



Research Article

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Investigating Youth Employment, Its Challenges and Solutions in Afghanistan

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Abstract: Afghanistan is one of the countries with rich underground and natural reserves that are in proportion to the cost of development and prosperity. Afghanistan is suitable and sufficient for its people, and still this country has the most human capital, especially the youth. Education, skill acquisition, training, job, and having the prosperity in social, economic, health fields are considered the basic needs for all sections of the society, especially the youth; The main concern of Afghan youth is employment. The purpose of this study is to investigate youth employment, its challenges and solutions in Afghanistan. In terms of method, it is simple random, and in terms of purpose, it is practical. Basic information in the research was collected by questionnaires. Collected horoscopes, randomly sampled and it has been analyzed and analyzed by SPSS V24 statistical program using logistic regression model. Employment challenges of Afghan youth include the lack of government involvement in providing education and training, the lack of work opportunities for professional people, lack of competence in attracting government institutions, inequality of job opportunities for men and women, lack of or weak role employment agencies in the labor market, lack of interaction between educational institutions and the labor market, lack of sufficient experience and professionalism of young people, lack of self-confidence and self-belief of young people, lack of sufficient capital to start a business, non-spreading of entrepreneurial culture, lack of individual efforts of graduates to get a job, economic enterprises do not want to attract university graduates. Employment solutions of Afghan youth include: making changes in formal education, increasing technical and vocational training, encouraging and the establishment of private sector investment, incentives to attract new work force for employers, adaption of formal training to the labor market, strengthen and support institutions that provide technical and skill training, launch and create work courses, hiring experienced and professional teachers.

Keywords: youth employment, challenges, solutions, higher education, government

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INTRODUCTION (PROBLEM STATEMENT PLAN)

With a high percentage of its population under 30, Afghanistan is a country with a largely young population. Youth unemployment, however, continues to be one of the nation's most urgent socioeconomic problems in spite of its demographic potential. Afghanistan's complicated political, social, and economic environment has a big influence on young people's capacity to find steady, fulfilling work. This essay looks at the main causes of Afghanistan's young unemployment and suggests some ways to deal with this pressing problem.

One of the most important criteria for the optimal use of the human resources of any society is the employment of people in that society in various activities. The topic of employment on the opposite side unemployment, are the most important issues that must be considered in order to create a prosperous society; Because the necessary condition for the growth and development of any society is to create employment.

Young people are considered as the human capital of the society, as an unrepeatable capacity, opportunity and gift in that society; An opportunity that

is as special and unrepeatable as it is fleeting and fleeting and will be challenged in the ups and downs of the times, and if it does not have the necessary preparation and strength, it will destroy the society in terms of human resources and sustainable development. It will face the problems.

The 21st century has been introduced as the century of knowledge. In this age, the main capital of societies is the knowledge, skills and attitudes of their human resources. In order for this capital to serve the welfare of the society, entrepreneurial capabilities are needed. Currently, the development of entrepreneurship is the core of the development programs of countries, therefore, investing in the entrepreneurial capabilities of human resources has a special place. (Maki Al-Agha, 2011).

Education, skill acquisition, training, job, and having the eprosperity in social, economic and health fields are considered the basic needs for all sections of the society, especially the youth.

Full employment is the great aspiration of the countries of the world, even in the most advanced countries there has never been full employment. According to economics, in any country where there is

no balance between the demand and supply of labor in the labor market, we will see unemployment in the society. (Ormind, 1998)

According to the research, unemployment has a different modality in different societies, so that its modality in developed and developing countries has a different structure. For job applicants in countries that have stable employment policies, a few months may be enough to find a job, but the same applicant in developing countries must spend years to find a job.

This is where the concept of "long-term unemployment" comes into play. This type of unemployment should be considered as a social problem because long periods of unemployment can increase inequality and injustice in society. Also, long-term unemployment leads to decrease in self-esteem and increase in the risk of mental illnesses.

In developing countries, long-term unemployment occurs for young people with higher education degrees. Job seekers in these countries spend a lot of time looking for a job and unfortunately, they do not succeed. In this case, they either get frustrated and leave the labor market or find a job that is not in line with their university specialization. Many of these people do not have capital for entrepreneurship and self-employment, nor are they able to receive loans from institutions. Some of them turn to black jobs such as selling cigarettes, selling newspapers, peddling and even begging.

The unemployment rate of youth in the world is two to three times higher than the unemployment rate of adults, and the population that is most at risk of unemployment is mainly educated young people who enter the labor market for the first time without any work experience.

Education is one of the main factors in creating employment capability. Study plays a fundamental role in the labor market. In such a way that people with the lowest level of education face more risks in the field of unemployment.

The issue of youth unemployment is one of the important issues in the country's macro-planning. Although the youth unemployment rate can be calculated from the usual labor statistics, but the challenges and solutions related to the employment of the youth and the problems they face in entering the labor market, obtaining and maintaining a suitable job, cannot be checked from the information mentioned statistics.

RESEARCH BACKGROUND

- 1) In 2017, Hossain Ahmadi conducted research on the consequences of unemployment among young people and graduates and concluded that the lack of government intervention in the field of education, the lack of job opportunities for people with experience and the lack of competence in attracting government institutions causes youth unemployment.
- 2) The results obtained from the research of Fatema Harandi and Zohra Fallah Mohsen Khani in 2016 under the title of youth employment and its challenges show the lack of interaction between educational institutions and the labor market, the lack of sufficient job opportunities and the inequality of job opportunities for women and men, the weakness of self-employment support programs, the lack of organization of the country's labor market, and the weak role of employment agencies and educational institutions in this market are the most important obstacles to the successful transition of young people.
- 3) Ahmad Mohammadi conducted research in 2016 under the title of unemployment in Afghanistan, factors and solutions of the government has concluded that unemployment is a fundamental factor and one of the main problems of the government. The government should provide the increasing trend of unemployment by creating jobs, increasing people's incomes and encouraging private sector investment.
- 4) The research findings of Aladdin Azouji, Ali Reza Amini, Hamidah Emami and Leila Momeni in 1400 under the title of "unseen youth" show that in the field of favorable social and economic policies, all members of the society are concerned by the men's government. Sometimes, for various reasons, some groups and strata of the society are not seen. Young people are among these groups. The concept of NEET¹ refers to those young people who currently do not have a job and do not have skills and are not enrolled in training and learning skills. NEET is a socio-economic phenomenon that focuses on at-risk youth who do not have access to learning opportunities and are unemployed or inactive. Overall, the increase in the population of young NEETs is a socio-economic warning. Not paying attention to this part of the country's young population, not only causes the waste of part of the country's best human capital and the lack of benefit from population opportunities, but can also be the source of social damage. The truth is that the economic, social and cultural policies of the country rarely address the youth as the target society. Therefore, the immediate and fundamental reform of the country's educational and skill system from the aspect of a mere academy to a skill system, especially in areas with high population of NEET, should be given more attention by the country's

