

LESSON NOTES

Intermediate S1 #1

Interviewing for a Job in Iran

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#1

DIALOGUE - PERSIAN

MAIN

1. کاوه صابر : خب، از کار قبلی تون (قبلی تان) برام (برای من) بگین (بگویند)؟
2. شیرین مینایی : بله، من تویه (در یک) فروشگاه لباس کار می کردم. اونجا (آنجا) مسئول رسیدگی به مشتریا (مشتریان) و فروش بودم.
3. کاوه صابر : چه مدت اونجا (آنجا) بودین (بودید)؟
4. شیرین مینایی : سه سال و نیم.
5. کاوه صابر : چرا به شرکت ما علاقمند شدین (شدید)؟
6. شیرین مینایی : خب بعد از این مدت کار کردن توی یه (در یک) فروشگاه کوچیک (کوچک) فکر می کنم آمادگی کار کردن توی (در یک) مجموعه بزرگ رو (بزرگ را) داشته باشم. زبان مادریم انگلیسیه (انگلیسی است) و می خوام (می خواهم) فارسیم رو (فارسی ام را) به چالش بکشم. تجربه مدیریت کردن سفارشها رو (را) هم دارم.
7. کاوه صابر : حقوق مورد نظرتون (تان) چقدره (چقدر است)؟
8. شیرین مینایی : ممم با توجه به تجربه کاریم (کاری ام) و اینکه قراره (قرار است) توی (در) کارای (کارهای) حسابداری به فروشگاه کمک کنم، بین ماهی دو و نیم تا سه میلیون.
9. کاوه صابر : سقف دستمزد پیشنهادی ما دو میلیون و نیمه (نیم است). ممکنه (ممکن است) ازتون بخوایم (ازتان بخوایم) بعضی آخر هفته هام (ها هم) کار کنین (کنید)، بهتون (بهتان) اضافه حقوق پرداخت می شه (می شود).
10. شیرین مینایی : بیمه ام (هم) دارم؟
11. کاوه صابر : بله، بیمه دارین (دارید). مرخصی استحقاقی تونم (استحقاقی تان هم) طبق قانون کار بیست و شیش (شش) روزه (روز است).... ممنون که تشریف آوردین (آوردید). در مورد نتیجه مصاحبه باهاتون تماس گرفته می شه (می شود).
12. شیرین مینایی : ممنون. روز خوبی داشته باشین (باشید)!

ROMANIZATION

1. kaaveh saaber : khob, az kaar-e qablitoon (qabli-yetaan) baraam (baraayam) begin (begoid)?
2. shirin minaai : bale, man too ye (dar yek) foo-roosh-gaah-e lebaas kaar mikardam. oonjaa (aanjaa) mas'ool-e residegi be moshtariyaa-o (moshtariyaan va) foroosh boodam.
3. kaaveh saaber : che moddat oonjaa (aanjaa) boodin (boodid)?
4. shirin minaai : se saal-o nim.
5. kaaveh saaber : cheraa be sherkat-e maa a'laaqemand shodin (shodid)?
6. shirin minaai : khob ba'd az in moddat kaar kardan too-ye (dar yek) foo-roosh-gaah-e koochik (koochak) fekr mikonam aamaadegi-ye kaar kardan too ye (dar yek) majmoo'e-ye bozorg ro (bozorg raa) daashte baasham. zabaan-e maadarim (maadari-yam) engelisi-ye (engelisi ast) va mikhaam (mikhaaham) faarsim ro (faarsi-yam raa) be chaalesh bekesham. tajrobe-ye modiriyat kardan-e sefaresh haa ro (raa) ham daaram.
7. kaaveh saaber : hoqooq-e mored-e nazaretoon (nazaretaan) che qadre (che qadr ast)?
8. shirin minaai : mmm baa tavajjoh be saabeqe-ye kaarim (kaari-yam) va inke qaraare (qaraar ast) too kaaraa-ye (kaar-haa-ye) hesaabdaari be foo-roosh-gaah komak konam, beyn-e maahi do-o nim taa se milyoon.
9. kaaveh saaber : saqf-e dastmozd-e pishnahaadi-ye maa do-o nim milyoone (milyoon ast). momkene (momken ast) azatoon bekhaaym (az shomaa bekhaahim) ba'zi aakhar-e hafte-haam (haa ham) kaar konin (konid), behetoon (behetaan) ezaafe hoqooq pardaakht mishe (mishavad).
10. shirin minaai : bimam (bime ham) daaram?
11. kaaveh saaber : bale, bime daarin (daarid). morakh-khasi-ye estehqaaqi toonam (taan ham) bist-o shish (shesh) rooze (rooz ast)...mamnoon ke tashrif aavordin (aavardid). dar mored-e natije-ye mosaahebe baahaatoon (baa shomaa) tamaas gerefte mishe (mishavad).
12. shirin minaai : mamnoon. rooz-e khoobi daashte baashin (baashid)!

