



## Identifying the Key Components of Job Creation in Rural Communities with Emphasis on Workshop and Manual Industries in the Rural Areas of Sanandaj County

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### Abstract

**Purpose:** Achieving a sustainable livelihood and improving the quality of life is one of the basic goals of rural development programs. The research aims to identify the key components of job creation in rural communities with emphasis on handicrafts and workshops in the rural areas of Sanandaj.

**Design/methodology/approach:** Continuous droughts and economic sanctions and lack of rational planning have doubled the spread of poverty and deprivation in the rural areas of Kurdistan province. Descriptive-analytical and semi-structured field research. The survey method is to use the Delphi technique to identify and determine the type of activities.

**Finding:** The results showed three priorities for creating employment in the rural areas of Sanandaj. The first priority with 9 types of job-creating activities in the field of local handicrafts such as backgammon, greenhouse production, local bread production, cultivation of medicinal plants, dry fruits, making musical instruments, clothing production, etc. with more than 83% of opinions in favor of the second priority With 10 types of employment-generating activities in the field of packaging garden products, workshops for the production of spirits, dried fruits, packaging agricultural products. Third priority with 5 types of job creation activities in the field of block making workshop, saffron production, tomato paste production with 55 to 69 percent agreement. In order to achieve the development of job creation in the villages, it is suggested to create educational platforms in the field of skill enhancement, create low-interest and long-term facilities, and provide spiritual support of government institutions.

**Keywords:** Village, Sustainable development, Entrepreneurship, Delphi, Sanandaj.

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## 1. Introduction

In recent decades, the focus of economic development policies on the expansion of small rural businesses has been considered as a solution to achieve rural development (Markeson and Deller, 2012). Small businesses (handicrafts) and entrepreneurship are an important factor to reduce poverty, increase productivity and competitiveness (Bouraoui, 2015). The rapid changes in communication technology and the relative decrease in the importance of agricultural economy have made it necessary to pay attention to side jobs in villages (Bosworth & Turner, 2018, 1-10). Therefore, achieving a sustainable livelihood and improving the quality of life is one of the key goals of rural development programs (Harpaa et al., 2016).

Webster believes that by maintaining the traditional way of life, small rural businesses maintain an important part of the social and economic structure of rural communities (Webster, 2017). Also, they are the vital force of rural communities, who play an important role in the civic and humanitarian life of rural communities with economic contributions (Templin et al., 20120) and by providing a wide range of services and products, help to create more sustainable local economies. It has a positive effect on the resilience of the rural community (Steiner -Ethernon 2015). When talking about the development of rural economy and rural job creation, it undoubtedly has various aspects in the fields of agricultural economy (agriculture, animal husbandry, etc.), tourism, rural industries, etc. In this article, what we aim at is the development of rural industries, and the meaning of rural handicrafts is that kind of simple industries without technical complexity that can be considered as a source of income and supplementary work in the village, and can be used by villagers in times of seasonal unemployment. Today, creating sustainable livelihoods in rural areas is one of the levers to reduce poverty and reduce the phenomenon of unwanted migration and ultimately achieve sustainable development (Mendonça, 2012). One of the new approaches to poverty reduction in rural society is entrepreneurship development (Faress Bhuiyan & Ivevs, 2019). Entrepreneurship development is one of the lowest cost policies in economic growth, which can be considered as the axis of other dimensions of development. Entrepreneurship is believed to be a key factor determining the economic success of a country or region and an important factor in shaping the spatial distribution of economic activities in the national territory (Faggio & Silva, 2014).

The environmental and human conditions governing the villages of Iran are such that they are isolated and have benefited less from development activities. The most important manifestation of this is the lack of stable employment, instability and lack of job diversity in the villages, which leads to migration out of the village (Ebrahimzadeh and Paydar, 2018).

Also, the economic sanctions of Western countries against Iran have doubled the level of rural poverty. Based on the statistical data between 1378 and 1395, the poverty rate in the rural society of Iran has increased 34 times (Bahramian et al., 2016). On the other hand, the existence of continuous droughts, the lack of surface and underground water resources along with climate changes have limited and made the conditions of agricultural activities more difficult for the rural community. To reduce the economic pressures and prevent the increase of unemployment, it seems that the employment creation strategy based on the development of workshop industries and handicrafts can help some of the problems of the rural society of Iran and Kurdistan province. It requires the identification of existing capacities and capabilities in villages and rural people. Because most entrepreneurial activities should be done with emphasis on local resources and knowledge combined with modern knowledge. Therefore, the spatial and temporal requirements of villages should be considered, including economic, social, environmental and institutional contexts. The high level of inflation and economic pressures from foreign countries have created the grounds for reverse migration to the villages and have led them towards income-generating horticultural activities. Kurdistan province has a share of 1.1% of water in the agricultural sector and ranks first to seventh in the production of 12 agricultural products. 30% of Kurdistan's employment is related to this sector (Statistics and Information Unit: 2018). The necessity of the research comes from the fact that today's generation of the unemployed rural community is often educated and has the field to learn technical skills in the field of small workshop industries and handicrafts in the rural environment. Second, the factor of poverty and pressure of life in the current situation has caused people to be directed towards sustainable and productive economic activities. Therefore, the research seeks to answer the question, what are the key components of entrepreneurship in the field of workshop industries and handicrafts that lead to job creation in the rural areas of Sanandaj? Undoubtedly, in order to reach job creation platforms,

the capacities and capabilities of the rural environment must be identified.