¹ Not Employment, Education and Training (NEETs)

policy makers and officials, along with attention to the unemployed youth. In job creation and business development programs, serious attention should be paid to the youth as a part of the target society

- 5) The findings of Dr. Ali Malekpour and Fawad Mohammadi's research in 2013, under the topic of studying the fields and barriers to employment of university graduates, indicate that, considering the number of factors affecting the unemployment of graduates, higher education should be used to solve this problem. The resources and facilities of all related organizations should be used in order to prepare and implement a comprehensive and inclusive plan in the field of employment. The said plan should be prepared under the direct responsibility of the Ministry of Science, Research and Technology, Health, Treatment and Medical Education, Islamic Azad University, Labor and Social Affairs, Culture and Islamic Guidance, National Employment Affairs and Social Security, and then to the Parliament to secure credit and find legal funds. The Islamic Council should be presented. What should be taken into consideration in developing the above plan is: Paying attention to the factors affecting employment in general and the employment of higher education graduates in particular.

Theoretical Foundations

The theoretical foundations of this research are derived from various theories which are briefly presented below.

- Malthus and after him many other people, thought that they understood the justification by reaching a natural law; according to them, the population (which is a demographic fact) grows faster than the sources of income and generally faster than the consumption and production goods. Only the poverty and the destruction of the non-working classes can help to establish a permanent balance of the society which is exposed to dangers According to the recent theory, the balance of the working population, consumer goods and productions should not be sought only in the blind matching of the poverty's cause, but in a harmonious balance searched that includes the renewal of births and not a hasty and rapid movement towards death.

Malthus, relying on very general censuses, guessed that the population grows with geometric progression and livelihood resources with arithmetical progression.

- Hickenen: He points out that students who work during their studies feel more responsible and are familiar with the world of work. After graduation, they can look for a job better and are more successful in their jobs.
- Light: Though the relationship between working while studying and increasing job seek skills, no direct relationship between working while studying and increasing wages has been found.

- Al-Agha: A list of factors that are at the individual group, school, regional, national, and non-international levels can have an impact on employment and unemployment (individual unemployment). He also states that one of the most important factors for employment is a person's level of education, and economists such as Adam Smith believed that there should be a direct relationship between this level of education and the level of a person's salary. Economists such as John Stora Mill are against this theory and believe that the level of education only determines a person's job position. In other words, the mutual relationship between education and skill acquisition has been the fundamental and logical reason for the expansion of the educational system of countries after the World War, especially in recent years.
- Pitch: The German philosopher and historian considers the quantitative development of universities to be impossible without necessary and internal revision of the relevant programs and warns the public that if the above issue is not observed in their university education, the decline of the country's economic growth will be avoided. It will be inevitable. Also, sociologist Ralph Dernhof proved that secondary and higher education should be aligned with economic growth. Albach writes that without a doubt, one of the most essential pillars of the growth and development of any country is its higher education system.

Definition of Employment

Employment means being busy in work that brings rewards and wages.

Or the busyness of the society's people, who can get income from this busyness and advance their livelihood, we can call it employment.

It should also be noted that employment in its special sense is the optimal matching of human resources with job opportunities and the degree of matching of this workforce with the professions and activities in the society and sufficient occupational and geographic mobility that should always be able to match the trained workforce with changes in supply and demand, balance Establish employment and prevent unemployment. Or in other words, employment means meeting the demand for labor through the human force that is looking for work on the supply side.

If the production of goods and services does not benefit from the necessary dynamism at the level of the society, the effective demand for the worker will not be formed and as a result the society will face the phenomenon of unemployment, also if the producer cannot provide the required labor force, naturally until the production, The workforce is dependent, facing recession becomes as a result, neither employment nor buildings are realized. Therefore, "Amarat Balad"

requires employment and employment in the shadow of the balance of the two basic elements of production (labor demand); And the human force suitable for production (labor supply) is formed. Undoubtedly, the production and supply of suitable human power are two social phenomena that need harmonious social conditions. The cycle of producing goods and services and providing skilled and experienced manpower is not formed in a vacuum, nor in the shadow of correct social relations. Therefore, we explain the general structure and principles and necessary conditions of employment and production ("Emartblad Building's" socio-economic infrastructure) from the point of view of Imam Ali (AS). Undoubtedly, with the emergence of these general principles, the path of employment and production in the society will be smoothed.

Employment Theory

Economists are the first ones who have regulated the general laws governing employment and summarized them in a scientific theory. Classical economists have tried to describe the relationship between the labor market, the relationship between the amount of capital investment, the volume of existing production and the volume of employment. According to their opinion, the phenomenon of employment has technical, economic and social dimensions. which will affect psychological and moral aspects.

According to Thomas Robert Malthus, the rapid growth of the population compared to natural and food resources leads to problems that can be balanced only by eliminating poverty and eliminating the unemployed.