ENGLISH

1. Kaveh Saber : Well, tell me about your last job?
2. Shirin Minai : Yes, I was working at a clothing store. I was in charge of attending the customers and sales there.
3. Kaveh Saber : How long were you there?
4. Shirin Minai : Three and a half years.
5. Kaveh Saber : Why did you become interested in our company?
6. Shirin Minai : Well, after working this long at a small shop, I think I'm ready to work at a large complex. My mother tongue is English, and I'd like to challenge my Persian. I have the experience of managing the orders.
7. Kaveh Saber : What are your salary expectations?
8. Shirin Minai : Mmm, considering my work experience, and this, that I'm to help the shop with accounting tasks, between 2.5 and 3 million (Toman).
9. Kaveh Saber : Our proposed wage cap is 2.5 million. If we ask you to work on some weekends as well, you'll be paid extra.
10. Shirin Minai : Do I have insurance?
11. Kaveh Saber : Yes, you'll be insured. Your paid vacation is 26 days a year according to the labor law. Thank you for coming. We'll be contacting you regarding the result of the interview.
12. Shirin Minai : Thank you. Have a nice day!

VOCABULARY

Persian	Romanization	English	Class
مسئول	mas'ool	responsibility	noun
رسیدگی	residegi	attend	none
زبان مادری	zabaan-e maadari	mother tongue	phrase
مدیریت کردن	modiriyat kardan	manage	phrase
قانون کار	qaanoon-e kaar	labor law	phrase
آمادگی داشتن	aamaadegi daashtan	be ready	phrase
پیشنهادی	pishnaaadi	suggested	adjective
حسابداری	hesaabdaari	accounting	noun
سقف دستمزد	saqf-e dastmozd	wage cap	phrase
مرخصی استحقاقی	morakh-khasi-ye estehqaaqi	paid vacation	phrase

SAMPLE SENTENCES

<p>من مسئول برگزاری این جشنم (جشن هستم). <i>man mas'ool-e bargozaari-ye in jashn hastam.</i> I'm in charge of holding this ceremony.</p>	<p>کی میخوان (می خواهند) به این مشکل رسیدگی کنن (کنند)? <i>key mikhaan (mikhaahand) be in moshkel residegi konan (konand)?</i> When do they want to address this problem?</p>
<p>گاهی اوقات بیان احساسات به زبانی جز زبان مادری غیرممکنه (غیرممکن است). <i>gaahi oqaat bayaan-e ehssaasaat be zabaani joz zabaan-e maadari gheyr-e momkene (gheyr-e momken ast).</i> Sometimes expressing your feelings in a language other than your mother tongue is impossible.</p>	<p>مدیریت کردن زمان یکی از ویژگی های انسان های موفقه (موفق است). <i>modiriyat kardan-e zamaan yeki az vizhegi haa-ye ensaan-haa-ye movaffaq (movaffaq ast).</i> Effective time management is one of the characteristics of successful people.</p>
<p>قانون کار نیاز به تغییر داره (دارد). <i>qaanoon-e kaar niyaaz be taqyir daare (daarad).</i> The labor law needs to change.</p>	<p>آلان آمادگی ازدواج و تشکیل خانواده رو (را) ندارم. <i>alaan aamadegi-ye ezdevaaj va tashkil-e khaanevaada ro (khaanevaade raa) nadaaram.</i> I'm not ready to marry and start a family.</p>
<p>رقم پیشنهادیشون (پیشنهادی ایشان) خیلی بالا بود. <i>raqam-e pishnahaadi-shoon (pishnahaadi eshaan) kheyli baalaa bood.</i> Their offered price was so high.</p>	<p>اسناد حسابداری <i>asnaad-e hesaabdaari</i> accounting documents</p>
<p>پرسنل حسابداری همیشه در پایان فصل سرشان شلوغ است. <i>personel-e hesaabdaari hamishe dar paayaan-e fasl sareshaan sholoogh ast.</i> The guys in accounting are always busy at the end of a quarter.</p>	<p>سقف، در عبارت سقف دستمزد به معنای حداکثر است. <i>saqf, dar e'baarat-e saqf-e dastmozd be ma'naa-ye hadde aksar ast.</i> Cap, in the term 'cap wage,' means limit (maximum).</p>