## 2. Research Theoretical Literature

Employment is one of the major issues of macroeconomics, which has a direct impact on the level of well-being and life of people in the society. Unemployment causes a wide range of social and economic issues at the level of societies, its consequences, in addition to the impact it has on the economic environment in any society, are also of particular importance in political and social fields (Khorsand et al., 2022)

One of the selected strategies for the development of rural areas that are faced with a surplus population is the development of handicrafts and workshops.

Handicrafts are mostly defined as items that are made by hand, often using simple tools, and generally have an artistic or traditional nature. Handicraft refers to a group of industries in which all or most of the manufacturing steps of its products are done by hand (Tripathi, 2022). In this section, views and theories on rural industries and their impact on rural development are discussed. As an economist, Penn Rose states in his theory of marginal economies that "under conditions of prosperity and economic prosperity, creating growth opportunities for small and medium-sized industries is much easier and faster than the development of large industries (Barkhordari et al., 2022). In the study of self-obstacles on the path of small industries' job creation, Meadow Lidhelm examines the situation of job creation in small and medium enterprises from two static and dynamic perspectives. In the static perspective, topics such as the number of enterprises (activities), size distribution of enterprises, labor force characteristics, location, combination of activities, gender of owners and efficiency of enterprises are examined. In the dynamic view, the effective factors of changes in the employment generation of small industries in the life cycle of these enterprises, including the establishment, expansion (limitation) and possibly the closure of enterprises are taken into consideration. In a certain period of time, some companies are established and start working, which means the need for new labor (employment). In the second period, the companies that existed at the beginning of the period in question expand (or limit) their activities, which will also increase (or decrease) the demand for labor (Basari & Roshni Yasaghi, 2015). Tambotan's theory on the importance of industrialization of villages, Arthur Lewis' collective economy theory on the importance of small rural industries have been used in the theoretical framework

of this research (Rorimpandey, 2021). Tambutan for the beliefs that two factors can be considered as strong points and industrial sector in rural development (Eftekhari et al., 2002).

1- The limitation of the capacity of the agricultural sector (a pressure factor).

2- The existence of suitable job opportunities in the sector non-agricultural (agent of action).

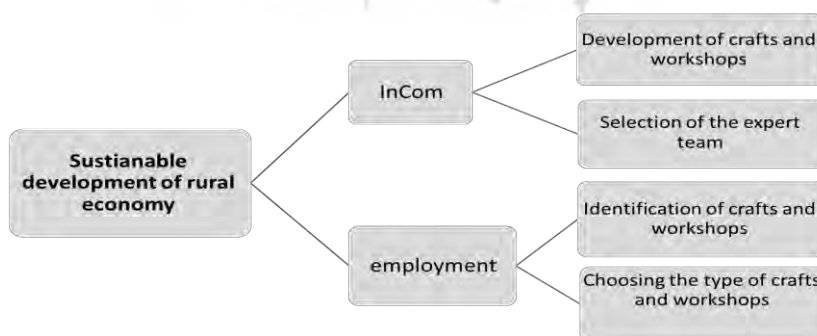
He believes that there is a complex interaction between the supply and demand of labor force. The rural labor force is attracted to a production unit due to suitable opportunities in non-agricultural sectors that can be created in the form of rural industries. In such a case, the industry is considered as an alternative job choice for the surplus of the village's manpower. On the other hand, it is possible that the workforce is not responding to the work. The agricultural sector should be moved to the needs of life, to the transformation and complementary industries. In such a case, rural industries are used as a complementary job choice. By working in the rural industry sector and increasing income, the villagers will be able to buy basic goods produced by the rural industry sector. As a result, there is a round of demand, employment and income generation.

Arthur Lewis is a fan of using user industries in the economic growth of developing countries. In his collective economy theory, he states that more use of labor with a certain amount of physical capital leads to an increase in production and employment. According to him, small industry allows saving capital consumption (Darvishi, 2019).

From Mina2007's point of view, in the current conditions, the agricultural sector alone cannot be a suitable answer to meet the livelihood needs of the rural people, but creating employment in the industrial sector for the rural youth is one of the necessities of the present age; By promoting small-scale industries in villages, the problem of poverty and unemployment can be eliminated. This is while these industries, in addition to having high employment, needless investment. In general, the expansion of all types of industry in rural settlements through the boom in the rural economy and poverty alleviation provides the basis for investment in rural development. Based on these theoretical views, it can be inferred that the potential of profitable and sustainable workshop activities and handicrafts in rural communities of Kurdistan province can pave the way for job creation and sustainable development. Therefore, this study can be a basis and model for development studies in rural communities of Kurdistan province.

