or indirectly conflict-induced. Over half of our sample (53.8%) indicated insecurity and conflict (32%) or fear of persecution (21.8%) as the main factors pushing them into displacement. Nearly 40% of households in our sample stated that unemployment and absence of livelihood activities were the main reason of their displacement to Kabul. This can be understood as an indirect consequence of conflict in insecure and volatile provinces. Natural disasters, such as flood, drought and earthquake, were the main cause of displacement for 2% of households. The remaining 6.5% of households, which have been categorized as "Other" in Figure 2.8, include those who were deported from Iran, who lacked shelter in their provinces, or who were Kochis.

Figure 2.8: What was the primary reason of your displacement?



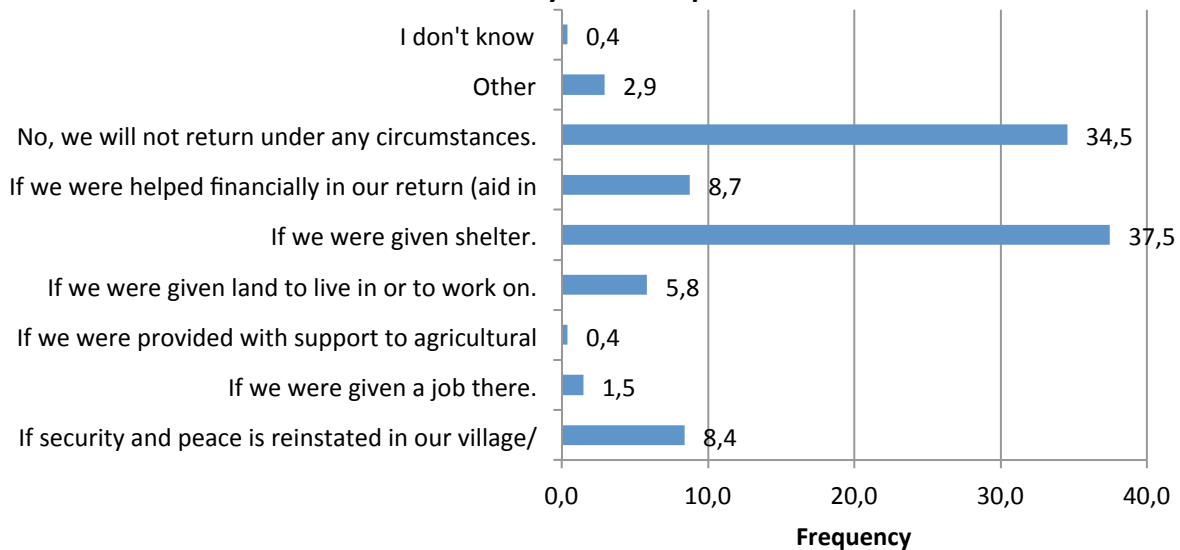
However, their decision to choose Kabul as a place to move in is influenced by other factors. As shown in Figure 2.9, around 60% of households in our sample explained that they believed there were more employment opportunities in Kabul. It also seems that quite a significant number of households (20%) did not have a particular reason for coming to Kabul but were persuaded by the fact that people from their communities or nearby communities were moving to Kabul. Moreover, only 11% of households said they expected that they would get more assistance (food, shelter...) in Kabul by NGOs and the government. Better security in Kabul encouraged only 5% of households to choose Kabul.

Figure 2.9: What was the primary reason for choosing Kabul as a place to live in?



Households in KIS were also questioned if they would like to return to their home plane under certain circumstances. 34% responded that they would not return under any circumstances. 37% stated that they would only return if they were given shelter in their villages. Around 8% of households said they would return if they receive cash assistance, and an equal number of households declared security and peace as the main circumstance under which they would go back to their provinces (see Figure 3.1).

Figure 3.1: Under which main circumstance, would you be willing to return to your homeplace?



To see the complete description of options in the vertical axis, please refer to question 27 in the Questionnaire in Annex 1.

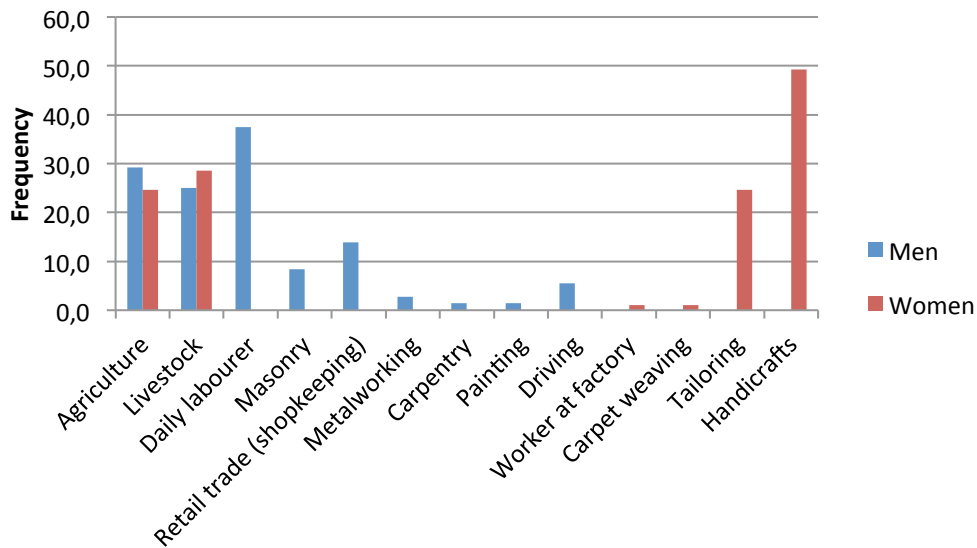
D. Employment & Skills

More than half of the households we interviewed (53%) were engaged in agricultural and livestock activities before their displacement. In terms of gender breakdown, nearly 40% of men currently living in KIS worked as daily labourers before their displacement. Almost 30% of men were engaged in cultivation and agriculture activities, compared to 25% in livestock activities. Nearly 15% of men worked in wholesale or retail trade (shop keeping) before their displacement. This shows that the majority of men in KIS do not possess specific skills that they could apply in Kabul. Those who were engaged in agricultural activities before their displacement cannot find appropriate jobs in Kabul, and those who have worked as daily workers can only work as low-skilled workers in the construction sector. Only around 8% of men whom we interviewed had worked as masons before their displacement, and this may allow them to secure a relatively higher income employment though unstable it may be.

An almost equal number of women in KIS declared that they were engaged in agricultural and livestock activities. Nearly half of women in our sample knew handicrafts manufacturing and were engaged in this activity in the past. Almost 25% of women also

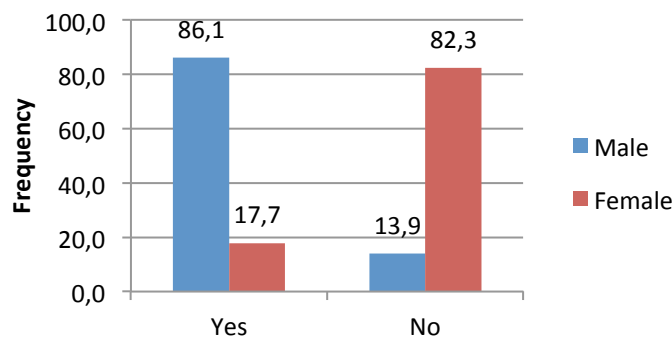
declared that they knew tailoring. Thus, women could easily apply their skills in the labour market in Kabul and may get engaged in informal domestic activities that can generate some income. However, family and cultural barriers, lack of support from men, and personal motivation remain key factors.

Figure 3.2: Which activities were you engaged in, in the past?



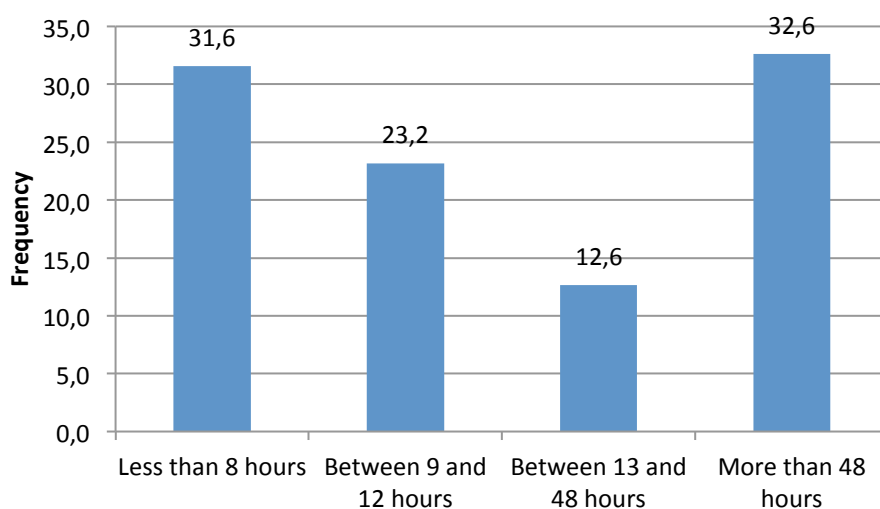
Regarding the current status of employment in KIS, around 85% of men in our sample – compared to 18% of women – declared that they were engaged in an income-generating activity (see Figure 3.3). 65% of men worked as daily labourers, 20% were engaged in self-employment activities such as retail trade/sales (including street vending) and irregular services activities, and 10% were full-time workers in different sectors. Only 5% of men responded that they were working part-time. Women are mainly engaged in tailoring, and domestic activities such as cloth washing, cleaning, etc. which generate them some income.

Figure 3.3: Are you currently engaged in an income-generating activity?



The results of our survey indicate that the average monthly income of households in KIS who have one or more of its members working is Af. 6,855. If we take the average size of a household as 7 members (*see page 25*), then the average income per person would be approximately Af. 980 which is significantly below the national poverty line of Af. 1,255 per person per month. In terms of daily income, it is equal to USD 0.65 per person per day, compared to the poverty threshold of \$0.85. This puts all working households in poverty. Therefore, we can roughly assume that those households who do not receive income from employment activities and rely on other sources of income should be in a worse state compared to those households who have an active member. On the other hand, households stated that the minimum level of income satisfying their basic needs would be, on average, Af. 13,230 – roughly double their current average income.

Figure 3.4: How many hours do you work in a week?



Underemployment and excessive working hours are both significantly high among the working poor in KIS. The survey results show that around 30% of workers work less than 8 hours in a week. This is an extremely high underemployment rate among the workers in KIS. If we consider 12 hours per week as the threshold for underemployment, then the rate increases to 55%. On the other hand, 33% of workers excessively work more than 48 hours a week, which leaves strong negative impact on their health and productive capacity.

E. Interests & Preferences

The survey attempted to verify some hypotheses on the preference and coping strategies of households in KIS. Respondents were asked which type of assistance they would choose from a list of options (*see question 40 in Annex 1*). 83% of interviewees said that they preferred to receive “food & shelter”, while 9% chose “cash assistance”. Only 6% of respondents showed interest in “vocational trainings”. This indicates that households in KIS consider short-term strategies to meet their basic needs. Poor households do not usually seek long-term strategies to secure a stable source of income for themselves, for example through acquiring technical skills.

Individuals in KIS were asked in which skills they were interested to learn. The usual suggestions by men came for the following trades:

1. Tailoring
2. Gardening
3. Carpentry
4. Auto-mechanics and motorbike mechanics
5. Driving
6. Metalworking
7. Plumbing

Women usually proposed the following skills to learn:

1. Tailoring
2. Handicrafts (including embroidery and beading)
3. Carpet weaving
4. Leather products manufacturing (e.g. bag, purse, sandal, etc.)
5. Bee-keeping
6. Poultry
7. Cooking

Conclusion

Households in Kabul informal settlements are living in extreme poverty. The survey results show that, on average, each household lives with a monthly income of Af. 6,855. This means that each individual in KIS has a daily income of USD 0.65, below the national poverty line of USD 0.85 per person per day. Moreover, 36% of households in KIS are identified as “vulnerable”.