من سی روز مرخصی استحقاقی دارم.

man si rooz morakh-khasi-ye estehqaaqi daaram.

I have 30 days of paid vacation.

VOCABULARY PHRASE USAGE

مرخصی استحقاقی

morak-khasi-ye estehghaaghi

"paid vacation, paid leave"

Morakh-khasi (مرخصی) is a noun meaning "leave" and *estehghaaghi* (استحقاقی) is an adjective meaning "which is deserved," in other words it indicates "a leave of absence that you're entitled to take."

It's mentioned in labor law and job contracts. *مرخصی* (*morakh-khasi*) is often used in the verb phrase *مرخصی گرفتن*, "take (time) off." Other terms which are equal to *مرخصی استحقاقی* (*morakh-khasi-ye estehghaaghi*) are *مرخصی سالانه* (*morakh-khasi-ye saaliyaaneh*) where *saaliyaaneh* means "annual," and *مرخصی با حقوق* (*morakh-khasi baa hoghoogh*), where *baa hoghoogh* means "paid day off."

According to the labor law in Iran, all employees have 26 days of paid leave plus Fridays (which are part of the weekend in Iran). There might be slight deviations from law in some company's internal policies. It's better to read the contracts carefully and check if they've been set up according to the labor law.

For example:

- چند روز مرخصی استحقاقی داری؟
chand rooz morakh-khasi-ye estehghaaghi daari?
"How many paid days off do you have?"

اضافه حقوق
ezaafeh hoghoogh
"extra pay"

Ezaafeh, (اضافه) is an adjective meaning "extra, added" and *hoghoogh* (حقوق), is a noun meaning "pay, salary."

It's a common phrase at the workplace. Some companies, when on a low budget, don't let their employees work overtime. You'd better check your company's policies in this regard in advance. Another term which associates with *اضافه حقوق* (*ezaafeh hoghoogh*) is *اضافه کار* (*ezaafeh kaar*), "overtime." *کار* (*kaar*) is a noun and means "work" in this context

For example:

- این ماه اضافه حقوق نداشتم.
in maah ezaafeh hooghogh nadaashtam.
"I didn't get extra pay this month."

GRAMMAR

The Focus of This Lesson Is the Passive Voice

سقف دستمزد پیشنهادی ما دو میلیون و نیمه (نیم است). ممکنه (ممکن است) ازتون بخوایم (ازتان بخواهیم) بعضی (آخر هفته هام (ها هم) کار کنین (کنید)، بهتون (بهتان) اضافه حقوق پرداخت می‌شه (می‌شود)
saqf-e dastmozd-e pishnaaadi-ye maa do-o nim milyoone (milyoon ast). momkene (momken ast) azatoon bekhaaym (az shomaa bekhaahim) ba'zi aakhar-e hafte-haam (haa ham) kaar konin (konid), behetoon (behetaan) ezaafe hoqooq pardaakht mishe (mishavad).

"Our proposed wage cap is 2.5 million. If we ask you to work on some weekends as well, you'll be paid extra."

In this lesson, we will learn how to use:

1. Passive voice for simple verbs

2. Passive voice for compound verbs

1. Passive voice for simple verbs

The passive voice is used when the person or the thing that endures an action becomes the subject of a sentence. So the object of an active sentence becomes the subject in a passive sentence.

The passive form of a verb is made from the past participle of the verb and the auxiliary verb شدن (*shodan*), "to become," conjugated in the target tense and in agreement with the subject of the sentence.

To make the past participle, simply drop the ن (*n*) and add ه (*he*).