In terms of research background, we can refer to the results of the studies of [Martin L. & Tamara \(2013\)](#) who in their study on economic growth and economic innovation in small rural companies in rural England in Wales concluded that innovation in small rural businesses should be a way to reduce waste and raw material consumption. [Akbari et al., \(2014\)](#) Identifying the merits of rural youth in the field of crafts businesses in Varamin city. The result of the research showed that in the field of teaching skills to rural youth, it is necessary to pay attention to the conditions of the work field and the business field and the special conditions of the village, and considering those conditions, organize the goals of the training courses. [Eniola & Entebang \(2015\)](#) in their study on the performance, innovation and financial challenges of small and medium-sized businesses in Nigeria concluded that the lack of bank loans, geographical issues and lack of standardization in public budgets are among the challenges of small business are. [Eniola & Entang \(2015\)](#) in a study entitled Performance, Innovation and Financial Challenges for Small and Medium Businesses analyzed the financial innovation and causes of small and medium business financial challenges in Nigeria. The results show that the lack of bank loans, geographical issues and lack of standardization in the public budget are among the challenges of small businesses' financial success. [Singh & Basker \(2015\)](#) in a study entitled Empowerment and Innovation in India. The results showed that innovation is the center of economic growth and development of any country. Entrepreneurship is a strategy to solve the problems of rural society and creates new opportunities for learning. [Bouzari & Islamfard \(2016\)](#) Investigating obstacles and problems in the development of native rural industries studied by Ghali and Gebeh in Zarin Dasht city. The results of the research showed that major

obstacles threaten the production of handwovens in the city. In order to preserve and develop the handlooms of the city, measures should be taken; Among these measures, we can mention shortening the dominance of dealers on the market of raw materials and buying handwoven goods, following up on insurance for carpet weavers, the attention of city officials towards handwoven products, etc. [Abrishmi \(2020\)](#) Feasibility of sustainable rural development through the development of creative industries: a case study of handicrafts in selected villages of Isfahan province Fifty villages with the ability to produce handicrafts were selected as the sample size with the help of capacity measurement. It was suggested that each village with more points be introduced as a central workshop location for production, supply of raw materials, quality control, training and supervision of handicrafts. [Wanniarachchi et al. \(2020\)](#) Improving sustainability and encouraging innovation in traditional craft sectors: the case of the Sri Lankan handloom industry The results of this study will support the handloom industry and policy-makers in developing support for sustainable innovation in the handloom industry. [Rachmawatie \(2020\)](#) Research on the empowerment of rural communities through the development of renewable electricity. Are, performs and uses the frequency distribution analysis method for identification. The results of this study show that community empowerment activities through the development of renewable energy have an impact on the empowerment of PLTH electricity stakeholders in Panta Barrow. According to the background and theoretical foundations, this research with an economic approach that emphasizes the two factors of income and employment in the villages of Sanandaj.



**Figure1. The conceptual process of research**

### 3. Research Methodology

#### 3.1 Geographical Scope of the Research

The area of Kurdistan province is 29,137 square kilometers and has a 180-kilometer border with Iraq in the western part. This province is limited to the provinces of West Azerbaijan and Zanjan in the

north, Kermanshah province in the south and Hamedan province in the east. Kurdistan Province is located between 34 degrees and 44 minutes to 36 degrees and 30 minutes north latitude and 45 degrees and 31 minutes to 48 degrees and 16 minutes east of the Greenwich meridian.