The majority of the working poor in KIS lack the “basic skills” such as literacy and numeracy, and this limits their access to stable jobs. Nearly half of male workers were engaged in agricultural and livestock activities before their displacement, and do not possess other skills that could be employed in the labour market in Kabul. Less than 10% of the working-age men in KIS possess skills in construction activities, such as masonry. Female workers, however, largely possess skills in handicrafts manufacturing (49%) and tailoring (25%). But the lack of personal motivation, lack of knowledge of the market, and cultural restrictions prevent them from engaging in income-generating domestic activities.

The survey results show that around 85% of men, and 18% of women, are engaged in income-generating activities. Among those, 65% of men work as daily labourers, and 20% are engaged in self-employment activities such as retail trade/sales (including street vending) and irregular services activities (such as car washing). Underemployment (32%) and excessive working (33%) widely affect the economically disadvantaged workers in the KIS.



Chapter 4: Vocational Training as an Instrument of Local Integration: Evaluation and Recommendations

Skills upgrading programmes can have a significant impact on the productivity of economically disadvantaged workers through increasing their basic and technical skills. Enhanced skills may secure a stable and a relatively higher-income job for the working poor and may eventually alleviate them from poverty. Skills upgrading can be an effective policy intervention to break the vicious cycle of “low skills – low productivity – low income” of the working poor. In this report, we do not restrict ourselves uniquely to “vocational training”, but we also consider other types of skills upgrading schemes in the informal sector such as “informal apprenticeship”.

This chapter builds on the conclusions of the two previous chapters and first discusses possible trades for vocational trainings to low-skilled workers in KIS. In a second step, it will proceed with the evaluation of the vocational training programme delivered by Solidarités International. Finally, it will propose specific recommendations for the improvement and enhancement of SI’s vocational training. The recommendations will not only be limited to the micro-implementation of the programme which will concern uniquely Solidarités International, but will also focus on macro-policy issues which concern the government and all other NGOs in Afghanistan that are engaged somehow in skills upgrading programmes.

A. Which trades for vocational training?

We base the selection of trades on a set of criteria that may favour the local integration of KIS households. We suggest that trainings should be delivered on the skills that fulfil the following 7 criteria:

1. Responsive to labour market demand
2. Higher income generation
3. Requiring minimum literacy and numeracy
4. Relevant for investments with small start-up capital
5. Relevant for investments with high profitability
6. Technically non-sophisticated
7. Transferable

It is imperative that skills taught are aligned with the labour market demand. This will increase employability of the workers and will ensure income stability for them. Skills should also favour the employment of workers in activities that generate higher income. Furthermore, the acquisition of these skills should not require higher levels of education;

workers with minimum basic skills such as literacy and numeracy should be able to learn the skills.

The selected trades for training should also take into account the fact that the trainees should be able to start their own-account enterprises. For this purpose, it is necessary that the trades be adoptable for investments that require minimum amount of start-up capital, because the working poor may not be able to allocate large amounts of initial capital. On the other hand, the investments based on such trades should have higher return and profitability.

Moreover, given the low human capital of the target group, the training should be delivered on those trades that are technically non-sophisticated and do not require advanced technical knowledge. Finally, the skills should be transferable. This means that the skills – once learned by the worker – should be transferable between different occupations and types of activity. This is the most important element, because transferability and portability of skills can strongly increase the employability of the workers. Skilled workers should not remain restricted to a single activity, but should rather be able to move to other related sectors.

The following table assesses the existing trades in Kabul in terms of the 7 criteria mentioned above.²¹

Table 1.1: Assessment of trades per established criteria

<i>Trades/Skills</i>		<i>Criteria</i>						
		1	2	3	4	5	6	7
1.	Gardening			X	X		X	X
2.	Bee-keeping			X	X		X	
3.	Poultry	X		X	X		X	
4.	Tailoring	X		X	X	X	X	
5.	Embroidery	X	X	X	X	X	X	
6.	Beading	X	X	X	X	X	X	
7.	Carpet weaving		X	X		X	X	
8.	Leather products manufacturing		X	X	X		X	
9.	Pottery			X	X		X	
10.	Metalworking	X		X		X	X	X
11.	Aluminium products manufacturing	X		X	X		X	
12.	Repairing of electric machines & equipment					X		X
13.	Carpentry	X		X	X	X	X	X

²¹ The analysis in Table 1.1 is not uniquely based on the current survey results. National-level data such as CSO's statistics on sector output, and investment data by AISA are the other major sources.

14.	Repairing of consumer electronics					X		X
15.	Repairing of machineries					X		X
16.	Auto-mechanics, motorbike mechanics	X	X			X		X
17.	Repairing of bicycles			X	X		X	
18.	Repairing of watches & clocks			X	X		X	
19.	Manufacturing of keys, and repairing of locks			X	X		X	
20.	Masonry	X	X	X		X	X	
21.	Plumbing	X		X		X	X	
22.	Electric wiring			X			X	
23.	Tiling	X	X	X		X	X	
24.	Ceiling and wall designing using lime	X	X	X		X	X	
25.	Painting	X	X	X		X	X	
26.	Manufacture of artefacts using semi-precious stones	X	X	X		X	X	
27.	Calligraphy / Engraving				X			X
	Driving	X	X					
28.	Manufacture of music instruments		X	X		X		
29.	Music (playing music instruments)			X			X	
30.	Cooking			X	X		X	
31.	Beauty Parlour			X		X	X	

Therefore, considering the trades that qualify for 4 or more of the above criteria, we propose the following trades for SI's vocational training programme delivered to the working population in KIS:²²

1. Gardening (M);²³
2. Poultry (M/F);²⁴
3. Tailoring (M/F);
4. Embroidery (F);
5. Beading (F);
6. Carpet weaving (M/F);
7. Leather products manufacturing (M/F);
8. Metalworking (M);
9. Aluminium products manufacturing (M);
10. Carpentry (M);
11. Auto-mechanics and motorbike mechanics (M);
12. Masonry (M);
13. Plumbing (M);
14. Tiling (M);
15. Ceiling and wall designing using lime (M);
16. Painting (M); and
17. Manufacturing of artefacts using semi-precious stones (M).

B. Rapid assessment of SI's vocational training programme

Solidarités International is one of the few NGOs in Kabul that provides vocational training to low-skilled workers. CEDO - a local NGO - and DRC also deliver vocational trainings to the population in Kabul informal settlements. Welthungerhilfe (German Agro Action) is also planning to launch a vocational training programme in partnership with the Ashiana Group.

Solidarités International's vocational training is, in fact, an "informal apprenticeship" programme rather than a centre-based training. Trainees are placed in enterprises for a period of 6 month, and receive a monthly food package in return. This is a food-for-training programme. The training covers metalworking, carpentry, tailoring, auto-mechanics and motorbike mechanics. The programme also includes training for women; tailoring courses are delivered for females in training centres that are established at each targeted KIS.

We evaluate SI's vocational training programme on the following 3 aspects: apprenticeship / centre-based, length and effectiveness.

²² M: male; F: female

²³ & ²⁴ Vocational training on gardening and poultry could be best delivered and could be more cost effective under an *apprenticeship scheme* or in a form of *domestic training*, though other trades could be taught through a centre-based training as discussed in the recommendations in pages 41 and 42.

a. Apprenticeship / centre-based

Both systems have their pros & cons. As explained in Box 2, in an apprenticeship scheme, the training is less structured, lacks training curriculum, is less effective in terms of pedagogical methods, and is very specific to the job. But the positive point about apprenticeship is that the trainees get to know the market, and develop their communication and negotiation skills with the client or supplier. In a vocational training, however, the training is based on effective pedagogical methods and fine-tuned curricula. However, it risks being too theoretical and does not allow the trainees to acquire knowledge of the market and develop their business development skills.

Almost all beneficiaries of SI's vocational training whom we interviewed²⁵, and particularly those who were trained in tailoring, explained that they were continuously asked by their trainers/masters to do auxiliary and irrelevant work, such as cleaning, sweeping, purchasing material, etc. In fact, apprenticeship is widely practiced in the informal sector in Afghanistan. Low-income families often put their underage children as apprentices in workshops or enterprises to learn the skills. During the first few months, apprentices do not receive any training and are engaged in auxiliary and daily work of the enterprise. After a certain period of time, apprentices are slowly taught the skills, and it usually takes more than a year to get trained. In some trades, apprentices are treated as trainees for 2 to 3 years, and during this period they are often not paid any salary.

Our evaluation found that the enterprises who were engaged/partnered with Solidarités International to train the apprentices did not differ in approach and behaviour compared to their usual practice of apprenticeship. A male beneficiary from the camp near Hewadwal Blocks who was trained in tailoring said: *"[The trainers] taught us fairly, but they only started training us in 2 months. In the first 2 months, we did irrelevant work for the shop."* Another male beneficiary from Tamir Milli Bus who also received training in tailoring explained: *"For the first 3 months, the trainer asked us to do auxiliary stuff like cleaning. Only after 3 months, he started teaching us the work."* Assigning apprentices in auxiliary work is not uniquely practiced across the tailoring enterprises, but is also common in other trades. A male beneficiary from Nasaji Bagrami who was trained in metalworking acknowledged by saying: *"The trainer asked us to do a lot of auxiliary work."*

Therefore, it seems that although Solidarités International pays a monthly compensation (around Af. 8,000) to enterprises to train the appointed apprentices, the master-craftsmen / trainers treat SI's apprentices just like other individual apprentices. The formal contract between SI and entrepreneurs does not have any impact on the nature and quality of apprenticeship within the enterprises, unless effective monitoring and evaluation systems are put in place.

Furthermore, the quality of training with SI partnered enterprises is not different from the usual informal apprenticeship practices. The training delivered by the trainers lack theoretical background and is very specific to the job. For instance, the trainer only trains

²⁵ As explained in Chapter 1, five focus group discussions (FGDs) were held with, on average, 6 participants. Among those, 3 FGDs were with male beneficiaries.

the apprentice based on the order it receives from a client. The training content depends on the daily work of the enterprise and is not based on a specified training curriculum.

b. Length

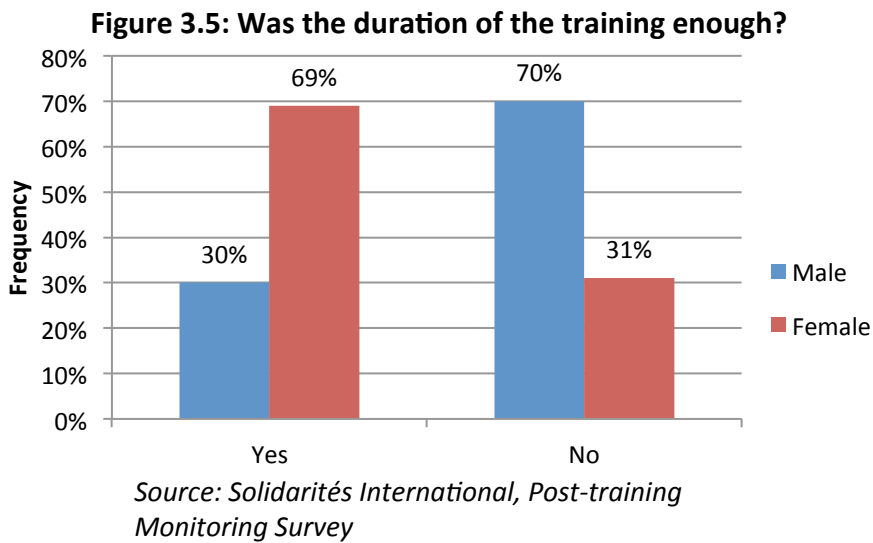
The results of the labour market survey show that enterprises – regardless of their sector of activity – train apprentices for an average period of 14 months. Our qualitative survey from a few enterprises in carpentry and metalworking also indicate that, since the efficiency of training is extremely low in informal apprenticeship, the masters/trainers can only train an apprentice in a period of 12 to 14 months.