At the beginning of his theory of equilibrium, David Ricardo accepted the possibility of employment of unemployed workers, but later he doubted the validity of this opinion and said: "The invention of the machine during the production of a product reduces the labor force, because the disadvantages of using the machine are as much as the price. That machine is deducted from the current capital of a worker, and therefore it is reduced by the same amount of wages. According to David Ricardo, the machine and the worker are in a constant competition, and with each increase in the amount of capital, a greater amount of that additional capital is spent on the purchase of machines.

In his opinion, with the increase of capital, more labor force will be employed, but the ratio of this increase is not equal to the ratio of capital that is spent on the purchase of cars, it occupies a much larger share, and the ratio of labor continues to decline.

The classical theory of employment was built by classical economists based on two certain principles.

- Wage is equal to the final product of labor
- The desirability of the wage when there is a certain amount of employed labor is equal to the ultimate undesirability of employment, the real

wage is correct and sufficient when it can provide the motivation and inducement of the amount of actually employed labor.

Sismondi considered the lack of employment as a social reality. According to him, this phenomenon was the result of the irregularity of technical developments and investments resulting from the establishment of free competition. In these relations, the stabilization of the level of prices and wages freely and spontaneously, the repurchase of production value which the wage earners have done makes it impossible.

Because of this, the renewal of acceptable demands and unemployment appears. Karl Max did not attach equal importance to different forms of unemployment.

In the crisis of 1930, American governments and economists paid attention to this issue. At this time, John Maynard Keynes re-examined the issue of employment, and at the end of World War II, Beveridge's plan on full employment became a new trend.

He showed that the volume of employment depends especially on the volume of investments, which itself changes according to the savings mechanism. As a result, according to Keynes, the lack of final demand is caused by the lack of savings, which causes the lack of employment.

Keynes believes that inflation is caused by an increase in effective demand in a situation of full employment and full employment means that all national resources and all factors of production have been used to the maximum extent possible. In such a situation, if the new increase in demand cannot cause a new increase in production, that means instead of stimulating production, it will cause an increase in prices. can be called real inflation. (p. 320) (1)

Keynes' Employment Theory: in fact, he attacked the opinion of Marshall and Vigo, in such a way that it establishes an inverse relationship between the total income and the unemployment rate at each level of technology. The strength and problem of identifying the relationship between the level of national income on the one hand and employment and unemployment on the other hand is due to the optimal and advanced use of econometrics and computer technology. A standard diagnosis was given by Arthur Kahn, in fact Okan's law and the Okan curve, known in various forms, may be expressed in differential equation form. In 1951, in chapter 13 of his book titled "Economics of Employment", Lerner proposed the law of low level employmen. this law became the result of theoretical and empirical analyzes of Keynes' theory of employment. According to the theories related to this research, including Malthus's population theory, from the results of this research, the relationship between the number of

university graduates and statistics and the number of unemployed people, as well as the lack of development and practice in universities, has a significant relationship with employment, which is similar to Heikken's theory in this field. It can be mentioned that the students who work while studying, feel more responsible or familiar with the world of work, after graduation they can look for a job better and are more successful in their job. Light also mentioned this article that in Barkh Despite the relationship between working while studying and increasing job search skills, studies have not found a direct relationship between working while studying and increasing wages. Al-Agha also comes to the conclusion that the first task expected from the education system in today's societies is to prepare young people for employment in production activities. Human power is one of the most important assets of a modern economy. Therefore, in order to accelerate economic growth and avoid the reduction and increase of human resources in various sectors, the planners take action to identify the future needs of specialized human resources and design an educational system to produce human resources with the necessary skills.

One of the important issues related to the theories and findings of the research is the mismatch between the academic field of the university and the labor market, which is one of the main issues and problems for which the authorities should think of a solution.

Unemployment Problem in Afghanistan

Afghanistan is one of the countries with rich underground and natural resources, which are proportional and sufficient in proportion to the cost of development and welfare to its people, including Afghanistan's water as a strategic factor in the development of this country in proportion to its population. is available God-given factors and phenomena such as the geoeconomic and geopolitical situation of Afghanistan add to the strategic importance of this country in the economic and political relations of the region and the world, and have given this country a high strategic importance in the region. Also, the abundant water and virgin soil of Afghanistan guarantee the production of sufficient food in proportion to the population and annual prosperity. Even its surplus can be used for export if the agriculture sector is mechanized.

Agriculture, which is the process of specialization in the field of agriculture in order to raise the capacity and reduce production, is considered to be the long-term driving factor for the development of Afghanistan's exports. Afghanistan is still a country with a native and old industry, and for many years this sector (industry) has been providing livelihood and work to a number of people in this country, and its industrial products can be seen even in the category of exports. The country was prevented from developing and breaking up based on various factors, the main factors of which can

be said to be the lack of security and civil wars, the lack of documented government support policies, and its lagging behind the world's naked technological convoy.

Three economic arteries that make up the gross domestic product of a country; Like Afghanistan's industry, agriculture and services in its different political periods, it has public and private investments in the service sector as well, which has played its part in economic development and employment of people as a job creator. In different political eras, Afghanistan has experienced economic policies such as mixed economy, pan-centralized economy, and market economy, which are the three types of economic policies that are most widely used in the world. For example, it experienced a mixed economy system with a semi-feudal combination during the time of the monarchy, a pan-centralized state economy during the socialist regimes, and a market economy after 2002, with the approval of the new constitution, which was mentioned in its tenth article. Every political period that chose one of these economic policies, unfortunately, Afghanistan did not achieve sustainable development as it should.

The reasons that have been presented so far to answer the vital question of this country, why this country has not yet reached sustainable development, whose main pillar is to solve the problem of unemployment? By answering this question and stating the reasons for the country's development, 50% of the solution to the problem of unemployment in Afghanistan will be found. The factors that hinder Afghanistan's development can be put into three strategic circles.

The first ring is a technical problem, the second ring is a political problem, and the third ring is a regional and global problem. The technical problem is not defining the uniquely economical type of Afghanistan; That is based on the political, economic, cultural and social atmosphere of Afghanistan until today, the model of the Afghan economy has not been designed and this issue has caused confusion and the lack of optimal and optimal use of economic systems, which has been noted above in different periods of the political and economic history of the country. It has also caused a national strategy not to be designed for the development of Afghanistan, and the most important task of a strategy is to sequence the works in the framework of small and medium goals, which are created as a guide to achieve the big goal. shortly the technical problem that is blocking the way of development can be summarized in a few lines.