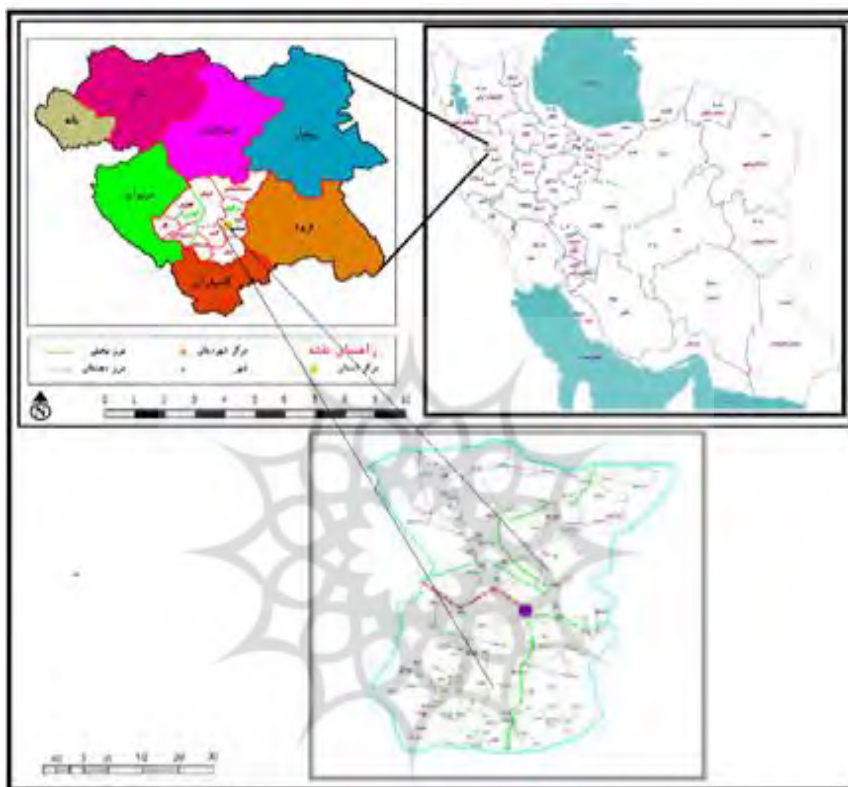


Figure2: Geographical location of Sanandaj County

#### 3.2. Methodology

The research is applied in terms of purpose and descriptive-analytical in terms of method. The method of collecting information has been done in two ways: library and field. The purpose of this research is to identify employment creation activities in the field of handicrafts and workshops in the rural areas of Kurdistan province using the Delphi technique. The research is applied in terms of purpose and descriptive-analytical in terms of method. The method of collecting information has been done in two ways: library and field. The purpose of this research is to identify employment creation activities in the field of handicrafts and workshops in the rural areas of Kurdistan province using the Delphi technique. This method consists of four steps. Use to access job preferences. The statistical community includes experts who are

directly familiar with the issue of employment and handicrafts. For this purpose, 20 experts from the organization of handicrafts, experts from the program and budget organization, as well as university professors in the fields of economic sciences, agricultural economics, handicrafts and geography have been used. In this context, an open questionnaire containing questions related to employment creation factors in the rural areas of Sanandaj city was provided to the respondents. After receiving the answers and reviewing the opinions of the experts, in the first stage, the similar or close items were merged and in the form of a closed questionnaire in the form of 22 activities, they were again provided to the experts and they were asked to give points using them. Likert scale in the next step, after analyzing the results obtained from the second questionnaire, the questionnaire

was modified again using the opinions of the expert panel and was given to the experts again. The purpose of the third questionnaire was to reach a consensus. In this questionnaire, respondents were asked to express their agreement or disagreement with each job. In the fourth stage, in order to reach a consensus on the rest of the cases, the fourth questionnaire includes the modified items in the third questionnaire. The final consensus was

reached in the field of employment and entrepreneurial activities in Sanandaj. Descriptive statistics of mean, standard deviation and dispersion coefficient were used for data analysis using Spss18 software. In this research, three components of horticultural and agricultural products, handicrafts and workshop industries have been investigated in the form of 24 variables. It is shown in Tables 1 and 2.

**Table 1: Craft and workshop variables**

index	
<b>Production of saffron</b>	<b>Computer repair shop and software</b>
Growing medicinal plants	Packaging, food production and products related to fodder, vegetable, garden products
mushroom production	MDF workshop and cabinet making
Greenhouse productions (cucumbers, tomatoes, etc.)	Production of metals (welding, production of knives, casting).
Handicrafts (backgammon board, chess stamps, etc.)	pickle production workshop
Making musical instruments (drums, reeds, tambors, etc.)	Working with a CNC machine
Weaving carpets, rugs and carpets, art panels with wool and silk thread	dry the fruit
Production of local shoes and clothes (Klash, Chokhorank)	Block and joist workshop
Tailoring of local clothes, crocheting,	Tomato paste manufacturing workshop
Production of all kinds of local breads (walnut, cookies, etc.)	Workshop for the production of spirits
Clothing and embroidery production	Product packaging (peas, lentils, etc.)
Tazdini products (diamond work, art work with glass).	Packaging garden products (walnuts, almonds and...

**Table 2: Grouping of Delphi members**

group	the workplace	educational qualifications	Field of Study	Record by year			
				number	the lowest	the most	Average
University Professors	University of Kurdistan, Payam Noor University, Azad Islamic University	Ph.D	Geography, economy, social science, agriculture	9	15	25	20
Executive managers in this field	Jihad agriculture, governorship, governorate, crafts	Ph.D Master's degree	Agriculture Horticulture, Hydrology Management, Tourism	2	18	28	23
Departments and Organizations Experts	Jihad Agriculture, Governorate, Agricultural Research Center, Program and Budget Organization, Handicrafts	Master's degree Bachelor's degree	Management, agriculture, horticulture, hydrology, geography, tourism, handiwork	11	20	28	24

#### 4. Research Findings

To identify employment drivers in rural areas of Sanandaj city, a questionnaire with 3 components in the main part of the activity (agriculture, handicrafts and small workshop industries) which is a total of 29 types of jobs was prepared and provided to Delphi group experts.