The vocational trainings delivered by Solidarités International were 6 months in duration. Beneficiaries of the trainings explained that the trainings were very short and they did not get fully trained. A male beneficiary from Tamir Milli Bus who received training in carpentry declared that: *“We have only partially learnt carpentry. The course was for 6 months; we needed more time to learn the work.”* Another male beneficiary in tailoring from Hewadwal Blocks explained: *“Six months is not enough to fully learn how to tailor.”* Due to lack of a curriculum and a training timetable, apprentices irregularly receive training during a day or during a week. In some trades, for instance in tailoring, apprentices do not formally get training during the first couple of months. Hence, a six-month training in an apprenticeship seems short and insufficient.

Beneficiaries proposed that the length of trainings should be nearly doubled to 9-12 months. *“If Solidarités trains us for another round of 6 months, we can learn tailoring to full extent”* said a male beneficiary from Tamir Milli Bus. The results of a post-training evaluation survey by Solidarités International next to its “male” beneficiaries showed that almost 70% of respondents believed that the duration of the training was not enough, and they suggested on average 11 months for an adequate length of training (see Figure 3.5). Our assessment also shows that a 6-month training in tailoring, carpentry, metalworking and auto-mechanics in the form of informal apprenticeship cannot be adequate, because the efficiency of training in apprenticeship is low.

Though suggestion for extending the duration of trainings to 12 months also came from female beneficiaries who were trained in tailoring, it is likely that the statement by female beneficiaries may be biased due to the monthly food package they received during the training period. Our assessment shows that centre-based training requires less time compared to informal apprenticeship. However, the exact duration of training depends on *the degree of extensiveness of the training curriculum*. Female beneficiaries in tailoring acknowledged that they were able to learn the skills to an extent within 6 months, as one of the beneficiaries in tailoring from the camp in Kabul Nindarai said: *“[In the beginning of the training, other women in our camp] kept saying we wouldn’t learn anything in 6 months. Now they are surprised that we can sew our own clothes.”* The results of the post-training evaluation survey of *female* beneficiaries by Solidarités International, as shown in Figure 3.5, also confirmed that 69% of respondents believed that the duration of the training was enough. However, if the training aims to train the beneficiaries to a level that they could master the

profession and start working independently, our assessment indicates that a 6-month period is inadequate.



c. Effectiveness

We evaluate the effectiveness of SI’s vocational training programme based on: (i) its design & incentives; (ii) its output & impact; and (iii) the perceptions of beneficiaries and their evaluation.

Our qualitative assessment found that the “food-for-training” model in Kabul informal settlements fails to exclude individuals who lack motivation to work. Our field visit to a number of informal settlements in Kabul showed that a large number of working-age male beneficiaries were unemployed, and most of these individuals lacked personal motivation to engage in an income-generating activity and were not actively searching for a job. Therefore, the skills that these individuals acquired through the vocational training remain underutilised. This decreases the effectiveness of the training programme.

On the other hand, most individuals were interested in the “food content” of the training and they considered the vocational training programme as one of the sources through which they could maintain their food security during the winter. When asked about the usefulness of the training programme, a male beneficiary in Nasaji Bagrami replied: *“The programme was very useful. It helped us a lot in the winter. Each month we received food... Compared to daily labour, it was very good for us.”* Thus, the programme needs to be redesigned in order to include uniquely those individuals who participate in the training for the purpose of learning a skill and who have strong motivations to start employment and self-employment activities.

The study found that a significant number of beneficiaries in the training programme are still unemployed, and this is partly due to the programme design (incentives for training, selection of individuals), adequacy of the trainings (length of training, quality of skills taught to trainees) and lack of post-training assistance. However, all beneficiaries who

were interviewed were overall very satisfied with the training. According to our quantitative survey, 87% of beneficiaries rated the vocational training as “very beneficial” and 10% said it was “beneficial”. Only a minor percentage of beneficiaries said that the programme was not very beneficial. In focus group discussions too, participants expressed their overall satisfaction with the training.

C. Recommendations: SI's vocational training programme

Based on the evaluation in previous section, we discuss specific recommendations for improvement and enhancement of Solidarités International's vocational training programme.

1. Complement informal apprenticeship with centre-based vocational training

As discussed through the report, the training delivered by Solidarités International is, in fact, an informal apprenticeship scheme. Given the shortcomings and limitations of informal apprenticeship – as previously discussed – we suggest that Solidarités International combines the informal apprenticeship with centre-based vocational training. There are two possible ways of doing this.

- A. **Trainees can be first trained in training centres to learn the theoretical and basic practical skills of the trade, and can then be placed in enterprises to both improve their practical skills and to acquire knowledge of the market.** SI can establish training centres in specific sites in Kabul, preferably in a KIS, where individuals from nearby camps could join the training. A well-experienced craftsman should be hired as “trainer” who will teach the technical skills based on a pre-defined curriculum. The trainer himself should be first trained by a master trainer to equip him with pedagogical methods of training and to help him develop the curriculum. Once trainees are trained for a certain period of time – for example 6 months, but depends on the type of profession – and learn the necessary theoretical knowledge and basic practical work, they can be placed in enterprises for a shorter period of time where they work as “nearly skilled workers”. This way, they can contribute more effectively in the production process in the enterprise, acquire knowledge of the market, and develop their communication and negotiation skills.

CEDO is currently delivering its vocational training based on the same model, and it has achieved relatively better results. The trainees who are placed in enterprises after the completion of vocational training are being paid a weekly salary by the entrepreneur. Likewise, SI may not have to pay a monthly compensation to enterprises – as it is doing now – and can allocate that money for the establishment of the training centre and the salary of trainers.

B. **Solidarités International has also the option to deliver the vocational training simultaneously with the apprenticeship.** Apprentices who are placed in an enterprise should participate in the vocational training that will be delivered in a training centre. Apprentices may participate in the training based on a schedule that fits each one of them individually; either few hours per day or a couple of days per week depending on the working hours of their job. This way, trainees will learn the theoretical knowledge of the trade in the training centre and simultaneously practice it in their workshops.

This model is less costly compared to the previous one. For, in the first approach, SI needs to provide sufficient amount of material (for ex. wood, metal, textile, leather...) on which the trainees could practice. However, if the vocational training is delivered simultaneously with the apprenticeship program, there is no need to have extensive amount of material at the training centre, because the trainees practice their work primarily at the workshops. The vocational training focuses more on theoretical lessons and will thus require less material for the practical work.

The disadvantage with this approach – compared to the previous suggestion – is that the theoretical lessons taught to trainees are not always coordinated and tuned with their practical work at the workshop. Thus, there is a high chance of discrepancy between theoretical and practical training.

However, among the 17 trades proposed in page 37, “poultry” and “gardening” could best be delivered and could be more cost-effective if it was through an *apprenticeship scheme* or through *domestic training*. Establishing poultry farms and green houses in KIS will require high initial costs. However, enterprises in Kabul engaged in these two activities operate *formally*, and thus it is expected that the quality of apprenticeship could be high. Moreover, training on poultry for females could be delivered *domestically* – in other words, each interested household could be given a number of chickens by Solidarités International and trainers can give daily or weekly training to the household on raising chicken and on health-related issues.

2. Adopt strict M&E procedures to control the quality of apprenticeship

If Solidarités International opts for the second approach discussed above - i.e. placing the trainees for apprenticeship at enterprises and simultaneously providing them with vocational training on theoretical aspects – strict monitoring and evaluation (M&E) procedures are needed to ensure a high quality of apprenticeship. As discussed in the previous section, one of the main shortcomings of SI’s training programme is that entrepreneurs do not efficiently train the apprentices and continuously ask them to do auxiliary irrelevant work. Some apprentices in tailoring did not receive any technical training during the first 2 or 3 months. Therefore, to prevent such inadequate behaviour on the part of master-entrepreneurs, strict M&E procedures need to be put in place.

A number of skilled people, who would be experts in relevant trades, should be hired as part of the monitoring team. It is important that an expert and a skilled person be

engaged in monitoring so that he could control effectively the quality of training and evaluate the practical work taught to apprentices. The monitoring team should regularly visit the enterprises based on a pre-established schedule *not* shared with employers and trainees, produce regular report for each enterprise they visit, and track the progress of the training.

Above all, the level of skills that apprentices should acquire during a fixed period of training must be agreed upon in the contract between SI and respective enterprises. The monitoring team should make sure that the master-entrepreneurs meet the target until the end of the training. Without such a strict monitoring & evaluation system, the apprenticeship risks to have an extremely poor quality, and the effectiveness of the training programme may be very low.

Box 3: A simple monitoring guideline for SI's vocational training programme

This guideline is not meant to be a comprehensive monitoring mechanism for Solidarités International, but only an indicative guideline to help SI's monitoring team in initial planning.

Before starting the monitoring process, it is necessary to prepare the "planning" of the programme. The team should ask themselves the key planning questions: What are the objectives of the vocational training programme? To what extent do we want the trainees to get trained? Do we want them to fully master the skills? Or do we want them to learn the skills to a limit that would allow them to work as a skilled labour? Should apprentices be trained according to specified curricula? Have we agreed with the trainer on the level of skills that apprentices should acquire? Have we agreed on the timeframe and duration of the training? And finally, what are the criteria for monitoring and evaluation?

Once the monitoring team gets answers for the above questions, it can proceed with the "monitoring". Remember that monitoring is a continuous process – an on-going activity that begins with the programme and tracks each activity till the end. The first step in monitoring is *to define and establish the standards of the programme*. This initially starts with the planning phase, and facilitates the subsequent activities. Then starts the most important element in monitoring: *measuring the performance*. This can include both quantitative and qualitative assessment of the quality of actual performance. The following tools may serve for this purpose:

- Checklist to specify the technical lessons to teach and their timeframe;
- Questionnaire to seek responses from apprentices as well as trainers;
- Observation of the training and practical work of apprentices;
- Discussions with trainers and apprentices (separately);

The monitoring team should regularly visit the workplaces both planned and on surprise. Using the above tools, the monitoring team should prepare analytical and descriptive reports both after their each visit to enterprises, and on monthly basis. The reporting and flow of information greatly influences the effectiveness of the monitoring system. Therefore, the monitoring team should make sure that data and information are accurately and reliably reported to the management team.

The objectives of the monitoring should be to track both the *quality* of the training delivered to apprentices and the *progress* of the training in accordance to the *targets* and *timeframe* set initially. The outcome of the monitoring is to detect the deviations from the set quality standards, time schedules, and targets. If any shortfalls are noticed, corrective actions need to be taken on hand urgently.

3. Exclude the food content from the vocational training

Solidarités International should forego of the “food-for-training” approach because it attracts individuals who are more interested in the food package rather than in learning the skills per se. The effectiveness of the vocational training is seriously undermined when the trainees do not have personal motivation to work after their graduation. Thus, a better approach is to exclude the food content of the training in order to solely attract those individuals who are uniquely motivated by learning the skills. The programme will be more effective and successful when a larger number of beneficiaries engage in professional activities and actively seek a job.

It is necessary to have a social awareness program to households in KIS, as part of the vocational training program. Individuals in KIS should be given awareness on social implications of living in informal settlements, and on the skills development as a tool for their local integration. The social awareness may finally lead to instituting motivation and dynamism in the personal behaviour of individuals living in KIS, men and women who may not be sufficiently aware of opportunities to learn skills and connect to the local labour market given their living conditions on the margin of the local society.

Given the objectives of the project funded by CIAA, Solidarités International can split its current vocational training project into two parts.

- The first part of the project will be devoted to the distribution of food to vulnerable households in KIS during the winter season.
- The second part of the project will be to deliver vocational training to interested individuals in KIS during other periods of the year.