As development has four dimensions of politics, economy, culture and society, it means that development is balanced, if it has four dimensions of quality expansion, it is called development. Afghanistan hasn't had a national development strategy yet. Afghanistan's national development strategy should be created based on the unique geographical, political, economic, cultural

and social characteristics of the country which economic advantages, values, laws and policies are specified in it and according to that, it must plan and define the Afghan economic model and lines Basic economic. Then it should be matched with market economy theories. All countries that follow the market economy system. They coordinate the market economy with the unique economic model of their country and move forward. For example, the market economy system is different in Pakistan and China. This is the difference between Pakistan's economic fundamentals and China's economic fundamentals. The lack of definition of the basic economic lines of the country until today has caused the lack of a model of the Afghan economy and the lack of a national development strategy based on the above-mentioned cases, which has caused the lack of sequence and prioritization in the country's development work and deprivation of Until today, the government and the international community have not been clear about the sectors that have high employment capacity in Afghanistan and the problem of unemployment has become a major challenge for the government and the people. The technical problem starts right here, that after 2002, investments in Afghanistan were made in a sector that has low employment capacity due to the nature of the country's labor force, which is the service sector and the construction sector. At the same time, the majority of Afghan people are illiterate and semi-literate and the service sector needs more people. the mentioned sector was forced to import professional workers from abroad. Also, a World Bank statistic from the year 2003 to 2011 showed more than a decade, the amount of investments in the construction sector was 40% and the amount of investment in the agriculture sector was about 7%. According to another statistic of the World Bank, Afghanistan's agriculture sector has the capacity to create jobs up to 87%. This example is considered as a non-strategic investment in Afghanistan due to the lack of definition of the basic economic lines of the country, the main technical factor of the increase in the unemployment rate in Afghanistan. Non-strategic and non-infrastructure investments could not manage the problem of poverty and unemployment in Afghanistan despite expending billions of dollars of aid from the international community in the last decade and a half. All caused by the technical problem of the subject. Currently, Afghanistan as a landlocked country and heavily dependent on financial aid from the international community with 54% of people under the poverty line, there is no domestic economic support. When the national development strategy of the country is formed, in which the basic economic lines are prominent in order to attract investments. According to its strategic importance every economic line can be an economic support point inside Afghanistan. On the one hand, in any infrastructure investment on the basic economic lines, the most important factor of production needs workers and the level of employment in the country increases. And on the other hand, the economic dependence of Afghanistan decreases on the international community.

In 2016, based on the figures provided by the world fact book website, Afghanistan agriculture' sector had a 23% quota in the GDP or gross domestic products and created 44.3% of jobs for people, and the service sector had a 55.9% quato in the Afghanistan's GDP and created 37.6% of jobs for people, and these figures show It is the fact that the amount of investments has been high in a sector that has limited employment capacity and has created the least number of jobs despite the highest investment. The agriculture sector, which saw less investments than the service sector, created more jobs for people than the service sector. The various dimensions of the technical factor of the unemployment problem in Afghanistan are all the things that have been described and its correction will be usefull in the section on solving the problem. For example, in Afghanistan's development strategy should be prioritized on the investment in the agriculture sector and in the second step in the industry sector; Because the employment capacity is high due to the nature of the workforce, i.e. the majority of illiterate and semi-educated, and basically the problem of unemployment can be solved by investing heavily in these two sectors.

The political problem, the problem of lack of development and increasing unemployment in Afghanistan; It depends on the nature and perspective of political systems in this country, unfortunately, the perspective and nature of political systems is not welfare in Afghanistan and is more focused on security issues, political and military issues. Based on this, about 89% of Afghanistan's annual GDP is spent on the army, police and war, which is a very high cost for a poor country. This issue made the government focus on welfare, social and economic policies. In the discussion of annual national budget allocation, the highest allocations should be considered for war and the lowest allocations should be given to welfare policies, which has become a strategic factor in increasing poverty and unemployment in Afghanistan. The management of this issue leads to the solution of the problem and based on the theory of management, finding the problematic factors solves 50% of the problem. It means that providing relative peace and stability in Afghanistan is effective in reducing poverty.

The regional and global problem, which is the cause of poverty, unemployment and lack of development in Afghanistan, also goes back to the lack of economic independence of this country. Afghanistan is one of the countries known throughout history as an agricultural country; But until now, it has not seen the most basic tools and development programs in the agriculture sector. as mentioned above, it does not have strong economic support points inside and is always somehow dependent on foreign aid. which are caused by external interference of foreign countries. It caused the non-disruption of production and created a gross trade balance in the process of export and import, which turned Afghanistan into a country of consumption and import

and most of the goods it imports are from countries that are known for proxy wars in Afghanistan. The majority of the population of Afghanistan suffers from the lack of shelter, drinking water, electricity, health centers, work, administrative corruption, lack of security, weak governance, lack of infrastructure, lack of law enforcement throughout the country and these factors are the main obstacles to economic growth. Afghanistan is a situation that has provided the ground for the influence and interference of foreigners. Buying billions of dollars of consumer goods annually from countries in the region and being a consumer market, not having a written foreign and regional policy based on the interests of the region and its neighbors; It has caused the neighbors and the region to look for their interests in Afghanistan's instability and consumerism and not commit to the development of Afghanistan within the framework of strategic relations. This is despite the fact that today's wide relationships are known as one of the strategic factors of development, and with the agreement

mechanisms between the countries that have common interests, in the phase of their relative advantages, they carry out commercial cooperation, transit, and common investments. Unfortunately, Afghanistan is deprived of such relations and from the author's point of view, one of the strategic factors can be the solution to unemployment and poverty in Afghanistan. The most important point in providing a solution to the problem of unemployment in Afghanistan, as it is to follow the sequence in the work. For example, the regional and global problem is managed by managing the technical problem that is economic. Managing the political problem manages the technical problem, that is, they are both dependent on each other and the problem is raised in the sequence of tasks.