After receiving the answers and reviewing the views of experts, similar or close jobs were

merged, the results of this step are shown in [Table \(3\)](#). It is worth mentioning that the rate of return of the first stage questionnaires was about 91%, ie 20 out of 22 experts had sent the answers to the questionnaires. In the second phase of the work, according to the results obtained from the first phase, questionnaire No. 2 on the relative importance of workshop and handicrafts in rural areas of Sanandaj city was analyzed by the second questionnaire of the same 20 experts was analyzed.

**Table 3: Entrepreneurship drivers of workshop and handicraft industries in the first stage of Delphi**

Dimensions	A summary of the research topics	The number of activity type	The number of activity type
Garden products, agricultural products	Production of saffron	4	20
	Growing medicinal plants		20
	mushroom production		20
	Greenhouse productions (cucumbers, tomatoes, etc.)		20
Crafts	Handicrafts (backgammon board, chess stamps, etc.)	8	20
	Making musical instruments (drums, reeds, tambors, etc.)		20
	Weaving carpets, rugs and carpets, art panels with wool and silk thread		20
	Production of local shoes and clothes (Klash, Chokhorank)		20
	Tailoring of local clothes, crocheting,		20
	Production of all kinds of local breads (walnut, cookies, etc.)		20
	Clothing and embroidery production		20
	Tazdini products (diamond work, art work with glass).		20
Small workshop industry	Computer repair shop and software	12	20
	Packaging, food production and products related to fodder, vegetable, garden products		20
	MDF workshop and cabinet making		20
	Production of metals (welding, production of knives, casting).		20
	pickle production workshop		20
	Working with a CNC machine		20
	dry the fruit		20
	Block and joist workshop		20
	Tomato paste manufacturing workshop		20
	Workshop for the production of spirits		20
	Product packaging (peas, lentils, etc.)		20
	Packaging garden products (walnuts, almonds and...		20

##### 4.1. The second stage of Delphi: the level of agreement with the prioritization of the items from the point of view of experts

After collecting the questionnaire of the first stage, the answers were categorized and became the basis for setting the questionnaire of the second stage. The indicators that did not get the required score were removed from the questionnaire. The closed questionnaire, in the format of 24 items, was given to the experts to prioritize and determine the level of agreement in the Lecrit range (I completely

disagree=1, I disagree=2, I have no opinion=3, I agree=4, I completely agree=5). The second step of the Delphi technique in this research was the qualitative review of the first questionnaire and presenting the average and standard deviation of the proposed items. The results are given in [Table 4](#).

**Table 4: The average of extraction cases from the drivers of entrepreneurship development in the second stage of Delphi**

jobs	Average	Standard deviation	C.V
Handicrafts (backgammon board, chess stamps, etc.)	4.86	0.78	0.20
mushroom production	4.75	0.81	0.23
Greenhouse productions (cucumbers, tomatoes, etc.)	4.73	0.68	0.21
Growing medicinal plants	4.69	0.88	0.24
Clothing and embroidery production	4.42	0.75	0.22
Packaging, food production and products related to fodder, vegetable, garden products	4.21	0.68	0.21
Production of all kinds of local breads (walnut, cookies, etc.)	4.15	0.78	0.23
dry the fruit	4.15	0.81	0.24
Making musical instruments (drums, reeds, tambors, etc.)	4.06	0.82	0.25
Packaging garden products (walnuts, almonds and...	3.94	0.88	0.26
Tailoring of local clothes, crocheting,	3.92	0.78	0.20
Production of local shoes and clothes (Klash, Chokhorank)	3.86	0.81	0.23
Workshop for the production of spirits	3.86	0.88	0.20
Production of metals (welding, production of knives, casting).	3.75	0.81	0.37
Computer repair shop and software	3.68	0.68	0.21
pickle production workshop	3.68	0.88	0.36
Weaving carpets, rugs and carpets, art panels with wool and silk thread	3.66	0.64	0.35
Product packaging (peas, lentils, etc.)	3.55	0.69	0.21
Decorative products (inlaid work, artistic works with glass).	3.53	0.82	0.24
MDF workshop and cabinet making	3.49	0.72	0.28
Production of saffron	3.46	0.98	0.37
Block and joist workshop	3.22	0.95	0.20
Tomato paste manufacturing workshop	3.06	0.69	0.22
Working with a CNC machine	3.02	0.86	0.25

**4.2. The third stage of Delphi: the level of agreement with the identified standards from the experts' point of view**

In the third stage, the jobs resulting from the arrangement of the results obtained from the first and second questionnaires were provided to the experts in the field of entrepreneurship in the form of a

questionnaire, and their level of agreement with the priorities and effectiveness of each of the entrepreneurial jobs was determined. Finally, the average of the final 24 items was presented in order to determine the importance of examining it in the third stage of the Lekrit spectrum. The results of this stage are shown in table 5.