However, the two projects should be run entirely separately; selecting the same beneficiaries for the two projects should not be a fundamental criterion.

In our focus group discussions, individuals at KIS explained that if they were to participate in the training, they should have access to a monthly source of income so that they meet the basic needs of their households. This means that they should either get monthly stipends or monthly food packages while participating in the daily training. However, our understanding is that this should not be a fundamental constraint. CEDO has delivered vocational training to 1,000 individuals in KIS without providing any incentives – neither has it committed to provide monetary remuneration nor has it distributed food or

fuel to the trainees.²⁶ CEDO has already enlisted another 1,000 new trainees for its next phase of vocational trainings. Therefore, the successful experience of CEDO in 8 KIS with a total 2,000 beneficiaries shows that it is *feasible* to deliver vocational training without any monetary and non-monetary incentives, and the effectiveness of the programme can be more enhanced in such a model. **The key element is to give community awareness programmes to targeted KIS on the benefits of acquiring technical skills, before commencing the vocational training.**

Therefore, in a vocational training programme without any monetary or non-monetary incentive, individuals who are unemployed are most likely to participate in the training because this will not have any opportunity cost for them. On the other hand, those individuals who are currently engaged in a low-skill activity with a low income do understand the importance of skills upgrading on their level of income. They may participate in the vocational training based on a schedule that is planned for each individual separately. Therefore, the vocational training needs to be flexible in terms of timing. Some individuals should be able to receive full-day training for a specific number of days during a week (for example, twice a week), and others should be able to receive daily training for a couple of hours before or after their working hours.

A concern may arise regarding the vocational training for women. In fact, food is often the only incentive that encourages men (head of families) to allow women to participate in the vocational training. If the food content is excluded, this may have a disproportionate impact on women. However, if the following conditions are met – which are explained further in detail in the next recommendations – the vocational training for women can be equally effective:

- **Give awareness to the head of the family on how they can earn income from the domestic activities by women;** how activities by women may generate stable and regular income for the family without that the women go out of their homes;
- **Include head of the family in the early or final stages of training;** what men should do to support women in their activities; how men should help females in purchasing the required material for their products;
- **Men should get trained on how to sell the products of women in the bazaar;**
- **Provide active support to households on the post-training phase;** SI should market women's products in the market, find potential customers and clients, provide the households with grants, and support women in the post-training phase;

The above recommendations are also supported by our findings during the focus group discussions with female beneficiaries. In Nasaji Bagrami, one of the female beneficiaries explained that *“some women could not participate because their men didn't want them to... [But now] our families are happy because we earn money.”* This indicates that **if**

²⁶ Though beneficiaries received WFP's food assistance in the middle of the training, they were not shared information before their participation on the possible assistance that they could receive throughout the training.

households' awareness is raised, men will be supportive of women's domestic activities that generate them some income. Poultry, tailoring, embroidery, beading, carpet weaving and leather product manufacturing may generate stable income for households if post-training support is provided to the families. Community awareness programs should, therefore, inform the heads of families on the benefits of vocational training to women.

4. The selection of individuals for the training should be based on established indicators

With the implementation of the two earlier propositions, namely adding centre-based training and excluding the food content, the selection of individuals becomes less complicated. In fact, exclusion of the food content will primarily attract those individuals who possess personal motivation to work. Therefore, individuals can be selected based on their degree of household vulnerability. Though selecting the most vulnerable households for certain benefits is not always a good approach, because we risk selecting those individuals who may not be able to reach the end of the training or lead to sustainable outcome, in our case the fact that motivation is a common factor among participants will minimize such a problem.

Based on Samuel Hall's research on food-for-training activities of the World Food Programme since 2010, "targeting both the most vulnerable and the most promising people would help bridge the gap between emergency and early recovery"²⁷. The recommendations made to WFP are applicable in this case to SI's beneficiary selection as well: it is important to ensure that projects:

1. Reach the most food-insecure households, who may be labour poor or have a high dependency ratio,
2. Respect the age bracket that better targets higher learning capacities (16 to 45 for both men and women),
3. Better integrate heads of households in the program, to make the training more acceptable, and the impact more visible.

Concluding on the above suggestions, individuals for SI's vocational training can be selected based on their qualification in the indicators described in Table 1.2 below. A rating approach can be employed to automatically identify the most qualified for the programme.

Table 1.2: Indicators for the selection of individuals

	<i>Indicator</i>	<i>Description</i>	<i>Rate</i>
1.	How old are you?	Less than 15 y.o. : -5 Between 15 and 45 : 5 More than 45 y.o. : -5	
2.	Have you participated in any vocational	Yes: -5	

²⁷ Samuel Hall. *Review of Food-for-training component*. World Food Programme Afghanistan (2010)

	training by SI or other NGOs in the past?	No: 0	
3.	Have you worked in a profession other than retail trade/sales, daily labour in construction, services, and agricultural/livestock activities?	Yes: -5 No: 0	
4.	Number of children (under 15) in the family	Number	
5.	Number of physically disabled, or mentally ill family members	Number 0, if none	
6.	Number of physically disabled or mentally-ill family members	Number 0, if none	
7.	Number of chronically ill family members	Number 0, if none	
8.	Number of female members in the family	Number	
9.	Number of elderly members (over 60) in the family	Number 0, if none	
10.	The head of the family is a female	Yes: 5 No: 0	
11.	The primary earner of the family is an underage (under 15)	Yes: 5 No: 0	
12.	The primary earner of the family is an elder (over 60)	Yes: 5 No: 0	
Total score			

The above selection process should only start when individuals at each targeted KIS enlist themselves voluntarily for the vocational training. The individuals who score the highest can then be selected for the training. Based on the capacity of the training programme, a threshold can be fixed.

A point to note is that no indicator has been added on the unemployment/employment status of individuals. This is for two reasons. First, most individuals are likely to identify themselves as unemployed, and this is difficult for the field team to verify. Secondly, if employed individuals are excluded from the training, then most of them will be those individuals who are engaged in low-skilled, low-income jobs and irregular activities. However, the difference between these individuals and those who are unemployed will not matter for as long as they possess personal motivation to learn a skill in order to access higher-income jobs.

5. Include training on basic skills (literacy and numeracy), integration of workers, and business development

Vocational training on technical skills almost always requires the trainees to possess basic skills, i.e. literacy and numeracy, communication & negotiation skills, etc. Therefore, it is imperative that trainees who are illiterate get literacy and numeracy courses, and develop their communication skills. Providing social awareness to households in KIS – as explained under recommendations 3 – is also as equal as the rest of the trainings. In addition to the

above two, training on integration into the labour market and on business development should be also delivered in order to increase their employability in the post-training phase. Because trainees are displaced from other provinces and countries, they need to be trained on how to look for employment in Kabul in order to favour their rapid integration in the labour market. Training on business establishment, development and planning is also equally important to help those trainees who would like to launch a business of their own.

Delivering literacy courses besides the vocational training was also one of the lessons learned during the 2nd phase of SI's vocational training. Solidarités International realized that it was not possible for trainees to learn the technical skills without basic literacy. Therefore, SI added the literacy course on an *ad hoc* basis in the project. Trainees from the different trades were asked to participate in the literacy course once a week, which was delivered in a training centre in one of the KIS.

6. Include men in the early and final stages of training for women

Some trades for women require active support of men at the household and community level. Poultry, tailoring, carpet weaving and leather product manufacturing require men to purchase material for women, to market their products or find clients, and to sell their products in the bazaar. Therefore, men – either one male member per household or a number of men at the community level – should be trained in relevant support activities. Only by doing so, women could be encouraged to work domestically and receive income from their activity.

Our evaluation found that women in KIS are *passive actors*. A female beneficiary in Kabul Nindarai who received training in tailoring said: “If people come to our house to give us work, we would be very happy to work.” This is because men are not supportive of women's work beyond the training, and women are usually illiterate and lack knowledge of the market. Therefore, **raising men's awareness and gaining their support for women's domestic activities are very important.**

7. Market women's products and provide marketing support

Our field assessment discovered that men were not aware of women's progress in the vocational training, nor of the gains women had made from the training. During focus groups led with female beneficiaries, the opinion of community leaders was sought on the progress and achievements of the female trainees. Men reported being surprised that women had been able to learn skills that they could potentially market. Thus, **it is more likely that if more information sharing and awareness raising are done at the community level, women could receive men's support.** Therefore, at the end of the training period, SI should gather the community together to *showcase* the achievements of female trainees and explain what the “next steps” can be, by highlighting the necessary involvement of men as a link between trainees and the local market where they can sell. This will not only raise

awareness among a wider network of women in the community or nearby communities but will also gain men's support for women's activities.

Solidarités International should also pay much effort to **promote the products of female beneficiaries in the community or in the area to help them find potential customers**. SI should consider linking female beneficiaries to local bazaar, and marketing their products next to potential informal or formal clients in the market. Handicrafts (of embroidery and beading), carpet, and leather products (bags, purse, sandal...) need to be promoted in the market and sold to established clients. This is the only way to encourage women to engage in an income-generating domestic activity. During focus groups discussion with female beneficiaries, the lack of such a support was continuously recalled. A female beneficiary from Kabul Nindarai said:

"We are all unemployed here. In Peshawar we could sell what we worked on, mainly carpets. It was easier to work there because people and organizations from Peshawar would come and ask us to work on carpets. There was an easy exchange and they knew where to find us."

Therefore, providing marketing support should be an integral part of SI's vocational training programme for women.

A good example of marketing women's products in the bazaar is that of a local NGO called Zardozi.²⁸ Zardozi links women producers of handicrafts and clothing in Kabul and Jalalabad to local bazaars. It has teams of sales agents and market facilitators who identify women who are engaged in tailoring and handicrafts manufacturing, and help them sell their products either through established customers or through their sale points in Kabul. Solidarités International could partner with Zardozi and introduce its female beneficiaries of vocational training to Zardozi. However, SI should make sure that the support is offered on an inclusive and regular basis to all female beneficiaries.

8. Launch community awareness raising and advocacy campaigns

This proposition has been repeatedly explained under recommendations 3, 5, 6 and 7. To summarize, the community awareness campaign should serve the following objectives:

- To inform households on the extent to which skills acquisition and skills upgrading can have impact on their level of income and their lives;
- To inform households how skills acquisition can reduce their vulnerability and favour their re-integration into the society;
- To encourage working age men and women to participate in the vocational training for the sake of learning skills;
- To inform heads of households (men) on how vocational training for women can secure a stable source of income for the family;

²⁸ Website: <http://www.afghanartisans.com/>

- To inform heads of households that women can work domestically, without going out of the house, and earn money;
- To train men in how to support women in their domestic activities: buying materials, finding clients, and selling women’s products;
- To gain the overall support of community leaders and men for the engagement of women in stable, income-generating, domestic activities;

9. Provide post-training support to beneficiaries: Grant and Business counselling

The effectiveness of the vocational training programme can be maximised if post-training support is offered to trainees – a more comprehensive skills-upgrading package needs to be put forward to ensure maximum effectiveness of the programme. Though SI offered “toolkits” at the end of the training to trainees, this report argues that this is not sufficient. **Financial and non-financial support to trainees who would like to establish a business of their own is crucial.**

Financial support may be provided in the form of a “grant” that could finance the start-up capital and the running cost of the enterprise for 3 months. Non-financial support should include “business counselling” and logistics support. An important criterion is that SI’s team should be directly involved in business planning, cost estimation, business development and logistics process of any business project proposed by an individual or a group of beneficiaries. This will avoid any principal-agent problem that could arise in such a financing scheme.

An evaluation by Agence Française de Développement (Walther, 2007) of vocational training programmes in the informal sector in 7 African countries also came with the same conclusion, stating that “training cannot be effective without direct support for enterprise creation.” The report emphasized that the most important element for success is “the provision of financial and material support at the end of training, without which it is difficult, if not impossible, to ensure that people obtain work and, above all, keep it.”