As this graph shows the Afghanistan's unemployment rate from 2013 to 2023 is increasing. The rate in 2013 is 10.1% and in 2023 is 18.08% which is 8% increase instead of decrease.

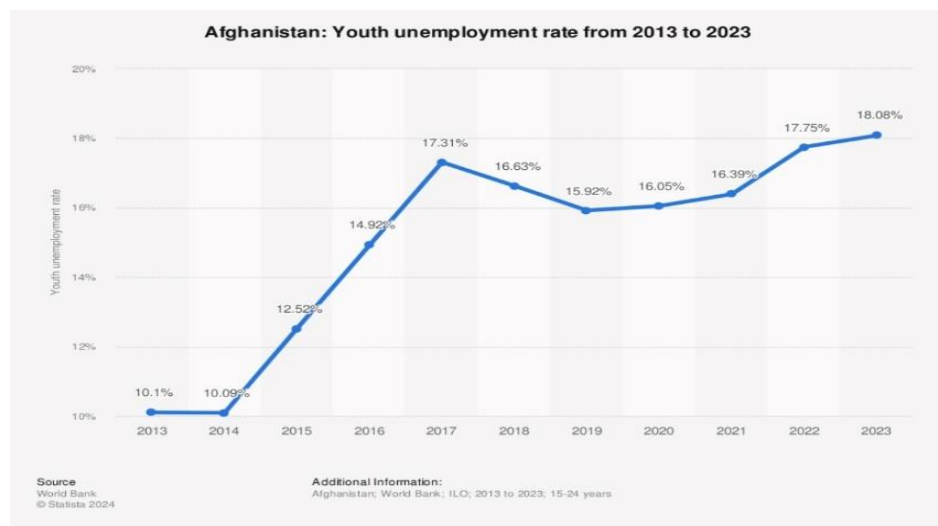


Figure 1: Afghanistan; Youth unemployment rate from 2013 to 2023
Source: World Bank, statista 2024

The effect on employment for Afghan youths between the ages of 15 and 24 has been severe and disproportionate. According to estimates, youth employment fell by 25% in the fourth quarter of 2022 compared to the second quarter of 2021. While employment for both young men and women continued to decline throughout 2022, overall employment showed indications of a slight recovery in the first half of 2022, primarily due to gains in employment of male adults.

Entrepreneurship

Entrepreneurship plays an important role in the economic growth of countries and creating job opportunities as a development engine. Considering the role and importance of entrepreneurship and the brilliant history of entrepreneurs in the development of countries, it is very important to support entrepreneurs, especially for developing societies.

The entrepreneur brings various factors of production and drives the activities together towards success with its creative efforts. It is obvious that the motivation of the entrepreneur's activities is personal interest, but creating a suitable environment for entrepreneurship in countries follows national interests. Today, special attention is paid to entrepreneurship and entrepreneurs in different countries, and strengthening entrepreneurship and creating a suitable platform for its development is considered as a tool for the economic progress of countries, especially developing countries. In every country, entrepreneurs exist in a potential form and efforts should be made to increase their abilities, and most importantly, economic structures allow the expression of entrepreneurs and their actual abilities (Hazarjaribi, 0010, p. 0)

The systematic attitude in entrepreneurship was first proposed by Eisenberg (2011) that all factors, people, organizations and dozens of other variables are placed in six main axes. These axes are classified in: 1- Market 2- Politics 3- Financial capital 4- Culture 5- Support 6- Human capital. These axes consist of specific concepts and definitions that can be measured. Eisenberg (2011) believes that this model consists of a comprehensive system for identifying and developing entrepreneurial ecosystems in any subject, and each of these axes must be in balance, homogenous and

synergistic. Many and many researches based on the ecosystem model Entrepreneurship Eisenberg (2011) has been done, which are focused on each of the axes such as supports, stakeholders, entrepreneurial strategy and key factors. Using the opinions of 130 entrepreneurship development policy makers, entrepreneurs and owners of knowledge-based companies, Davari showed that among the six axes of this model, the axes of support, human capital, markets, culture, politics and financing. The order of priority has an effect on the entrepreneurship ecosystem of Afghanistan.

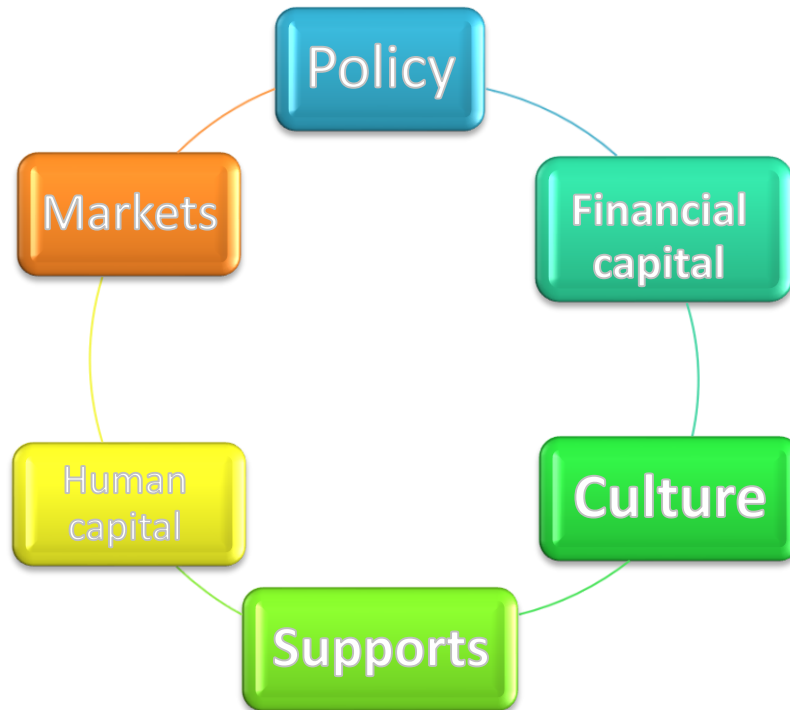


Figure 2: Eisenberg's entrepreneurial ecosystem model (2011)

