

A Critical Analysis of Existing Trends in Employment with Special Reference to Afghanistan

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Abstract

Organizations cannot survive and grow without the active involvement of the human resources who constantly work and contribute as per their ability. It is human resources who are pushing the business and works forward. The employee of an organization are the people following specific principles and by the requirements of law and in the service of government agencies, From a legal point of view, employment refers to the position and status of a natural person in government sectors or private sectors. Principles governing employment or employment principles mean that employees must be based on merit, competence, and due regard for justice, regardless of race, religion, and all persons with Afghan citizenship. If they qualify, they can nominate themselves without any hindrance in any positions in the government sector as well as the private sector, and if successful, they will get hire and will be able to do their job. This research is methodologically applied because of the conceptual model of research and indicators from the literature. It examines “**A Critical Analysis of Existing Trends in Employment with Special Reference to Afghanistan**”. This paper is based on qualitative research which is concentrated on secondary data. Books, articles, and Database are used as secondary sources. This study found that Afghanistan is one of the countries most plagued by unemployment and poverty. Of the 32.2 million people in the country, there are currently 15.9 million eligible workers, of which 8.5% are active. On the other hand, the results of the situation survey in Afghanistan show that 78.8% of the population is in the category of vulnerable jobs, with slight changes that may also lose their jobs and join the unemployed. Another survey shows that about 81% of the Afghan population work informally, such as insecure, irregular, low productivity and low-income jobs.

Keywords

Existing, Trends, Employment, Unemployment, Organization, Afghanistan.

Introduction

Organizations cannot survive and grow without the active involvement of the human resources who constantly work and contribute as per their ability. It is human resources who are pushing the business and works forward. The employee of an organization are following specific principles and by the requirements of law and in the service of government agencies, From a legal point of view, employment refers to the position and status of a natural person in government sectors or private sectors. Principles governing employment or employment principles mean that employees must be based on merit, competence, and due regard for justice, regardless of race, religion, and all persons with Afghan citizenship. If they qualify, they can nominate themselves without

any hindrance in any positions in the government sector as well as the private sector, and if successful, they will get hire and will be able to do their job.

The structure of employment in Afghanistan can be dividing by the following. Employment in the organized and unorganized sector, employment in the rural and urban sector, and these sectors are known as the sectorial distribution of employment, which is broadly classified into primary sector, secondary sector and tertiary sector. Economic activities of the primary sector are Agriculture, fishing, mining, and quarrying. Secondary economic activities include construction, electricity, gas, water supply, and construction. Economic activities of the tertiary sector are including personal services, business services, transportation services, communication, and financial services and social services. The unorganized sector in Afghanistan is very large. Agriculture, mining, construction, commerce, transportation and communications, social and personal services are also known as non-organized sectors. The organized sector includes manufacturing, electricity and financial services. In the rural sector, most of the employment is in agricultural activities and alliances. And agriculture is the largest part of employment in the country.

In the urban sector, most of the employment is in the secondary and third sectors. This means that in urban areas, most people are engaged in trade, production or trade of goods and services. Employment is one of the most important keys to the development of the country and reduces poverty. Unfortunately, Afghanistan has experienced a long history of external and internal contention, such as two wars with the United Kingdom in the 1800 and the Soviet Union in 1979.

After 10 years of invasion, the Soviet Union left Afghanistan by 1989. Therefore, Afghanistan has experienced many issues and conflicts in the country. Due to this war, most people live in rural areas only 20% of the population lives in urban. Most live in fertile river valleys between high ridges that separate them as far as Afghanistan has been experiencing for last four decade of war and unsustainable economic and security, this war affected extremely on daily life of people many people migrants to other countries many educated afghans are living outside of Afghanistan and it can effect on employment in Afghanistan, for instant the most important part which affected by war it is education according to the recent studies Afghanistan is a country with the lowest literacy rates among other countries in the world, As evidence shows only 31% of the population are liberated therefore there are lots of challenges for a person to be employed in any part in Afghanistan. UNESCO 2018