This proposition is based on a well-established theory: endowments and entitlements, on their own, do not lead to reduced poverty and better life for the poor, unless individuals have the *capabilities* to transform their resources into valuable activities.²⁹ This means that if an individual has the resources, but does not have the freedom or the ability to employ those resources, it cannot be better off. The recognition of this fact led poverty reduction and livelihood programmes in the last two decades to focus on strengthening the “capabilities” of the poor. Likewise, if individuals in KIS acquire specific skills but do not have the means to transform their skills into productive activities, then the vocational training programme may not contribute to reduce poverty among IDPs. Enabling them to employ their skills and receive income is the most important – which can be largely done through providing them with post-training support activities such as grant and business counselling.

²⁹ This refers to Amartya Sen’s “capabilities approach” which led to the development of UNDP’s Human Development Index.

10. Secure funding for informal micro-enterprises

Solidarités International may not have enough budget for the “grant” part of the vocational training, under the CIAA-funded programme. In order to secure the required budget for the post-training support activities, SI can look for other sources of financing next to donors and private sector actors. Several funding programmes in Afghanistan have been supported by donors, but almost all of them focus on SMEs and large enterprises. Micro-enterprises have much difficulty in accessing those funding schemes, while they may offer more employment opportunities. Therefore, SI may facilitate a similar funding programme for informal micro-enterprises and coordinate the allocation of grants with involved donors in this regard.

Another option is to seek “credit with favourable terms” next to microfinance institutions (MFIs) and commercial banks in Afghanistan. Though most MFIs provide loans to micro-enterprises, they are disbursed at high interest rates. A partnership between involved NGOs and a group of MFIs to provide *micro-credit at favourable terms* can be most likely feasible. Solidarités International may coordinate such a project between other NGOs (such as DRC and Mercy Corps) and microfinance institutions. MISFA (Microfinance Investment Support Facility for Afghanistan), which was initially funded by several donors, now provides funds to 7 MFIs in Afghanistan. MISFA can be a good counterpart for Solidarités International for the initial discussions on the concept of such a funding programme.



A 10-Step Approach:

Improving SI's Vocational Training for the Working Poor IDPs in the Kabul Informal Settlements

Figure 3.6: Ten recommendations for improvement of SI's vocational training

- 1 • Complement apprenticeship with centre-based vocational training
- 2 • Adopt strict monitoring procedures
- 3 • Exclude the food content from vocational training
- 4 • Select individuals based on established indicators
- 5 • Include training on basic skills and business development
- 6 • Include men in the early and final stages of training for women
- 7 • Market women's products and provide marketing support
- 8 • Launch community awareness raising and advocacy campaigns
- 9 • Provide post-training support to beneficiaries: Grant and Business counselling
- 10 • Secure funding for informal micro-enterprises



D. Recommendations: Skills development as a national policy

Vocational training and other forms of skills upgrading programmes are delivered by various entities in Afghanistan, including government institutions, UN agencies, and numerous non-governmental organizations. These individual programmes will only have a sustained impact on skills development in Afghanistan if they are coordinated at the national level. Micro-level activities need to be coupled with macro-level interventions to produce tangible and sustained results. Moreover, finding durable solutions to displacement issues has to be a nationally-owned process, led by the Government of Afghanistan. Recent effort of the GoA for the development of a National IDP Policy is much welcomed in this process. This research calls for the mainstreaming of livelihood activities and vocational training into such a policy. Below are some general recommendations that involve both the GoA and all other NGOs engaged in vocational training programmes in Afghanistan.

This final section provides a platform for advocacy by stakeholders to ensure that their initiatives are mainstreamed in a broader framework aimed at enhancing the sustainable livelihoods of IDPs living in informal settlements.

1. Create an enabling socio-economic environment

Skills upgrading policies can only be effective and translated into increased productivity and increased income if an enabling socio-economic environment is developed in the country. The economy needs to achieve an *employment-oriented growth*, i.e. a rapidly growing economy that creates more, and better quality, employment. Unless there is strong employment creation in the economy, and hence a growing demand for skilled workers in the labour market, the impact of vocational trainings will be minimal.

Policy-makers in the Afghan government should identify potential sectors of growth in the economy, and actively support those sectors through various policy interventions, including provision of credit to micro and small enterprises (MSEs). A crucial element is that local workers must be prioritized for employment across all sectors. The mining sector, which is expected to generate thousands of job opportunities, must recruit local workers even in technical positions. Formal and semi-formal technical training in mining should be an important skills upgrading policy for Afghanistan in the next 5 to 10 years. However, an equitable access to basic skills (i.e. primary education) must be enhanced among the poor so that the mining sector equally benefits the poor through employment.

On the other hand, the government cannot rush into formalizing the informal economy, because this may not only increase the cost of working formally but may also hurt the poor. Countries that adopted an aggressive formalization policy did not achieve desirable outcome – whether they ended up with over-regulation or with excessive deregulation. **The Afghan government should gradually proceed with formalizing the economy, and skills upgrading can be one of the policy interventions.** Moreover, the government needs to tackle decent work deficiencies both in the formal and informal sectors

by improving the working conditions (safety and health), restraining child labour, encouraging representation and voice by workers, empowering worker unions, improving and strengthening labour regulations, and enhancing social protection measures.

Finally, the success of vocational training also depends on other factors such as access to micro-credit, minimum market barriers, and business counselling services. With the availability of these inputs, vocational training can encourage entrepreneurship in the informal economy and lead to decreased unemployment and poverty among the working poor. This research calls for a coordinated approach by involved NGOs in vocational training and emphasizes that any skills development programme should be a comprehensive package in order for it to produce more effective and sustained results.

2. Vocational trainings need to be aligned with poverty reduction strategies and coordinated under a national skills development strategy

Vocational training is delivered by various institutions in Afghanistan, including the government (Ministry of Labour & Social Affairs and Ministry of Education among others), and local and international NGOs (CEDO, Solidarités International, Danish Refugee Council, Mercy Corps, World Food Program...). In order to increase the impact of skills upgrading programmes and to achieve better outcome, such programmes need to be coordinated under a national skills development strategy, led by the Government of Afghanistan. In 2005, the Afghan government developed the National Skills Development Programme (NSDP) and this was also advocated in the Afghanistan National Development Strategy (ANDS). However, the terms of reference of the NSDP need to be revised and enhanced in order to render it as a comprehensive national strategy for skills development in Afghanistan.

The national skills development strategy (NSDS) should propose a coherent approach for how skills development programmes can contribute to poverty reduction in Afghanistan. There are two necessary elements that must be considered in NSDS. First, the strategy should advocate an equitable access to skills upgrading for the poor and informal sector workers. The strategy should not solely acknowledge the formal vocational programmes of MoLSAMD and MoE as the only skills upgrading initiatives, but also the vocational trainings delivered by NGOs to informal workers. Second, the national skills development strategy should incorporate the disadvantaged and marginalized groups in the country, which will include inhabitants of informal settlements. These marginalized groups are often faced with challenges when acquiring formal education or accessing skills development.

An adequate strategic coordination of skills upgrading programmes in the country may hopefully lead to better results and higher impact. It is also important that the objectives of skills upgrading programmes are integrated with the poverty reduction strategy adopted in Afghanistan. This could be possible only if the government recognizes the informal economy as a source of activity and employment, and makes sure that its various policies encompass the informal economy and the working poor. Therefore, only

under a well-coordinated and well-integrated approach, the impact of vocational training on workers' productivity, and thus income, can be enhanced.

3. Mainstreaming livelihoods and income generation in the search for Durable Solutions for Afghanistan's IDPs: Inputs for the National IDP Policy

The process to develop a National IDP Policy is underway, led by the Government of Afghanistan's Ministry of Refugees and Repatriation (MoRR), with the support of a working group composed of key stakeholders working on migration and displacement in Afghanistan and the consultation of IDP communities across the country.

The aim of this Policy is to set out a comprehensive, effective, and realistic framework to respond to the needs of internally displaced persons in Afghanistan from emergency to protracted displacement and in the search for durable solutions. The policy also encompasses efforts to prevent internal displacement and to engage in contingency planning and early warning for disaster risk reduction and mitigation. The scale of displacement in Afghanistan requires a unified response at all levels of government.

The livelihoods initiatives of Solidarités International, supported by international donors, as well as efforts led by DRC, CEDO, Zardozi and other NGOs, will have to be accounted for in the development of this policy to adopt a specific understanding of the possibilities of urban-based and rural livelihoods programming for displaced communities seeking opportunities for skills development and employment and, ultimately, for local integration.

The NRC/IDMC/JIPS/Samuel Hall *Challenges of IDP Protection* study highlights the particularly vulnerable position of women and girls in displacement, especially with regard to employment. Female-headed households, which represented 19% of the female respondent sample, are part of the 'vulnerable within the vulnerable' and should be accounted for through targeted interventions. The study argued in its recommendations for the **development of targeted livelihood programmes for women** to improve livelihoods, food security, as well as education and health of their children. Lessons learned from this evaluation can help inform a gender-sensitive approach to livelihoods support and policy development.

Conclusion

Skills upgrading programmes can have a significant impact on the productivity of economically disadvantaged workers through increasing their basic and technical skills. Enhanced skills may secure a stable and a relatively higher-income job for the working poor and may eventually alleviate them from poverty. Skills upgrading can be an effective policy intervention to break the vicious cycle of “low skills - low productivity - low income” of the working poor.

Households in Kabul informal settlements (KIS), and internally displaced persons (IDPs) sampled in the present research study, are living in extreme poverty and vulnerability, and the working age individuals are usually low-skilled. Vocational training for the working poor in KIS can lead to increased productivity and higher income, if designed based on the realities of the labour market in Kabul. The survey results show that skills for carpet weaving, repairing of consumer electronics and electric equipment, metalworking, carpentry and auto-mechanics are the most demanded in the labour market in Kabul.

Start-up capital is one of the major entry barriers for those individuals who would like to establish an enterprise of their own and engage in self-employment. Handicrafts manufacturing, small-scale manufacturing and repairing services activities require relatively lower amounts of start-up capital. Among these, handicrafts manufacturing is the most profitable business. The start-up capital for a new enterprise should not only cover the purchasing cost of machineries & equipment, but should also include the running costs of the business for at least 3 months of operation until the enterprise becomes profitable. In addition, possessing relevant technical skills, access to land, and knowledge of the market are the prerequisites for establishing an enterprise.

The majority of the working poor IDPs in KIS lack the “basic skills” such as literacy and numeracy, and this limits their access to stable jobs. The survey results show that around 85% of men, and 18% of women, in KIS are engaged in income-generating activities. Among those, 65% of men work as daily labourers, and 20% are engaged in self-employment activities such as retail trade/sales (including street vending) and irregular services activities (such as car washing). Underemployment (32%) and excessive working (33%) also widely affect the economically disadvantaged workers in the KIS.

The report proposed a list of trades for Solidarités International’s vocational training programme, based on a set of criteria. Proposed trades included gardening, poultry, tailoring, embroidery, beading, carpet weaving, leather products manufacturing, metalworking, aluminium products manufacturing, carpentry, auto-mechanics and motorbike mechanics, masonry, plumbing, tiling, ceiling and wall designing using lime, painting, and manufacture of artefacts using semi-precious stones.

Solidarités International’s vocational training programme was evaluated based on the efficiency of apprenticeship, design and incentives, and its effectiveness in terms of impact. The study found that the efficiency of training is very low in an apprenticeship

scheme. Enterprises who were engaged/partnered with Solidarités International to train the apprentices did not differ in approach and behaviour compared to their usual practice of apprenticeship. Most beneficiaries reported that they were asked to perform lots of auxiliary and irrelevant activities in the beginning at the workplace, and were not able to learn the skills to an extent that would allow them to work as a skilled worker.