**Table 5: The level of agreement of the group of experts with the jobs of workshop and handicraft industries in the villages of Sanandaj city**

the objects	The percentage of agreement	The percentage of opposition
Handicrafts (backgammon board, chess stamps, etc.)	3	97
mushroom production	6	94
Greenhouse productions (cucumbers, tomatoes, etc.)	7	93
Growing medicinal plants	10	90
Clothing and embroidery production	12	88
Packaging, food production and products related to fodder, vegetable, garden products	14	86



the objects	The percentage of agreement	The percentage of opposition
Production of all kinds of local breads (walnut, cookies, etc.)	17	83
dry the fruit	17	83
Making musical instruments (drums, reeds, tambors, etc.)	18	82
Packaging garden products (walnuts, almonds and...	23	77
Tailoring of local clothes, crocheting,	25	75
Production of local shoes and clothes (Klash, Chokhorank)	26	74
Workshop for the production of spirits	27	73
Production of metals (welding, production of knives, casting).	29	71
Computer repair shop and software	30	70
pickle production workshop	30	70
Weaving carpets, rugs and carpets, art panels with wool and silk thread	31	69
Product packaging (peas, lentils, etc.)	32	68
Decorative products (inlaid work, artistic works with glass)	39	61
MDF workshop and cabinet making	45	55
Production of saffron	52	48
Block and joist workshop	55	45
Tomato paste manufacturing workshop	56	44
Working with a CNC machine	50	50

\*Scale: very low = 1, low = 2, medium = 3, high = 4, very high = 5

#### 4.3. The fourth step of Delphi: level of agreement with the specified standards (achieving consensus)

The fourth stage was also to reach a consensus on the jobs. The fourth questionnaire, which contains the modified entrepreneurial jobs in the third questionnaire, was given to the experts and they were asked to show their agreement or disagreement in each of the identified job creation activities so that finally a consensus can be reached about the drivers of employment creation in the city. In the fourth stage, due to the high similarity of the jobs with the third stage and their complete agreement, the table has been repeated with the previous stage. In the fourth stage, the first to twenty-fourth priorities were obtained from both the results of the questionnaires (third and fourth stages). So there is no need to repeat

the research process again. Because it can be said that a general consensus has been reached regarding the employment creation activities in the field of entrepreneurship in the villages. Finally, it can be said that among the 24 types of jobs proposed as drivers of employment development in the rural areas of Sanandaj, 9 types of activities were identified and determined as the first priority, 10 types of activities as the second priority and 5 types of activities as the third priority. One of the important features of priority activities is that it requires little activity space. Second, these types of activities exist more or less in rural and urban society, so through communication and interactions, we can take steps to better results to increase quality production [Table \(6\)](#).

**Table 6: Priorities proposed by Delphi panel members for workshop and craft activities**

Priority	The type of activity proposed	Activity count
first priority	Handicrafts (backgammon, chess pieces, etc.) Production of mushrooms Greenhouse products (cucumbers, tomatoes, etc.) Growing medicinal plants Production of clothes and embroidery. Packaging, food production and products related to fodder, vegetable, garden products Production of all kinds of local breads (walnut, cookies, etc.) Dry the fruit Making musical instruments (drums, reeds, tamburs, etc.)	9
The second priority	Packaging garden products (walnuts, almonds and... sewing local clothes, crocheting, Production of local shoes and clothes (Klash, Chokhorank) Workshop for the production of spirits Production of metals (welding, production of knives, casting). Computer repair shop and software pickle production workshop Weaving carpets, rugs and carpets, art panels with wool and silk thread Product packaging (peas, lentils, etc.) Decorative products (inlaid work, artistic works with glass).	10
The third priority	MDF workshop and cabinet making Production of saffron Block and joist workshop Working with a CNC machine Tomato paste manufacturing workshop	5

## 5. Discussion and Conclusion

This study discusses the drivers of employment and entrepreneurship in the direction of workshop industries, handicrafts and agricultural activities in rural areas of Sanandaj from the perspective of scientific and administrative experts. Identifying these jobs is an important step in comprehensive planning and long-term horizon, as well as investing in the development of employment-generating activities in the city of Sanandaj. Based on the analysis, which was based on a survey of a group of experts, three groups of jobs were specifically identified on the basis of priority. The first priority, which includes 9 types of activities, includes 37.5% of the total jobs surveyed, of which more than 82% of the group of experts have agreed to this type of job. The second priority is with 10 types of activities, which include 41.7% of all jobs, with Delphi panel members agreeing between 70-82%. Included announced activities such as beam and block workshop, mobile repair shop, poultry breeding, medicinal plants breeding, beekeeping. The third priority includes jobs in which the Delphi expert group agrees between 55-69 percent, which

includes 21 percent of all jobs, such as MDF and cabinet making workshops, saffron production, block and beam workshops, and CNC machine work. Tomato paste production workshop announced. Due to the fact that the society is moving towards enrichment through mass communication networks and media, and this in itself has made it easier to get acquainted with the workshop activities, and on the other hand, today's generation of rural society is literate and often educated. Therefore, they have a good ground for learning skills and knowledge in line with priority activities. The educated unemployed generation are interested in engaging in technical activities because they believe that their income generation and productivity are not only high but also sustainable. In order to create such a bed in the rural community, it is necessary to provide beds that provide the ground for workshop activities in the villages.