Afghanistan is a multinational country which is located in the most important part of Asia which is called central Asia, there are 34 provinces which have been categorized by government of Afghanistan such as first-grade province 2-grade province and 3-grade province, and budget will be divided according to its grade to provinces, according to the recent report of central statistic organization of Afghanistan the total population of the country in 2019-2020 estimated to be about 32.2 million around 16.4 million are male and 15.8 are female, 23 million (71.4%) lives in rural area. 7.7 million (23.9%) lives in the urban area and 1.5 million (4.7%) are nomadic population as concerned with nomadic it can be due to lack of accurate data (CSOA 2019-2020)³

Afghanistan is one of the countries where unemployment and poverty are rampant. Out of the 32.2 million people in the country, there are currently 15.9 million eligible workers, of which 8.5% are active. On the other hand, the results of the Survey of the Situation in Afghanistan show that 78.8% of the population is in the category of vulnerable jobs, with slight changes that may also lose their jobs and join the jobless population. In

³ Central statistic of Afghanistan (CSOA 2019-2020)

another survey show that around 81% of the population in Afghanistan is working on an informal basis, such as insecure, irregular, low productivity and low paid jobs. NRVA 2011–2012⁴

Afghanistan has undergone a major economic challenge since the fast withdrawal of international security forces between 2012 and 2014, which was accompanied by a significant reduction in foreign assistance. This period of major changes in the security and financial apparatus of the country has been widely referred to in the policy literature as 'transition' (World Bank, 2012). The average growth rate came down significantly from 9.4 percent in the decade between 2003 and 2012 to only 2.1 percent between 2013 and 2016. This period of rapid deterioration on the economic front is matched by a worsening of the security situation with a record increase in civilian casualties in 2016. The number of internally displaced people (IDP) has gone up from approximately 100,000 in 2012 to 640,000 in 2016 (World Bank 2017b⁵)

Experiencing political and mass economic instabilities, the foremost necessary issue in Asian country is to enhance and build additional acceptable jobs and more employment opportunities to assist individuals and their families get out of economic condition. There are an estimated 400,000–500,000 new labor entrants per year in the labor market, where the government and private sector can hire around 200,000 employees out of 500,000, therefore the most priority issue to be solved is that the country needs to increase and create more suitable jobs. And increase demand for labor and prevent uncertainties while building the skills of workers to improve productivity and sustainable growth (Government of Afghanistan, Ministry of Economy, 2013).⁶

Employment participation in the rural parts is higher than as compare to urban parts As evidence show that participation of men is 51% and participation of women 43% This difference is for the less developed economies, as its showing in the reports that agriculture is playing important role of employment in the country, therefor most people are engaged in agricultural activities.

According to the survey conducted by the Afghanistan Ministry of Economics that most people work in the country's agricultural sector and the non-agricultural sector is dominated by jobs in small, family-based businesses, the formal labor market is small and the government sector is the main employer. There are also serious differences in the education and gender composition of the workforce, the level of education is increasing for the younger group benefiting from post-conflict education investments, but the literacy levels in the working population are very small, particularly among women. Because of women's participation, especially in urban areas, men dominate the workforce.(Government of Afghanistan, Ministry of Economy, 2013)

Evidence of NRVA it is showing that because of the age distribution of the young Afghan population, only 54% (14 million) is in the working-age groups are 14 years and older. And as the report, half of these populations are currently economically active, either by working in an organized or unorganized sector. As per the survey, the proportion who are economically active shows that men are much higher which 81% than women which is 19% is. As per this survey, the Afghan male participation rate is the same as neighboring countries, but the women's rates are significantly lower. (NRVA: 2011–2012)

However, very little research has been conducted to explore and explain all issues and problems which are in all employment sectors in the country. In the same vein, this quantitative research study is designed to explore more about existing trends in employment in Afghanistan, the following research questions guide this research study.

⁴ National Risk and Vulnerability Assessment (NRVA 2011-2012)

⁵ World Bank 2017b

⁶ Government of Afghanistan, Ministry of Economy, 2013

Literature Review

Islam 2004, Khan 2006, Osmani 2010). After more than a decade, there is now a near consensus that economic growth can translate into substantial and sustainable poverty reduction only if this growth is employment-intensive and the employment is decent. The analytical reasons for employment playing an important mediating role between growth and poverty reduction are straightforward and exist both at the level of individual households as well as the economy. At the micro-level, the quantity and quality of employment available to working-age members of the household is a clear determinant of the household's poverty status while at the macro level, an employment-intensive growth process translates into a lower incidence of poverty. Of course, in less developed countries with little or no social security, employment per se may not be the real solution as most of the poor engage in some form of paid work. The key is the generation of productive employment in adequate amounts so that the return to such employment is sufficient to escape poverty.