Our assessment also found that the “food-for-training” model in Kabul informal settlements failed to exclude individuals who lacked motivation to work. Most individuals were interested in the food content of the vocational training rather than learning the skills per se. The study found that a significant number of beneficiaries in the training programme are still unemployed, and this is partly due to the programme design (incentives for training, selection of individuals), adequacy of the trainings (length of training, quality of skills taught to trainees) and lack of post-training assistance. However, all beneficiaries who were interviewed were overall very satisfied with the training.

The study proposed a number of recommendations for further improvement and enhancement of SI’s vocational training programme. The recommendations included: (1) complementing apprenticeship with centre-based vocational training; (2) adopting strict monitoring procedures; (3) excluding the food content from the vocational training; (4) selecting individuals based on established indicators; (5) including training on basic skills and business development; (6) including men in the early and final stages of training for women; (7) marketing women’s products and providing marketing support; (8) launching community awareness raising and advocacy campaigns; (9) providing post-training support to beneficiaries, particularly provision of grant and business counselling; and (10) securing funding for informal micro-enterprises.

Moreover, it was emphasized that vocational training programmes could only be effective and translated into increased productivity and increased income if an enabling socio-economic environment is developed in the country, and if individual training programmes are coordinated under a national skills development strategy. Finally, findings from this study should be mainstreamed into the search for durable solutions to displacement issues in Afghanistan through the development of the National IDP Policy led by the Government of Afghanistan.

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Annex 1: Questionnaires

SOLIDARITES INTERNATIONAL : KABUL LABOUR MARKET SURVEY

Hello. My name is _____. I would be grateful if you could spend about thirty minutes answering my questions for a labour market survey, from Solidarités International. It aims at better understanding the reality of the labor market in Kabul. This interview is anonymous and your name will not be mentioned in any report document. You are not obliged to answer any question, and you can stop at any moment you want. I thank you for accepting to help me. Do you want to ask me anything about the interview before you decide to participate?

Questionnaire Number	<table border="1"> <tr> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> </tr> </table>				

No.	Question	Answers
A	Interviewer name	
B	Date of interview	__ __ October 2012
C	District and area	
D	Address (please be specific)	

Interviewee Personal Profile:

1.	Name	
2.	Age	_____ years old
3.	Position in the company	1. CEO/Director 2. Deputy Director 3. Other: _____
4.	Phone number(s)	

Company Profile:

5.	Name of the company/business/workshop:	
6.	What is the type of activity of your company?	DO NOT PROMPT: SINGLE ANSWER
	1. Agriculture and Livestock 2. Mining and quarrying 3. Manufacture of food products & beverages 4. Manufacture of textiles (including sewing & tailoring) 5. Manufacture of carpets and rugs 6. Manufacture of leather and related products 7. Manufacture of fabricated metal products, and metalworking service activities 8. Manufacture of furniture and wood products 9. Other manufacturing 10. Manufacture of construction materials (incl. sand, stone, bricks, lime, cement products, ceramic, etc.) 11. Manufacture of sports equipment and music instruments 12. Manufacture of artefacts using semi-precious stones	17. Repairing of vehicles and motorcycles 18. Repairing of bicycles 19. Repairing of watches & clocks 20. Construction of buildings 21. Plumbing 22. Electric wiring 23. Tiling of ceramic, marble and mosaic. 24. Ceiling and wall designing using lime or cement 25. Painting of buildings 26. Restaurants and food service activities 27. Printing and publishing 28. Wholesale and retail trade 29. Transportation 30. Telecommunications 31. Banking and money exchange services

	13. Non-jewellery handicrafts 14. Repairing of consumer electronics and computers 15. Repairing of electric motors, generators, transformers, and other electric equipment 16. Repairing of machineries and equipment	32. Professional, scientific and technical activities 33. Education 34. Health 35. Other, specify: _____
7.	Have you worked as a partner with Solidarités International in its vocational training programme?	1. Yes 2. No
8.	Is your business officially registered?	1. Yes 2. No SKIP TO QUESTION 11
9.	If Yes, to which government institution:	DO NOT PROMPT: SINGLE ANSWER 1. Kabul Municipality 2. AISA 3. Ministry of Commerce and Industries 4. Other: _____
10.	What is the legal statutory of your company?	DO NOT PROMPT: SINGLE ANSWER 1. Sole Proprietor 2. Partnership 3. Limited liability company 4. Corporation 5. I don't know
11.	When was your business established? / When did you start your current business activity?	Year: _____
12.	How many employees work in your company?	DO NOT PROMPT: SINGLE ANSWER 1. Only me 2. Between 2 and 5 3. Between 6 and 10 4. Between 11 and 50 5. Between 51 and 100 6. More than 100
13.	Among them, how many are your relatives (son, brother, nephew, cousin, etc.)?	_____
Labour and Employment		
14.	Can you easily find workers in local market that possess the technical skills required by your company?	1. Yes 2. No
15.	Do you accept trainees at your company by teaching them the required technical skills for a possible future employment at your company?	1. Yes 2. No SKIP TO QUESTION 19

16.	How are compensations determined during the training period?	<p>DO NOT PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. The worker pays a monthly fee. 2. I pay him a small salary. 3. I offer in kind some compensation (non-cash). 4. No salary is paid: the worker provides its services in response to the training it receives. 5. Other: _____
17.	How long do you usually train your workers?	<p>_____ months</p>
18.	How often the trainees are recruited as salaried employees?	<p>DO NOT PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. Always; all people chosen for training are meant to be employed later on. 2. More than half of the trainees are usually reemployed. 3. Less than half of the trainees. 4. Only a few of them. 5. None have been employed so far
19.	How much is the average per month salary of a newly recruited skilled worker in your company?	<p>_____ Afs.</p>
20.	How do you employ your workers?	<p>DO NOT PROMPT: MULTIPLE ANSWERS POSSIBLE</p> <ol style="list-style-type: none"> 1. Through a job announcement. 2. Through family or friends. 3. When a worker personally refers to the company for a job. 4. Other. Please specify: _____
21.	At average, how long a worker works in your company before they leave or resign?	<p>PROMPT: SINGER ANSWER</p> <ol style="list-style-type: none"> 1. Less than 3 months 2. Between 3 and 6 months 3. Between 6 to 12 months 4. More than a year 5. Not applicable, specify: _____
22.	Do you sign a written contract with your recruited employees/workers?	<ol style="list-style-type: none"> 1. Yes 2. No
23.	If you have ever fired or terminated the contract of one of your employees, what was (were) the reason(s)?	<p>DO NOT PROMPT: MULTIPLE ANSWERS</p> <ol style="list-style-type: none"> 1. Non-competency. 2. Non-commitment and shirking. 3. Unprofessional or disrespectful behavior with the manager/company CEO. 4. Reducing salary costs due to lower revenue. 5. Other. Please specify: _____ 6. I have never fired or terminated the contract of one of my employees

24.	In the majority of cases (in more than 50% of instances) when a contract was terminated early, which side has terminated the written contract or the contractual employment agreement?	PROMPT: SINGER ANSWER 1. The worker himself. 2. By the company's owner/manager. 3. Mutual consent 4. There is no precedent / never happened
25.	Have you ever fired an employee without a prior one-month notice?	1. Yes 2. No
26.	Do you give extra-salary benefits to your employees?	DO NOT PROMPT: MULTIPLE ANSWERS 1. Yes, medical expenses are covered. 2. Yes, employees get non-pecuniary benefits. 3. We give occasional bonuses on certain occasions, such as Eid, Ramadan, etc. 4. We give other types of extra-salary benefits; specify: _____ 5. No.
27.	How many of your employees work as part-time?	PROMPT: SINGLE ANSWER 1. None 2. Less than 10% of staff. 3. Between 10% and 25% of staff. 4. Between 25% and 50% of staff. 5. More than 50% of staff. 6. All of them.
28.	How many hours per week do your full-time employees work?	_____ hours.
29.	Do you think demand for workers with the technical skills needed by your company increases in the future?	DO NOT PROMPT: SINGLE ANSWER 1. Yes, demand for such skills increases strongly. 2. I think the demand will remain alike. 3. No, there will be less demand for such skills in the future. 4. I don't know.
30.	Do you prefer Afghan workers over foreign workers for employment?	DO NOT PROMPT: SINGLE ANSWER 1. Yes, I strictly give preference to Afghan workers. 2. No, I give preference to foreign workers because they have higher skills and ask for lower salary. 3. I am indifferent – I only need effort and commitment from my workers. 4. I don't know.
31.	How many of your workers are female?	PROMPT: SINGLE ANSWER 1. None 2. Less than 10% of staff. 3. Between 10% and 25% of staff. 4. Between 25% and 50% of staff. 5. More than 50% of staff. 6. All of them

32.	Are you aware of some major provisions of the Labour Law in Afghanistan? Please respond Yes/No.	PROMPT FOR ANSWERS			
			YES	NO	
		1.	Maximum number of hours to work during a week		
		2.	Employee's right to paid holidays		
		3.	Minimum age for work		
		4.	Salary for extra-hours of work		
		5.	Conditions for terminating the contract		
6.	Health conditions for employees at job				

Establishing a Business

33.	How much initial capital did you have when you established your business?	_____ Afs.
34.	What is the minimum amount of capital needed to launch a small business in the same sector as yours?	_____ Afs.
35.	Did you borrow the initial capital from a third source?	<p>DO NOT PROMPT: MULTIPLE ANSWERS</p> <ol style="list-style-type: none"> 1. Yes, from a friend/family member. 2. Yes, from a bank/microfinance institution. 3. I received a grant from an NGO. 4. I inherited the company. 5. Other sources of lending: _____ _____ 6. No, the capital was mine.
36.	If you have borrowed, have you been able to service your debt and to repay?	<p>PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. Yes, on due date. 2. Yes, but with a delay in payment. 3. No, I have not been able to repay my debt.
37.	In your view, how much important are the following elements for a person willing to launch a business in the same sector as yours: 1 =Not important at all; 2 = Relatively Important; 3 = Important but manageable; 4 = Very important; 5 = Crucial and absolutely required.	PROMPT: SINGLE RATES

	Possessing technical skills..... 1 2 3 4 5 Sufficiently large amount of capital..... 1 2 3 4 5 Having knowledge of the market and market players..... 1 2 3 4 5 Pre-established contact with people (clients or suppliers) 1 2 3 4 5 Access to land..... 1 2 3 4 5 Access to credit..... 1 2 3 4 5	
38.	Subsequent to previous question, if the investment fails, can he easily start another business with same assets (machinery and equipment) or sell them to recover its capital?	DO NOT PROMPT: SINGLE ANSWER 1. Yes, he can retrieve most of his capital or start another business. 2. He can only retrieve half of its capital. 3. No he cannot; all of his capital may be sunk. 4. I don't know.
39.	How long does it take for an investment (in the same sector as yours) to become profitable and the revenue to cover the costs?	DO NOT PROMPT: SINGLE ANSWER 1. Immediately (in the first month). 2. Around 3 months. 3. Around 6 months. 4. A whole year. 5. More than a year.
40.	How much has been your average monthly net income during the last 12 months?	_____ Afs.
41.	How much is the total value of your fixed assets? (such as building, machinery, equipment, tools, vehicles, computer, furniture and other equipment)	_____ Afs.
42.	Please provide the breakdown of your total cost. Over the past 12 months, how much have been your average costs?	PROMPT FOR ANSWERS: ALL NUMBERS IN AFGHANIS 1. Land/building rent _____ 2. Electricity and other sources of energy _____ 3. Employees salary _____ 4. Transportation costs _____ 5. Communication (e.g. telephone) _____ 6. Debt repayment _____ 7. Other _____
43.	Have you received any technical or financial assistance for the establishment of your company from non-governmental organizations?	1. Yes, from _____ 2. No.