The role of governments is determined by two general directions in the development of entrepreneurship. including the reduction of barriers to entrepreneurship and encouragement of entrepreneurship. Comparative comparison of entrepreneurship policies in countries including Thailand, Taiwan, the United States, Canada, Finland, Ireland, Spain, the Netherlands, Sweden, and the United Kingdom show that the dimensions of entrepreneurship development policies can be classified into 6 groups, which are:

- 1) Promoting entrepreneurship
- 2) Entrepreneurship training in the educational system
- 3) Helping entry, survival, growth and easy exit of start-up companies by reducing administrative and regulatory requirements
- 4) Providing initial capital and start-up
- 5) Supporting start-up companies, increasing the quantity and quality of business support for emerging and new entrepreneurs

- 6) Increasing business start-up rates among specific target groups (such as youth and women) or innovative entrepreneurs.

Of course, these policies can be grouped into broad and limited or macro and micro policies. Entrepreneurship programs focus on entrepreneurship education and support measures to increase the level of entrepreneurial activities in society. Countries usually focus on entrepreneurship education, financial aid, support services, small and medium-sized enterprise development and support groups. Emphasis is on the formulation of entrepreneurship policies.

Summary of the Special Features of Afghanistan Market

The population of about 30 million in this country, about 15.9 million (54.6 percent of the population) are between the ages of (15–64) in working age. Approximately 6.5 million Afghans have occupation, and 5.2 million are unemployed.

(1.3 million) are also occupied for limited hours. 2.1 million are unemployed which are about 24% of the working population of this country. Men constitute more than 80% (5.5 million) of the country's laborforce. While Women constitute less than twenty percent (1.1 million) of the labor force. 5 million people which are more than 77 percent of the working population live in rural areas. The labor force participation rate in urban areas is extremely low, its reason is, there are limited occupation opportunities for women, young people and the elderly.

Afghanistan's young population is growing rapidly. The extremely small participation rate of women in the workforce created a big difference between rural and urban areas, cause of low level of their literacy and education, as well as the high dependence of these people to employers that their participation rate in the country's workforce is not effective.

Employment Sectors

Agriculture is the biggest employment sector in Afghanistan, it created 44% of all jobs (2.8 million) and 23% of GDP. People working in the agriculture sector have no necessary skills and 87% of the workers in this sector have no formal education and are even able to read and write. Approximately 20 percent of the Afghan labor force (about 1.3 million people) work in the service sector. Other sectors, including security (army and police), only 4 percent of people are occupied. Education and training also (4 percent) and Social services have attracted (5.7 percent) of the labor force. We can find employment statistics of the rest of the economic sectors hard.

Challenges of Youth Employment in Afghanistan

1. Lack of Access to Quality Education and Skills Training

One of the primary challenges for Afghan youth is the limited access to quality education and vocational training. Decades of conflict, political instability, and economic hardship have significantly disrupted the education system in Afghanistan. According to the World Bank, Afghanistan's literacy rate remains one of the lowest in the world, particularly among women and rural youth. A lack of access to education and job-specific skills training means that many young people are ill-prepared for the labor market (World Bank, 2021). In many rural and conflict-affected areas, schools are often underfunded or damaged, and access to education, particularly for girls, is severely limited (UNICEF, 2020).

2. Political Instability and Economic Uncertainty

Afghanistan's prolonged history of political instability and conflict has also contributed to an unstable economic environment, which is a major barrier to youth employment. The collapse of the Afghan government in August 2021 and the subsequent takeover by the Taliban further exacerbated the unemployment situation. The shift in governance has led to uncertainty in the labor market, making businesses hesitant to invest and limiting job creation. The United Nations Development Programme (UNDP) noted that the country's economic decline, coupled with ongoing insecurity, has created an environment in which job opportunities are scarce, particularly for young people (UNDP, 2022).

3. Lack of Formal Employment Opportunities

In Afghanistan, the job market is predominantly informal, with many young people working in agriculture or small-scale trade, where wages are low and job security is non-existent. According to the International Labour Organization (ILO), the formal labor market is underdeveloped, and the country has one of the highest rates of informal employment in the world (ILO, 2021). This informal sector, although crucial for survival, offers little in terms of career advancement, benefits, or long-term financial security. Furthermore, a lack of adequate infrastructure, limited foreign investment, and an insufficient entrepreneurial ecosystem have contributed to the lack of formal employment opportunities.

4. Gender Inequality and Social Barriers

Afghan youth, particularly young women, face additional barriers to employment due to gender inequality and cultural norms. In many parts of the country, women are expected to stay at home and are discouraged from seeking work outside the household. According to a report by the Afghanistan Research and Evaluation Unit (AREU), gender-based discrimination in hiring, education, and social expectations significantly limits women's participation in the labor market (AREU, 2020). This is compounded by inadequate access to childcare, transportation, and professional networks, further preventing young women from pursuing stable employment.

Women have already been disproportionately affected by the restrictions placed on their movement and ability to work. The labour market situation for women, including young women, remains critical and challenging, and has been further exacerbated by the recent edict barring women from working in national and international nongovernmental organizations.