In a conflict or post-conflict situation resembling Afghanistan, the role of employment is complex and needs to be understood in a more nuanced way. Elaborating the distinctiveness of economic policies needed for supporting post-conflict recovery, Collier (2009) underlines the critical role of employment in this regard. He correctly identifies those disgruntled (and often poor) young men from the core cadre of any violent social rebellion or movement. Assuming that violent conflict can be diffused through military means, the challenge for any successful post-conflict reconstruction is predicated on ensuring that the core constituency of mostly male youth does not revert to militancy. According to Collier, "the most effective way of doing this is through the generation of productive employment particularly focused on the high-risk youth groups. It is therefore important that post-conflict growth processes are employment-intensive and geared towards incorporating unskilled, poor youth thus reducing the likelihood of them going back to violence".

Gilligan (2016) argues that 'Civil violence is not only, an economic problem, but also a social and political, psychological issue that must be addressed comprehensively, not just through job creation. Gilligan's main thesis is based on the lack of empirical evidence that can establish a causal link between unemployment and civil war violence. This prompts him to highlight the noneconomic origins of violent conflicts in deep-rooted social or political factors, which therefore cannot be resolved through economic fixes like providing employment. The noneconomic determinants of conflict are vital and should not be ignored in the planning and implementing a post-conflict reconstruction plan. However, this recognition need not take away from the critical importance of making economic opportunities available to the community of former combatants as well as non-combatants when reconstruction is underway.

According to Schultz (1975) And his survey which is set the rural sector, argues that additional education and experience will result, in greater efficient patron and household decision-making, and specially quicker adjustment for changes in economic opportunities.

Globerman (1986) and Bartel and Lichtenberg 3 (1987) established that educated employees have a comparative advantage over the implementation of new technology.

Looking for a job is both very expansive and a big issue for those who are looking for a suitable job, but getting a job is also vital. From an economic point of view, job search theory is about the decision of people to accept or reject job offers based on search costs and salaries. A sociological approach to job search is often correlated with practices leading to job offers being made, job searching, and even motivating factors for job seekers who are just starting to look for a job, job search approaches are divided into formal and informal methods. Formal methods might be to use employment agency services or advertising in newspapers, magazines and, more recently, the Internet. And informal job searching, such as contacting employers directly. (Atkinson and Micklewright, 1991)

Methodology and Data collection

This research is based on the conceptual model derived from research and indicators from the literature. It examines A Critical Analysis of Existing Trends in Employment with Special Reference to Afghanistan.

This is qualitative research which is concentrated on secondary data Books, articles, journals and database is used as secondary sources. The researcher aims to find out a Critical Analysis of Existing Trends in Employment with Special Reference to Afghanistan.

Factors affecting employment in Afghanistan

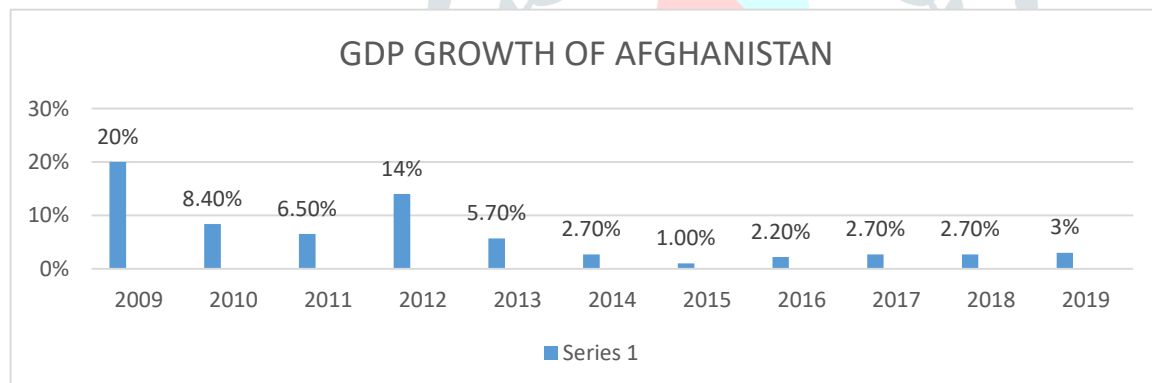
Afghanistan is a country were suffering from many issues and all public and private sectors need to consider what factors are impacting employment, while factors such as government rules and regulation can affect employment rates, in the same time there are other factor that affect employment.