In this regard, the most important infrastructure programs for the development of entrepreneurial activities and workshops are presented as follows:

-Incorporating workshop activities as entrepreneurial activities in rural development programs in the province.

- Creating the necessary platform for training and empowering the local people of the village for priority jobs that are identified in accordance with local capacities.

- Coordination and cooperation of institutions related to the type of business to determine credits and cooperation of banks in granting low-interest loans with the supervision of banks and introducing institutions.

- Establishment of cooperatives for production and cooperatives for the sale of products by the Rural Cooperative Organization.

- Serious support of government organizations and institutions for new entrepreneurial businesses in the countryside. Like IRIB through advertising for products and identifying local products in Kurdistan

province. Participate in sales exhibitions at local and regional levels and...

- Efforts to empower rural women as half of the dynamic rural community, in the field of handicrafts due to the long history of this type of industry in Kurdistan province such as wood industry (backgammon); Making musical instruments such as daf, tanbur, reed, etc.

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#### Authors' contributions

The authors equally contributed to the preparation of this article.

#### Conflict of interest

The author declares no conflict of interest.

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## شناسایی مؤلفه های کلیدی اشتغال زایی در جوامع روستایی با تاکید بر صنایع دستی و کارگاهی در مناطق روستایی شهرستان سنندج

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### چکیده مبسوط

#### ۱. مقدمه

در دهه های اخیر، تمرکز سیاست های توسعه اقتصادی بر گسترش کسب و کارهای کوچک روستایی به عنوان راه حلی برای دستیابی به توسعه روستایی مورد توجه قرار گرفته است. زیرا باور بر این است کسب و کارهای کوچک (صنایع دستی) و کارآفرینی عامل مهمی برای کاهش فقر، افزایش بهره وری و رقابت هستند. تغییرات سریع فناوری ارتباطات و کاهش نسبی اهمیت اقتصاد کشاورزی، توجه به مشاغل جانبی در روستاها را ضروری ساخته است. برای کاهش فشارهای اقتصادی و جلوگیری از افزایش بیکاری به نظر می رسد راهبرد اشتغال زایی مبتنی بر توسعه صنایع کارگاهی و صنایع دستی می تواند به بخشی از مشکلات جامعه روستایی ایران و استان کردستان کمک کند. در همین زمینه قانون برنامه ششم توسعه در راستای تحقق سیاست های اقتصاد مقاومتی در راستای تقویت اقتصاد محلی و منطقه ای قانون برنامه توسعه اقتصادی و اشتغالزایی روستایی تدوین گردید. استان کردستان یکی از استان های محروم کشور است که مهاجرت ناشی از فقر اقتصادی و توسعه حاشیه نشینی در سطوح شهری استان رواج دارد. از آنجائی که قشر امروز جوان روستایی تحصیل کرده و باسوادند زمینه فراگیری هنرهای فنی در بخش صنایع دستی و کارگاهی وجود دارد.

پژوهش به دنبال پاسخگویی به این سوال است که مؤلفه های کلیدی کارآفرینی در حوزه صنایع کارگاهی و صنایع دستی که منجر به ایجاد اشتغال در مناطق روستایی سنندج می شود کدامند؟ بدون شک برای رسیدن به بسترهای اشتغال زایی باید ظرفیت ها و توانمندی های محیط روستایی شناسایی شود.

#### ۲. مبانی نظری تحقیق

اشتغال یکی از موضوعات مهم اقتصاد کلان است که تأثیر مستقیمی بر سطح رفاه و زندگی افراد جامعه دارد. میدو لیدهلم در بررسی موانع در مسیر اشتغال زایی، صنایع کوچک وضعیت اشتغالزایی در بنگاه های کوچک و متوسط را از دو منظر ایستا و پویا بررسی می کند. آرتور لویس از طرفداران استفاده از صنایع کاربر در رشد اقتصادی کشورهای در حال توسعه است. او معتقد است استفاده بیشتر از نیروی کار با مقدار مشخصی از سرمایه فیزیکی منجر به افزایش تولید و اشتغال می شود. از دیدگاه مینا، در شرایط کنونی بخش کشاورزی به تنهایی نمی تواند پاسخگوی مناسبی برای تامین نیازهای معیشتی روستاییان باشد، اما ایجاد اشتغال در بخش صنعت برای جوانان روستایی یکی از ضروریات عصر حاضر است. با ترویج صنایع کوچک در روستاها می توان مشکل فقر و بیکاری را برطرف کرد. این در حالی است که این صنایع علاوه بر اشتغال بالا، سرمایه گذاری بی موردی نیز دارند. مارتین ال و تامارا معتقد است نوآوری در مشاغل کوچک روستایی باید راهی برای کاهش ضایعات و مصرف مواد اولیه باشد. اینیولا و اینتی بنگ معتقد است نوآوری و چالش های مالی کسب و کارهای کوچک و متوسط از مهمترین مشکلات ممالک در حال توسعه است.