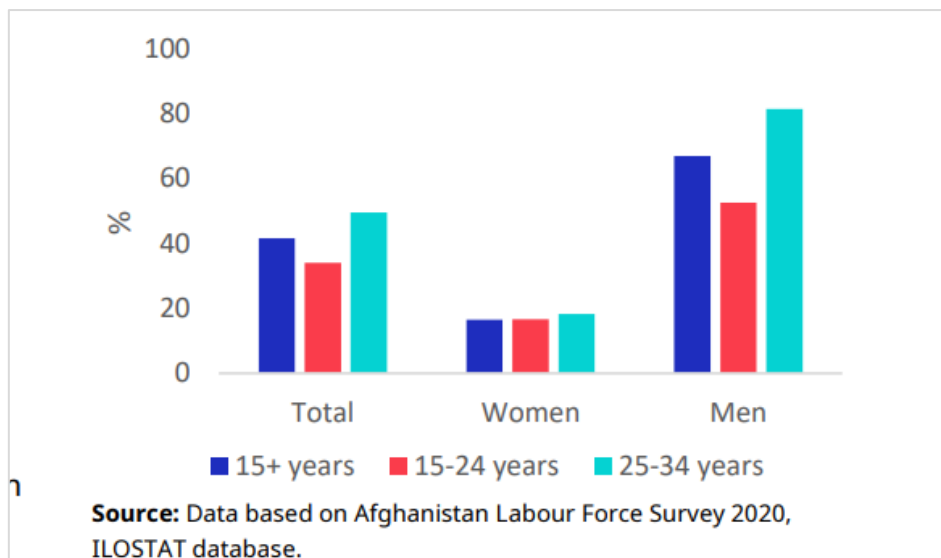


Figure 3: Total, female and male labour force participation rates in Afghanistan in 2020

In Afghanistan, the majority of female youth NEETs were not seeking employment (unemployed non-students) but rather were out of the labor force (inactive non-students). The extremely low labor force participation rate among women, including young women, underscores the labor market constraints imposed by socio-cultural norms, limited access to education and training, and the disproportionate burden of unpaid care and household work (figure 4). Additionally, restrictions on women's mobility and employment that have been in place since the administration change may have forced some women to leave the workforce. Equal access to high-quality education and training, as well as opportunities for productive employment, will continue to be a major challenge and priority for the Afghan economy and society in the future.

5. Brain Drain and Migration

The political and economic instability in Afghanistan has also contributed to significant levels of youth migration. Many young Afghans, particularly those with higher education or specialized skills, seek better opportunities abroad, leading to a "brain drain." According to the International Organization for Migration (IOM), many of Afghanistan's most educated and skilled youth migrate in search of safer, more stable, and financially rewarding opportunities (IOM, 2021). This migration, while offering individuals a better future, also deprives Afghanistan of its human capital, further stalling the country's economic development.

Solutions to Youth Unemployment in Afghanistan

To address the challenges of youth unemployment, a multi-pronged approach is necessary, focusing on education, economic development, gender equality, and policy reform. Below are potential solutions to reduce youth unemployment and create sustainable opportunities for Afghanistan's young population.

1. Improving Education and Vocational Training

One of the most effective ways to address youth unemployment in Afghanistan is through investment in education, particularly vocational training programs. These programs should focus on practical, job-specific skills such as construction, technology, healthcare, and agriculture, which are in high demand. Organizations like the Asian Development Bank (ADB) have advocated for the expansion of technical and vocational education and training (TVET) programs in Afghanistan to better equip young people with the skills required by the labor market (ADB, 2021). Moreover, greater attention should be given to improving educational infrastructure, ensuring the recruitment and training of teachers, and promoting access to digital learning, particularly in rural areas.

2. Promoting Private Sector Development and Entrepreneurship

Fostering a vibrant private sector is crucial for generating employment opportunities. The Afghan government, in collaboration with international organizations, should create an enabling environment for businesses to thrive by improving the regulatory framework, offering financial incentives, and supporting entrepreneurship. Programs aimed at developing young entrepreneurs, providing microfinance, and creating access to business incubators can help young people launch their own businesses. According to the World Bank, Afghanistan's youth have strong entrepreneurial potential, and supporting these ventures can create jobs not only for the youth but also for the wider community (World Bank, 2022).

3. Gender Equality and Empowerment

Promoting gender equality and ensuring that young women have equal access to education and employment opportunities is essential. Efforts to empower women economically must include programs that address barriers to women's participation in the

workforce, such as gender-based violence, lack of childcare, and societal restrictions. The government and non-governmental organizations (NGOs) should work together to create policies that promote female entrepreneurship, ensure equal pay for equal work, and eliminate discriminatory hiring practices. Additionally, safe workspaces and transportation options should be provided to encourage women’s active participation in the formal labor market.

4. Investment in Rural Development

Given that a significant proportion of Afghanistan’s youth live in rural areas, rural development is key to creating employment opportunities. The government and international donors should focus on improving rural infrastructure, such as roads, energy, and access to markets, to stimulate economic activity. Support for small-scale agriculture, rural industries, and agribusinesses could create jobs for young people in these areas. According to the United Nations Food and Agriculture Organization (FAO), rural development initiatives that include youth training programs and access to finance can play a pivotal role in reducing rural poverty and unemployment (FAO, 2021).

5. Addressing Migration and Brain Drain

While migration is often seen as a short-term solution for young people seeking better prospects, the Afghan government can work with international organizations to create programs that channel the skills of migrant youth back into the country. This could include initiatives such as facilitating remittance flows and creating mechanisms for skilled diaspora members to contribute to Afghanistan’s reconstruction efforts. By creating incentives for youth to return after gaining experience abroad, Afghanistan can capitalize on the skills and knowledge of its diaspora to support long-term development

Research Method

This research is simple random in terms of method the and practical in terms of the purpose, which is done through the distribution of questionnaires online by Google Form and offline to the number of 250 entrepreneurs, employees, professors, students, etc. have been obtained and then the obtained information has been analyzed using SPSS statistical program. In the current research, according to the nature of the research, the researcher has used a standard questionnaire as a tool for collecting information.

Cronbach's Test

Table 1.1: Cronbach's Alpha of Research Questionnaires

Reliability Statistics	
Cronbach's Alpha	N of Items
.866	11

As shown in table 1.1, the average Cronbach's alpha is higher than (0.7) for all research variables

(0.866), which indicates the good reliability of the questionnaire, was obtained using SPSS24 statistical software. It should be noted that the range of Cronbach's alpha coefficient is between 0 and 1, and the closer this coefficient is to 1, the more reliable the questionnaire items.