Market and Business Prospects

44.	How do you see your business in the next 5 years?	<p>PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. A rapidly growing and successful company. 2. A normal company competing in the market with some level of profitability. 3. Just surviving. 4. There will be huge challenges for me in the market. 5. The company may not survive. 6. I am planning to close the company
45.	How much is market competition intense in your sector of activity?	<p>PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. Very intense; hard to compete. 2. High competition; but with good marketing techniques, you can stay in the market. 3. There is competition in the market only between large companies. 4. Low competition in the market. 5. No competition at all.
46.	If you are a producer of goods, how much do foreign products in the market affect your business?	<p>PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. It does not have any impact on my business. 2. It has some negative impact, but demand for local goods is also there. 3. It has strong negative impact; business has become tough with foreign competition. 4. It will have a positive impact.
47.	In your point of view, what will be the trend in your sector of activity in the next 5 years?	<p>PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. It will be a booming sector. 2. It will be growing at the same pace as now. 3. It will not grow anymore. It will remain the same. 4. It will be contracting due to other emerging sectors. 5. It will rapidly disappear.
48.	Do you think there is enough market for new companies in your sector of activity?	<p>DO NOT PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. Yes, the market is large and demand is huge. 2. Yes, but the new entrant will face difficult situation in the beginning. 3. Demand is low; it will be extremely challenging for new entrants. 4. There is no market at all for new entrants.
XX	Time interview finished	

SOLIDARITES INTERNATIONAL : KIS INDIVIDUAL SURVEY

Hello. My name is _____. I would be grateful if you could spend about thirty minutes answering my questions for an employment survey at informal settlements in Kabul, from Solidarités International. It aims at better understanding the living conditions and access to jobs of individuals living in camps in Kabul . This interview is anonymous and your name will not be mentioned in any report document. You are not obliged to answer any question, and you can stop at any moment you want. I thank you for accepting to help me. Do you want to ask me anything about the interview before you decide to participate?

Questionnaire Number	<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> </tr> </table>					

No.	Question	Answers
A	Interviewer name	
B	Date of interview	___ __ October 2012
C	Code of KIS	_____

Interviewee Personal Profile:				
1.	Name			
2.	Age	_____ years old		
3.	Gender	1. Male 2. Female		
4.	Ethnicity	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%; padding: 2px;"> DO NOT PROMPT 1. Pashtun 2. Tajik (incl. Aimaq and Qizilbash) 3. Hazara 4. Uzbek 5. Turkmen </td> <td style="width: 40%; padding: 2px;"> 6. Pashai/Nooristani 7. Baluch 8. Hindu/Sikh 9. Other, specify: _____ </td> </tr> </table>	DO NOT PROMPT 1. Pashtun 2. Tajik (incl. Aimaq and Qizilbash) 3. Hazara 4. Uzbek 5. Turkmen	6. Pashai/Nooristani 7. Baluch 8. Hindu/Sikh 9. Other, specify: _____
DO NOT PROMPT 1. Pashtun 2. Tajik (incl. Aimaq and Qizilbash) 3. Hazara 4. Uzbek 5. Turkmen	6. Pashai/Nooristani 7. Baluch 8. Hindu/Sikh 9. Other, specify: _____			
5.	Are you the head of your family?	1. Yes 2. No, I am the spouse of the head of household 3. No, other, specify: _____		
6.	Phone number(s)			

Household Background:						
7.	How many members are currently in your family?	PROMPT FOR ANSWER				
		<15 years old	15 – 24 years old	25 – 65 years old	> 65years old	
	Male					
	Female					

8.	How many of them are engaged in an income-generating activity?	<p>PROMPT FOR ANSWER</p> <table border="1" data-bbox="759 226 1476 389"> <tr> <td></td> <td><15 years old</td> <td>15 – 24 years old</td> <td>25 – 65 years old</td> <td>> 65 years old</td> </tr> <tr> <td>Male</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Female</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		<15 years old	15 – 24 years old	25 – 65 years old	> 65 years old	Male					Female				
	<15 years old	15 – 24 years old	25 – 65 years old	> 65 years old													
Male																	
Female																	
9.	Do children in your family attend school?	<ol style="list-style-type: none"> 1. Yes 2. No 															
10.	What is the highest level of education attained by any member in your family?	<p>DO NOT PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. No one is literate in the family. 2. No one has any formal education, but some can read & write. 3. Primary school (6th class) 4. Secondary school (9th class) 5. High school (12th class) 6. University level 															
11.	What are the sources of income of your family?	<p>PROMPT: MULTIPLE ANSWERS</p> <ol style="list-style-type: none"> 1. Casual labour earnings 2. Income from irregular services 3. Employment salary 4. Self-employment revenue 5. Remittance 6. Revenue from assets (land, house, orchard, etc.) and livestock 7. Debt/borrowing 8. Charity 9. Other, please specify: _____ 															
12.	What is, on average, the per month expenses of your family?	<p>PROMPT FOR ANSWER</p> <ol style="list-style-type: none"> 1. Food: _____ Afs. 2. Energy (electricity, coil, wood, gas): _____ Afs. 3. Transportation: _____ Afs. 4. Clothing: _____ Afs. 5. Housing (rent): _____ Afs. 6. Education: _____ Afs. 7. Health: _____ Afs. 8. Other: _____ Afs. 9. Total average expenses (not to ask the respondent to calculate): _____ Afs. 															
13.	Does one or more of these descriptions fit with the description of your household?	<p>PROMPT FOR ANSWER: MULTIPLE ANSWERS</p> <ol style="list-style-type: none"> 1. Unaccompanied Elderly (over 60) 2. Unaccompanied minor (under 18) 3. Physically disabled 4. Mentally disabled 5. Chronically ill 6. Gender-based violence survivor 7. Large family (5 or more children) 8. Single Parent 9. Missing children 10. Drug addict 															

		11. None.															
14.	Who is the primary earner (and/or head) of your family?	<p>PROMPT FOR ANSWER: MARK IN CORRESPONDING CASE</p> <table border="1"> <thead> <tr> <th></th> <th><15 years old</th> <th>15 – 24 years old</th> <th>25 – 65 years old</th> <th>> 65 years old</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Female</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		<15 years old	15 – 24 years old	25 – 65 years old	> 65 years old	Male					Female				
	<15 years old	15 – 24 years old	25 – 65 years old	> 65 years old													
Male																	
Female																	
15.	Does your family head and/or primary earner suffer from disability, chronicle illness, or physical weakness that make him/her incapable of working?	<ol style="list-style-type: none"> 1. Yes 2. No 															
16.	If your family's source of income is disrupted, how long can your family manage its expenses without borrowing?	<p>DO NOT PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. Not a single month. 2. Only 1 month. 3. 2 – 3 months. 4. 3 – 6 months. 5. More than 6 months. 															
17.	How easily can your family borrow to meet its basic needs if your income is disrupted?	<p>DO NOT PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. Very easily 2. Easily. 3. Not easily, we can borrow with some difficulty. 4. Very difficult to borrow; chances of getting loan is low. 5. Cannot borrow at all. 															
18.	How much debt does your family currently have, if any?	<p>DO NOT PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. _____ Afs. 2. None SKIP TO QUESTION 20 															
19.	Why did you incur this debt?	<p>DO NOT PROMPT MULTIPLE ANSWERS</p> <ol style="list-style-type: none"> 1. Daily needs (food, water, clothing...) 2. Housing 3. Migration (sending someone elsewhere) 4. Wedding – Funeral (family event) 5. Education 6. Health 7. Business investment 8. Other, specify: _____ 															
Displacement																	

20.	Which province/country did you live in before coming here?	DO NOT PROMPT 1. Kabul 2. Kapisa 3. Parwan 4. Wardak 5. Logar 6. Ghazni 7. Paktia 8. Nangahar 9. Laghman 10. Kunar 11. Badakhshan 12. Takhar 13. Baghlan 14. Kunduz 15. Samangan 16. Balkh 17. Jawzjan 18. Faryab	19. Badghis 20. Hirat 21. Nimroz 22. Farah 23. Helmand 24. Kandahar 25. Zabul 26. Uruzgan 27. Ghor 28. Bamyan 29. Paktika 30. Nuristan 31. Sari Pul 32. Khost 33. Panjshir 34. Daikundi 35. Iran 36. Pakistan 37. Other: _____
21.	Were you living in a rural area?	1. Yes, we were in a rural area. 2. No, we were in an urban area.	
22.	Do you hold assets/properties (such as land, house, orchard, etc.) in your homeplace?	1. Yes 2. No SKIP TO QUESTION 24	
23.	Do you receive any regular or irregular income from your assets through rental, lease or other arrangements?	1. Yes 2. No	
24.	What was the primary reason of your displacement?	DO NOT PROMPT: SINGLE ANSWER 7. Insecurity and conflict. 8. Fear of persecution, and hostility by enemies. 9. Natural disaster, such as flood, earthquake or drought 10. Unemployment (absence of income generating activities) 11. Lack of services (Health, education, other...) 12. Other, please specify: _____ _____	
25.	When did you arrive in this location?	Year: _____	
26.	What was the primary reason for choosing Kabul as a place to live in?	PROMPT: ONLY SINGLE ANSWER TO CHOOSE 1. We believed that in Kabul we would receive aid, shelter and food from the government or NGOs. 2. We thought that there would be more opportunities to work in Kabul to easily earn our life. 3. There is better security in Kabul. 4. We did not have any precise knowledge about Kabul, but were persuaded because other people from our community or nearby communities moved into Kabul. 5. None of the above. 6. Other: _____ Specify: _____	

27.	Under which main circumstance would you be willing to return to your homeplace?	<p>PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. If security and peace is reinstated in our village/city. 2. If we were given a job there. 3. If we were provided with support to agricultural activities: irrigation, seeds, fertilizers, animal stocks, etc. 4. If we were given land to live in or to work on. 5. If we were given shelter. 6. If we were helped financially in our return (aid in cash). 7. No, we will not return under any circumstances. 8. Other: (Specify) _____ 9. I don't know.
Skills and Employment Record		
28.	Were you engaged in an income generating activity before your displacement from your homeland?	<ol style="list-style-type: none"> 1. Yes. 2. No.
29.	Regardless of whether you were employed or unemployed immediately prior to your displacement, which income-generating activity(ies) were you engaged in, in the past?	<p>DO NOT PROMPT: MULTIPLE ANSWERS</p>
	<ol style="list-style-type: none"> 36. Cultivation and agricultural activities (including labour for agriculture) 37. Livestock activities (including fishing and bee-keeping) 38. Mining and quarrying 39. Textile production, sewing, and tailoring 40. Carpet weaving 41. Manufacture of leather products, including shoe-making 42. Porcelain making 43. Metalworking 44. Carpentry 45. Manufacture of artefacts using semi-precious stones 46. Non-jewellery handicrafts 47. Repairing of consumer electronics and computers 48. Repairing of electric motors, generators, transformers, and other electric equipment 49. Repairing of machineries and equipment 50. Repairing of vehicles and motorcycles 51. Repairing of bicycles 52. Repairing of watches & clocks 53. Manufacture of keys & locks 	<ol style="list-style-type: none"> 54. Music activities 55. Masonry 56. Plumbing 57. Electric wiring 58. Tiling of ceramic, marble and mosaic. 59. Ceiling and wall designing using lime or cement 60. Painting of buildings 61. Restaurants and food service activities 62. Printing, publishing, calligraphy and engraving 63. Wholesale and retail trade 64. Transportation/Driving 65. Money exchange services 66. Casual labour for construction activities 67. Worker at a manufacturing factory 68. Employee at a private enterprise operating in the services sector 69. Employee at a non-governmental organisation 70. Education (teacher) 71. Health (nurse) 72. Public servant (except Education and Health) 73. Other: Specify _____ 74. None
30.	If you were employed before your displacement, what was the nature of your last job/professional activity?	<p>PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. I was self-employed. 2. I was a full-time employee. 3. I was a part-time employee 4. I worked as casual / day labour