Economic Factors

National employment growth, economic uncertainty and jobseeking ability can affect turnover and retention of employees. For example, if the economic situation goes well and the work is booming, employees will find it more difficult to retain jobs if they have progressively better jobs.

But at the other hand, if the economic situation is bad and the national unemployment rate is high, maintaining employees may be easier, as other employment opportunities may be restricted.

Evaluation of annual GDP Growth of Afghanistan from the Last 10 years



Source: Ministry of finance of Afghanistan

Afghanistan's GDP has nearly tripled over the last decade, most notably between 2009 and 2010. The dramatic increase in Afghan GDP and the economic situation of the country in general is the outcome of billions of dollars in international investment, as well as advances in agricultural production.

Nevertheless, many aspects of the Afghan economy remain incomplete, especially in the jobs sector but also in terms of profit and expense. Afghanistan reported one of the highest unemployment rates in the world in 2009; approximately 35 per cent of the country's populations were unemployed. Yet in the last decade, Afghanistan has maintained a trade deficit, indicating that its imports have surpassed its exports. The country's biggest trade deficit arose after the financial crisis but has since stagnated. The Afghan War was another cause of the Afghan economic Crisis. The country had suffered before the war in various ways, and was burdened with the destruction of infrastructure, manufacturing facilities and agricultural land, as well as commercial roads.

Technological Factors

Technological advances may have an impact on employment levels. For instance, some industrial developments that previously required people to work in factory lines can now use computer machines instead of workers,

depending on the sector. This can substantially reduce the number of workers required by the company's workforce.

Impact of Technology on Employment & Unemployment

Change in technology has had an effect on how each job works. For those who are concerned about how technology is destroying jobs, you have to remember that technology is creating new jobs at the same time. For people who have followed this phenomenon, but many people today feel that the effect of technology on job creation is more important than their existence.

The Impact of Technology on Employment

In addition, development has positive effects on unemployment. The development of technology have an enormous impact on the workplace by increasing efficiency, success and at the same time reducing the possibility of human error. Key points which target the jobs impact of technology are:

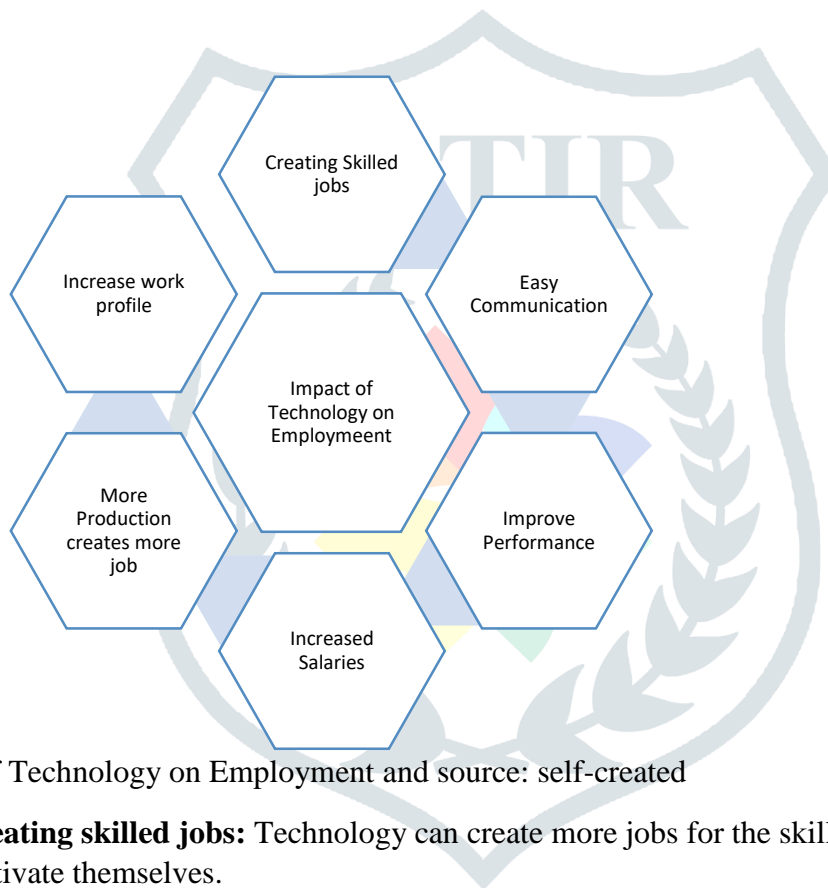


Figure1: Impact of Technology on Employment and source: self-created

- I. **Creating skilled jobs:** Technology can create more jobs for the skilled workers who can easily motivate themselves.
- II. **Easy communication:** Tablets and laptops has been replaced for communication purposes in the workplace.
- III. **Improve performance and accuracy:** Technology can improve the work process which can improve performance while minimizing risks and human errors.
- IV. **Increased salaries:** Innovation and Technology has raised demand for higher skilled workers and has generated industries with high income employment.
- V. **More production creates more jobs:** We always think that jobs may fall as productivity increase, but the reality is that many manufacturing companies offer more jobs and pay better.
- VI. **Increase work profile:** If we create link between technology and unemployment. The technology allowed professionals to build new jobs in field of software, IT and artificial intelligence.

Impact of Technology on unemployment:

The technology's impact on our lives is fusing rapidly. This technological development has generated the concern that it can replace numerous nonqualified jobs that are not needed by technological change, so business people need more flexibility and lifelong learning to use technology.

But not everyone is willing to change, so new technology is having a huge impact on local job opportunities, and these are the effects of sub-technology on employment.

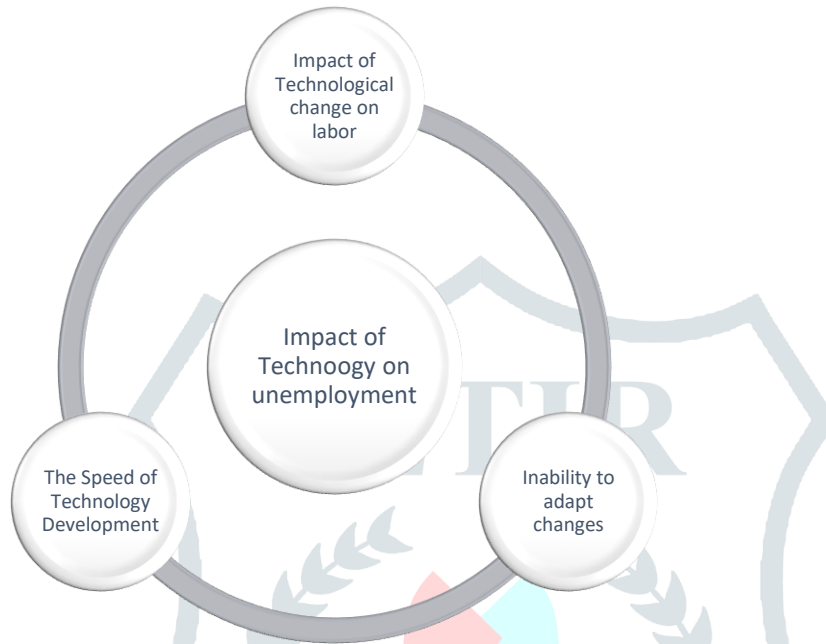


Figure2: Impact of Technology on unemployment source: self- created

- I. **Impact of technological change on labor:** Through removing human errors and risk factor, the use of technology will improve efficiency and performance, and this will destroy jobs for unskilled labor.
- II. **Inability to adapt changes:** technology and unemployment are both sides if one cannot cope with technological developments, so there's the same to face unemployment.
- III. **The speed of technology development:** The pace of technological advances is so serious that it is impossible to track employees.

Technology has made a number of positive improvements in fields such as medicine, agriculture, education, manufacturing and many more, and now is a perfect time to join it and move forward to innovate tomorrow.