Research Findings or Analysis

There are 169 male respondents, which constitute 67.6% of the total respondents, and 81 female respondents, which constitute 32.4% of the total respondents.

They are between 15-25 years old and 59 of the respondents who constitute 23.6% of the total respondents are between 25-35 and 37 of the respondents who constitute 14.8% of the total respondents. Their total number is 250 people.

34 of the respondents who constitute 13.6% of the total respondents are illiterate and 111 of the respondents who constitute 44.4% of the total respondents have twelve passes and 90 of the respondents who constitute 36% of the total respondents. They have bachelor's degree and 12 of the respondents, which is 4.8% of the total respondents, have master's degree, and finally 3 of the respondents are 1.2% of the total number of 250.

194 of the respondents are not employed and 56 are employed out of 250 samples.

153 of the respondents' jobs are not in accordance with their educational fields and 97 of their jobs are according to their educational field. 124 of the respondents are satisfied with their jobs which constitute 49.6% and 126 of the respondents are not satisfied with their jobs who are 50.4 percent of the total respondents who are 250 people.

Hypothesis Testing

Main Hypotheses:

H0: It seems that there are not many challenges and solutions in the employment of Afghan youth

H1: It seems that there are many challenges and solutions in the employment of Afghan youth.

Hypothesis H1 is confirmed according to the results obtained from the questionnaire and its analysis in SPSS.

Sub-Hypotheses:

According to the independent and dependent variables in this research, the following assumptions were defined in order to collect information and analyze the data

The First Sub-Hypothesis:

H0: It seems that youth employment challenges are not many.

H1: It seems that the challenges of youth employment are many.

Hypothesis H1 is confirmed according to the results obtained from the questionnaire and its analysis in SPSS.

The Second Sub-Hypothesis:

H0: It seems that there are not many employment opportunities for Afghan youth.

H1: It seems that there are many employment opportunities for Afghan youth.

Hypothesis H1 is confirmed according to the results obtained from the questionnaire and its analysis in SPSS.

The Third Sub-Hypothesis:

H0: It seems that there is a significant relationship between the gender of the respondents and their employment status.

H1: It seems that there is a significant relationship between the gender of the respondents and their employment status.

Tabel 1: Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	24.096 ^a	1	.000		
Continuity Correction ^b	22.531	1	.000		
Likelihood Ratio	30.078	1	.000		
Fisher's Exact Test				.000	.000
N of Valid Cases	250				

Sig: According to the output of Chi-Square Tests, the significant values (sig) of the respondent's gender variable is 0.00 less than the standard of 0.05, which rejects the research hypothesis H0 and confirms the hypothesis H1, so gender has a significant effect. It depends on the employment status.

The Fourth Sub-Hypothesis:

H0: It seems that there is no significant relationship between the age of the respondents and their employment status.

H1: It seems that there is a significant relationship between the age of the respondents and their employment status.

Table (2): Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	12.661 ^a	2	.002
Likelihood Ratio	14.748	2	.001
N of Valid Cases	250		

Sig: According to the output of Chi-Square Tests, the significant values (sig) of the respondent's age variable is 0.02 less than the standard of 0.05, which rejects the research hypothesis H0 and confirms the hypothesis H1, therefore, age has a significant effect on the employment status.

The Fifth Sub-Hypothesis:

H0: It is believed that there is no significant relationship between the level of education and the employment status of young people.

H1: It is believed that there is a significant relationship between the level of education and the employment status of young people.

Table (3): Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	40.038 ^a	4	.000
Likelihood Ratio	47.753	4	.000
N of Valid Cases	250		

According to the output of Chi-Square Tests, the significant values (sig) of the respondent's education level variable is 0.00 less than the standard 0.05, which rejects the research hypothesis H0 and confirms the hypothesis H1, therefore, age has a significant effect on the employment status.

Education, skill acquisition, training, job, and having the prosperity in social, economic, health fields are considered the basic needs for all sections of the society, especially the youth; The main concern of Afghan youth is employment.

According to the research, unemployment has a different nature in different societies, so that its nature in developed and developing countries has a different

CONCLUSION

structure. For job applicants in countries that have stable employment policies, a few months may be enough to find a job, but the same applicant in developing countries must spend years to find a job.

Youth unemployment in Afghanistan is a multifaceted issue that requires comprehensive and sustained efforts to address. The challenges of limited access to education, political instability, gender inequality, and the lack of formal job opportunities must be tackled through targeted policy interventions, investment in education and skills development, and the creation of a more conducive business environment. With the right strategies, Afghanistan can harness the potential of its youth to drive economic growth, create jobs, and contribute to the country's future stability and prosperity. The international community, along with the Afghan government, has a crucial role to play in supporting these efforts and ensuring that Afghanistan's youth have the opportunities they need to thrive.

The rate of youth unemployment in the world is two to three times higher than the rate of adult unemployment, and the population that is most at risk of unemployment are mainly educated youth who enter the labor market for the first time without work experience.

This unemployment or lack of employment in Afghanistan has many challenges and solutions, especially the employment of young people.

The Employment Challenges of Afghan Youth Include:

- Businesses do not want to attract university graduates.
- Non-interference of the government in providing education.
- Non-existence of work facilities for experienced persons and lack of competence in recruiting government institutions
- Inequality of job opportunities for men and women
- Absence or weak role of employment agencies in the labor market
- Lack of interaction between educational institutions and the labor market
- Lack of sufficient experience and professionalism of young people
- Lack of self-confidence and self-belief of young people.
- Absence or lack of sufficient capital to start a business
- Lack of spread of entrepreneurial culture
- Lack of individual efforts of graduates to get a job, etc

The Employment Solution of Afghan Youth Include:

- Making changes in formal education
- Increasing technical and professional training
- Encouraging and facilitating private sector investment

- Incentives for employers to attract new workers
- Formal trainings are adapted to the job market.
- Strengthening and supporting institutions that provide education straw and skills
- Setting up and creating training courses.
- Hiring experienced and professional teachers

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