31.	If you were unemployed before your displacement, how income at your family was sustained?	<p>PROMPT: MULTIPLE ANSWERS</p> <ol style="list-style-type: none"> 1. Another member of family contributed to all or part of the family's income. 2. Remittances. 3. Revenue from assets (land, house, orchard, etc.) and livestock 4. Debt/borrowing 5. Charity 6. Other, please specify: _____ <p>_____</p>
32.	What is the level of your education?	<p>DO NOT PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. I am illiterate. 2. I can only read & write, but I don't have any formal education. 3. Primary school. 4. Secondary school. 5. High school. 6. University level.
33.	Are you currently engaged in an income-generating activity?	<ol style="list-style-type: none"> 1. Yes. 2. No, I am unemployed. SKIP TO QUESTION 39
34.	If yes, what is your current profession? Please choose from the list in question 27 and write down the number of the corresponding entry.	<p>_____</p>
35.	What is the current nature of your job?	<p>PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. I am self-employed. 2. I am a full-time employee. 3. I am a part-time employee. 4. I work as a casual / day labour.
36.	How much is your monthly salary or income?	<p>_____ Afs.</p>
37.	How many hours do you work within a week?	<p>_____ hours</p>
38.	Are you the only person working in your family?	<ol style="list-style-type: none"> 1. Yes SKIP TO QUESTION 40 2. No
39.	If you are currently unemployed, what do you think are the reasons for you not been able to secure a job?	<p>DO NOT PROMPT: MULTIPLE ANSWERS</p> <ol style="list-style-type: none"> 6. There is no job for non-skilled workers like me. 7. The skills I possess are not relevant to Kabul's labour market. 8. I do not have enough capital to start a business (self-employment activity) of my own. 9. Handicap, or illness. 10. Other, please specify: _____ <p>_____</p>

Interests and Preferences					
40.	<p>If you were to receive one type of assistance, which type of assistance would you choose?</p>	<p>PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 6. Food and shelter 7. Financial aid (cash assistance) 8. Provision of a secure job 9. Education for children 10. Vocational training 11. Other: (Specify) _____ 			
41.	<p>What would you choose between the two following types of assistance?</p> <p>A. A six-month training to teach you specific trades/skills, without paying any stipends.</p> <p>B. A temporary 6-month job for which you will receive regular monthly salary.</p>	<p>PROMPT: SINGLE ANSWER</p> <ol style="list-style-type: none"> 1. I prefer A over B. 2. I prefer B over A. 3. I am indifferent between the two. 4. Neither A, nor B. 			
42.	<p>What skills/professions do you want to learn through vocational training programmes? Please give 3 choices and sort them according to your preference. PROMPT: MAX. 3 ANSWERS</p>	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <ol style="list-style-type: none"> 1. Gardening _____ 2. Bee-keeping _____ 3. Tailoring _____ 4. Carpet weaving _____ 5. Making of leather products _____ 6. Porcelain making _____ 7. Metalworking _____ 8. Making of aluminium objects _____ 9. Carpentry _____ 10. Making of artefacts using semi-precious stones _____ 11. Handicrafts _____ 12. Repairing of electronic equipment _____ 13. Repairing of machineries _____ 14. Repairing of vehicles and motorcycles _____ 15. Repairing of bicycles _____ </td> <td style="width: 50%; vertical-align: top;"> <ol style="list-style-type: none"> 16. Repairing of watches and clocks _____ 17. Manufacture of keys & locks _____ 18. Masonry _____ 19. Plumbing _____ 20. Electric wiring _____ 21. Tiling of ceramic, marble, and mosaic. _____ 22. Ceiling and wall designing using lime or cement _____ 23. Painting of buildings _____ 24. Cooking _____ 25. Calligraphy, engraving, etc. _____ 26. Driving _____ 27. Playing music instruments _____ 28. Other, specify: _____ </td> </tr> </table>	<ol style="list-style-type: none"> 1. Gardening _____ 2. Bee-keeping _____ 3. Tailoring _____ 4. Carpet weaving _____ 5. Making of leather products _____ 6. Porcelain making _____ 7. Metalworking _____ 8. Making of aluminium objects _____ 9. Carpentry _____ 10. Making of artefacts using semi-precious stones _____ 11. Handicrafts _____ 12. Repairing of electronic equipment _____ 13. Repairing of machineries _____ 14. Repairing of vehicles and motorcycles _____ 15. Repairing of bicycles _____ 	<ol style="list-style-type: none"> 16. Repairing of watches and clocks _____ 17. Manufacture of keys & locks _____ 18. Masonry _____ 19. Plumbing _____ 20. Electric wiring _____ 21. Tiling of ceramic, marble, and mosaic. _____ 22. Ceiling and wall designing using lime or cement _____ 23. Painting of buildings _____ 24. Cooking _____ 25. Calligraphy, engraving, etc. _____ 26. Driving _____ 27. Playing music instruments _____ 28. Other, specify: _____ 	
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43.	<p>Do you have any conditionality to participate in vocational training courses? (If you have multiple conditions, please state the most important one.)</p>	<p>DO NOT PROMPT: SINGLE ANSWER TO CHOOSE</p> <ol style="list-style-type: none"> 5. I will participate only if I were given the means (equipment, small capital, etc.) to start a business of my own. 6. I will participate only if I were promised a job at the end. 7. I will participate only if I were given monthly stipend. 8. I will participate only if I were provided with transportation facility. 9. I don't have any conditionality. 10. I am not interested in a training: Specify why: _____ 11. Other: _____ 			
44.	<p>In your view, what would be the optimal length of the vocational training programme? Please give an answer for the three types of trades that you chose in</p>	<p>PROMPT FOR ANSWER</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 33%; height: 30px;"></td> <td style="width: 33%; height: 30px;">Duration of training in months</td> <td style="width: 33%; height: 30px;"></td> </tr> </table>		Duration of training in months	
	Duration of training in months				

	question 42.	1 st choice	
		2 nd choice	
		3 rd choice	
45.	How much salary would you consider to be the minimum income satisfying the basic needs of your family?	_____ Afs.	
46.	If you were given 1,250 Afs. per month for each member of your family and instead you were asked to send your children to school and do not put them for work, would you do so?	5. Yes, I will. 6. No, I will not accept.	

Beneficiaries of SI Trainings			
47.	Have you participated in Solidarités International's vocational trainings in the past?	1. Yes, in (year) _____. 2. No, I have not. THANK YOU, INTERVIEW IS FINISHED !	
48.	If you have, how do you evaluate the trainings?	DO NOT PROMPT: SINGLE ANSWER 1. Very beneficial. 2. Beneficial. 3. They were not very effective, but I am happy to have attended the training. I learned a few things. 4. Indifferent 5. Not beneficial at all: Specify why: _____	
49.	Was the length of trainings adequate?	1. Yes 2. No	
50.	Was the allocation of time between theoretical and practical lessons adequate?	DO NOT PROMPT: SINGLE ANSWER 1. Yes 2. No, we had lots of theoretical lessons, but less practical. 3. No, we received lots of practical training, but less on theoretical side. 4. I don't know.	
51.	Were the toolkits you were given at the end of the training useful to you?	DO NOT PROMPT: SINGLE ANSWER 1. Yes, they were useful. 2. No, they were not. 3. I did not receive any toolkit. 4. I don't know.	
52.	After completion of the training, did you think you were entirely trained for the profession and could directly start working?	DO NOT PROMPT: SINGLE ANSWER 1. Yes, I was entirely trained to start working 2. No, the training built my skills up to a certain level. I was not taught high skills to fully master the profession. 3. No, I was only given a superficial training on some basic skills.	

		4. I don't know.
53.	After completion of the training, how long did it take you to find a job or start a business (whether at domicile or outdoors)?	DO NOT PROMPT: SINGLE ANSWER <ol style="list-style-type: none"> 1. I found a job or started a business right away. 2. I found a job or started a business within 3 months 3. I found a job or started a business within 6 months 4. It took me more than 6 months to find a job or start a business. 5. I am in the process of starting a business. 6. I am still jobless/inactive.
54.	If you started a business, how did you manage the initial capital?	DO NOT PROMPT: SINGLE ANSWER <ol style="list-style-type: none"> 1. I had the money with myself. 2. I borrowed it from friends or family. 3. I borrowed from a bank or microfinance institution. 4. I received a grant from an NGO. 5. I work at domicile; it did not require having capital or equipment. 6. I am still looking for capital.
55.	If you started a business, how long was it operational?	<ol style="list-style-type: none"> 1. _____ months 2. It is still operational after _____ months today
XX	Time interview finished	

Annex 2: Classification of sectors of activity

The classification of enterprises in the survey was based on a loosely modified version of the ISIC (International Standard Industrial Classification). A detailed classification of enterprises was adopted in the survey in order to capture disaggregated information per sector of activity, especially when the survey intended to assess specific trades in Kabul. As shown in Annex 1, question 6 of the Labour Market Survey questionnaire lists the following sectors of activity:

1. Agriculture and Livestock	17. Repairing of vehicles and motorcycles
2. Mining and quarrying	18. Repairing of bicycles
3. Manufacture of food products & beverages	19. Repairing of watches & clocks
4. Manufacture of textiles (including sewing & tailoring)	20. Construction of buildings
5. Manufacture of carpets and rugs	21. Plumbing
6. Manufacture of leather and related products	22. Electric wiring
7. Manufacture of fabricated metal products, and metalworking service activities	23. Tiling of ceramic, marble and mosaic.
8. Manufacture of furniture and wood products	24. Ceiling and wall designing using lime or cement
9. Other manufacturing	25. Painting of buildings
10. Manufacture of construction materials (incl. sand, stone, bricks, lime, cement products, ceramic, etc.)	26. Restaurants and food service activities
11. Manufacture of sports equipment and music instruments	27. Printing and publishing
12. Manufacture of artefacts using semi-precious stones	28. Wholesale and retail trade
13. Non-jewellery handicrafts	29. Transportation
14. Repairing of consumer electronics and computers	30. Telecommunications
15. Repairing of electric motors, generators, transformers, and other electric equipment	31. Banking and money exchange services
16. Repairing of machineries and equipment	32. Professional, scientific and technical activities
	33. Education
	34. Health
	35. Other, specify: _____

However, for the illustration and analysis purposes, the list was reduced into the following 9 sectors while analysing the data:

<i>Sector</i>	<i>Sub-sectors</i>
Agriculture and livestock	Agriculture and Livestock
Mining and quarrying	Mining and quarrying
Construction	Manufacture of construction materials Construction of buildings Plumbing Electric wiring Tiling of ceramic, marble and mosaic. Ceiling and wall designing using lime or cement Painting of buildings
Manufacturing at small-scale	Manufacture of textiles (including sewing & tailoring) Manufacture of carpets and rugs

	<p>Manufacture of leather and related products</p> <p>Manufacture of fabricated metal products, and metalworking service activities</p> <p>Manufacture of furniture and wood products</p>
Manufacturing at large-scale	<p>Manufacture of food products & beverages</p> <p>Other manufacturing</p>
Handicrafts	<p>Manufacture of sports equipment and music instruments</p> <p>Manufacture of artefacts using semi-precious stones</p> <p>Non-jewellery handicrafts</p>
Services (repairing activities)	<p>Repairing of consumer electronics and computers</p> <p>Repairing of electric motors, generators, transformers, and other electric equipment</p> <p>Repairing of machineries and equipment</p> <p>Repairing of vehicles and motorcycles</p> <p>Repairing of bicycles</p> <p>Repairing of watches & clocks</p>
Other services	<p>Restaurants and food service activities</p> <p>Printing and publishing</p> <p>Wholesale and retail trade</p> <p>Transportation</p> <p>Telecommunications</p> <p>Banking and money exchange services</p> <p>Professional, scientific and technical activities</p> <p>Education</p> <p>Health</p>
Other	Other, specify: _____

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