Seasonal employment fluctuations

According to the US Census Bureau, seasonal fluctuations can affect employment in some industries. For example, if you own a farm or construction company, some seasons may require increased staffing, as opposed to the smaller essential off-season. Seasonal unemployment occurs when, at certain times of the year, people are unemployed when labor demand is lower than usual.



Figure: 4 Seasonal employment fluctuations, source self- created

How much of a problem is seasonal unemployment?

- I. It is better to have a job six months a year than to have no job.
- II. In tourist areas, workers may offset the seasonal nature of employment by saving during the tourist season and then doing other part-time jobs during the off-season.
- III. Furthermore, if the jobs is surprising, it can be challenging for long-term people using low power consumption. Although profits may be only a few months a year, expenses and rents have to be paid monthly.
- IV. Country regions with high seasonal unemployment can turn unattractive and leave local workers elsewhere to find more stable jobs.
- V. This depends on the job's adaptability. Specific areas of seasonal demand may find ways to encourage temporary migration.

Solutions to seasonal unemployment

- I. Try the economic diversification.
- II. Rules for employee pay throughout the year, even if the job is temporary.
- III. In off-season, the government tries to create jobs.

Recommendation

Afghanistan government needs to focus more on creating more jobs, encourage and empower young generation as well as women, Educate illiterate people. On the other hand attract foreign investors to invest in Afghanistan which is playing important role for employment. There are some recommendations which are the following:

1. The principles of employment should be applied without discrimination and without exception, employment laws should be updated and problems resolved and departments should strive to become specialized.
2. Mobilize and strengthen social bonds, raise awareness, educate and integrate the illiterate people.
3. Increase self-esteem, especially for women and local and provincial capacity building
4. attract the attention and confidence of foreign investors, while at the same time empowering domestic businesses, especially small and medium-sized sectors
5. Employment and create Investment Opportunities for the Citizens of Afghanistan

Conclusion

The conclusion of this study, A critical analysis of current trends of employment with special reference to Afghanistan.

Afghanistan is one of the countries most plagued by unemployment and poverty. Of the 32.2 million people in the country, there are currently 15.9 million eligible workers, of which 8.5% are active. On the other hand, the results of the situation survey in Afghanistan show that 78.8% of the population is in the category of vulnerable jobs, with slight changes that may also lose their jobs and join the unemployed. Another survey shows that about 81% of the Afghan population work informally, such as insecure, irregular, low productivity and low-income jobs. However, the lack of professional and knowledgeable staff is considered a challenge, but Not only are the illiterate unemployed, there are now many young people who have graduated from Afghan universities with applied and technical degrees, also unemployed, there are factors affecting employment in Afghanistan, one of them which not mentioned above is playing an important role for person to get employment in government sector , it is political factor a person to get job, must be link with any political party, one of the words and traditions that has always been behind government departments is the issue of recruitment and lack of transparency in the process. There are many who have complained about the lack of transparency, fairness and corruption and partisanship despite the favorable conditions for the post. Recruitment in government sectors faces many challenges, and these challenges among the people have made the reputation of the government sectors somewhat confusing. Challenges include corruption, gender, religious and racial discrimination, and government agencies have not yet been able to substantially reduce the problem. The crises of the last few decades have destroyed the administrative foundations of the country and made the poor and illiterate in Afghanistan very vulnerable. In this situation, many made a lot of efforts to find a stable and partially credible job, and some even used bribes, and so on.

On the other hand Budgeting is undoubtedly the most important financial and economic document in any country, with the structure and amount of budget directly and indirectly affecting key economic variables such as production, economic growth, inflation and most importantly employment. Therefore, it is to be expected that the government will develop specific strategies for the employment status of the budget bill that can address many economic problems, including employment; obviously, budgetary approaches can provide an important part of the answers. It is expected that budgetary approaches should, in addition to allocating public resources and directing private sector resources, also follow the function of government fiscal policies. Use tax, employee wages, customs clearance and the like to get out of recession and unemployment, Undoubtedly, one of the most important problems in Afghanistan is the current situation of unemployment and the lack of a bright future, which has led to many investments because domestic and foreign investors are not willing to accept the risk of investing in Afghanistan due to the uncertain future of the country. The case has exacerbated unemployment in Afghanistan.

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