#### ۳. روش تحقیق

تحقیق از نظر هدف کاربردی و از نظر روش توصیفی-تحلیلی می باشد. روش گردآوری اطلاعات به دو صورت کتابخانه ای و میدانی انجام شده است. هدف از این پژوهش شناسایی فعالیت های اشتغال زایی در حوزه صنایع دستی و کارگاهی در مناطق روستایی استان

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#### ۵. بحث و نتیجه گیری

بر اساس تجزیه و تحلیل دلفی که بر اساس نظرسنجی از کارشناسان، سه گروه شغلی صنایع دستی و کارگاهی بر اساس اولویت شناسایی شدند. اولویت اول که شامل ۹ نوع فعالیت است، ۳۷.۵ درصد از کل مشاغل مورد بررسی را شامل می شود. بیش از ۸۲ درصد از گروه کارشناسان با این نوع مشاغل موافقت کرده اند. اولویت دوم با ۱۰ نوع فعالیت است که ۴۱.۷ درصد از کل مشاغل را شامل می شود و اعضای پنل دلفی بین ۷۰ تا ۸۲ درصد توافق دارند. شامل فعالیت های اعلام شده از قبیل کارگاه تیرآهن و بلوک، تعمیرگاه سیار، پرورش طیور، پرورش گیاهان دارویی، زنبورداری. اولویت سوم شامل مشاغلی است که گروه تخصصی دلفی بین ۵۵ تا ۶۹ درصد موافق هستند که ۲۱ درصد از کل مشاغل را شامل می شود، مانند کارگاه ام دی اف و کابینت سازی، تولید زعفران، کارگاه بلوک و تیرآهن و کار با دستگاه CNC. کارگاه تولید رب گوجه فرنگی اعلام شد. با توجه به اینکه جامعه از طریق شبکه های ارتباط جمعی و رسانه ها به سمت غنی سازی پیش می رود و این خود باعث سهولت در آشنایی با فعالیت های کارگاهی شده است و از طرفی نسل امروزی جامعه روستایی باسواد و اغلب تحصیلکرده هستند.

کلیدواژه ها: روستا، توسعه پایدار، کار آفرینی، دلفی، سنندج.

#### تشکر و قدردانی

مقاله برگرفته از طرح پژوهشی مطالعات تدوین برنامه توسعه اقتصادی و اشتغالزایی روستایی شهرستان سنندج است که با حمایت مالی سازمان مدیریت و برنامه ریزی استان کردستان انجام شده است.

کردستان با استفاده از تکنیک دلفی است. این روش شامل چهار مرحله است. برای دسترسی به اولویت های شغلی استفاده کنید. جامعه آماری را کارشناسانی تشکیل می دهند که به طور مستقیم با موضوع اشتغال زایی و صنایع دستی آشنا هستند. برای این منظور از نظرات کارشناسان سازمان صنایع دستی، کارشناسان سازمان برنامه و بودجه و همچنین اساتید دانشگاه در رشته های علوم اقتصادی، اقتصاد کشاورزی، صنایع دستی و جغرافیا استفاده شده است.

#### ۴. یافته های تحقیق

برای شناسایی عوامل ایجاد اشتغال در مناطق روستایی شهرستان سنندج، پرسشنامه ای با ۳ مؤلفه در بخش اصلی فعالیت (کشاورزی، صنایع دستی و صنایع کوچک کارگاهی) که در مجموع ۲۹ نوع شغل می باشد تهیه و در اختیار کارشناسان گروه دلفی قرار گرفت. پس از دریافت پاسخ و بررسی نظرات کارشناسان، مشاغل مشابه یا نزدیک با هم ادغام شدند. در مرحله دوم میزان موافقت با اولویت بندی موارد از دیدگاه کارشناسان مورد بررسی قرار گرفت که پس از جمع آوری پرسشنامه مرحله اول، پاسخ ها دسته بندی و مبنای تنظیم پرسشنامه مرحله دوم قرار گرفت. شاخص هایی که نمره لازم را کسب نکرده بودند از پرسشنامه حذف شدند. در مرحله سوم مشاغل حاصل از چیدمان نتایج به دست آمده از پرسشنامه اول و دوم در قالب پرسشنامه در اختیار کارشناسان حوزه کارآفرینی قرار گرفت و میزان توافق آنها با اولویت ها و اثربخشی هر یک از آنها. از مشاغل کارآفرینی تعیین شد. مرحله چهارم، رسیدن به اجماع در مورد مشاغل بود که شامل مشاغل کارآفرینی اصلاح شده در پرسشنامه سوم است، از کارشناسان خواسته شد تا موافقت یا مخالفت خود را در هر یک از فعالیت های اشتغال زایی شناسایی شده، نشان دهند تا در نهایت در مورد عوامل ایجاد اشتغال به اجماع برسد.

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