Verb	Past Participle	
کردن (<i>kardan</i>) "to do"	کرده	(<i>karde</i>)
رفتن (<i>raftan</i>) "to go"	رفته	(<i>rafte</i>)
نوشتن (<i>neveshtan</i>) "to write"	نوشته	(<i>neveshte</i>)

In formal settings and official correspondence you may see گردیدن (*gardidan*) which is the formal version of شدن (*shodan*) meaning "to become."

Here are some common verbs both in the active voice and the passive voice:

Verb - dictionary form	Active voice	Passive voice (3rd person singular)
خوردن (<i>khordan</i>) "to eat"	می خورم (<i>mikhoram</i>) "I eat"	خورده می شود (<i>khorde mishavad</i>) "is eaten"
بردن (<i>bordan</i>) "to take, to bring"	می برم (<i>mibaram</i>) "I take, I bring"	برده می شود (<i>borde mishavad</i>) "is taken, is brought"
ساختن (<i>saakhtan</i>) "to build, to make"	می سازم (<i>misaazam</i>) "I build, I make"	ساخته می شود (<i>saakhte mishavad</i>) "is built, is made"

Conjugation chart: in the table below you can see how the verb ساختن (*saakhtan*) "to make" conjugated in the present perfect tense.

Persian	Romanization	English (literal translation)
ساخته شده ام.	<i>saakhte shode-am.</i>	"I have been made."
ساخته شده ای.	<i>saakhte shode-'i.</i>	"You have been made."
ساخته شده است.	<i>saakhte shode ast.</i>	"He/She/It has been made."
ساخته شده ایم.	<i>saakhte shode-im.</i>	"We have been made."
ساخته شده اید.	<i>saakhte shode-id.</i>	"You have been made."
ساخته شده اند.	<i>saakhte shode-and.</i>	"They have been made."

As you may already know, in colloquial Persian we tend to use the past tense (just the written form) and put the stress on the second syllable to make the present perfect tense. For example:

"I went" *RAFtam* vs. "I've gone/been" *raftAM*.

In other words, we drop the *o* (e) sound. As an example, ساخته شده ام (*saakhte shode am*), changes to ساخته شدم (*saakhte shodam*).

1. (من برای این کار ساخته نشدم (نشده ام).
man baraaye in kaar saakhte nashodam.
"I'm not cut out for this job."
2. (این بنا حدود ۴۵۰۰ سال پیش از میلاد ساخته شده (شده است).
in banaa hodood-e chaahaar hezaar-o poonsad (paansad) saal pish az milaad saakhte shode (ast).
"This monument was built around 4500 BC."

And please take note of the fact we need to use the present perfect tense, whereas in American English the past tense is used.

1. (اسپانیاییا (اسپانیاییها) برای زندگی کردن تو (در) جاهای سرد ساخته نشدن (نشده اند).
espaaniyaayiyaa (espaaniyaayi-haa) baraaye zendegi kardan too (dar) jaa-haa-ye sard saakhte nashodan (nashode and).
"Spaniards can't stand living in cold places." (Lit. "Spaniards are not made for living in cold places.")

2. Passive voice for compound verbs

Compound verbs in Persian are made up of a verb, such as داشتن (*daashtan*) "to have," دادن (*daadan*) "to give," and کردن (*kardan*) "to do," etc. plus a nonverbal element.

Let's see how to form the passive voice with compound verbs.

1. دوست داشتن
(doost daashtan)
"to love/to like"

In such combinations, we use the past participle of the verb داشتن (*daashtan*), "to have," which is داشته (*daashte*), and add the proper conjugated form of the verb شدن (*shodan*), "to become."

1. دوست داشته شدن
doost daashte shodan
"to be loved/to be liked"

2. (ما انسان ها نیاز داریم که دوست داشته باشیم (بشویم).
maa ensaan-haa niyaaz daarim ke doost daashte beshim (beshavim).
 "We humans, need to be loved."

1. به کسی چیزی دادن
(be kasi chizi daadan),
"to give someone something," "to give something to someone"

The same rule applies to دادن *daadan*, "to give." Here is a sample sentence:

1. (سلامتی بزرگترین نعمتی است) که به ما داده شده (است).
salaamati bozorgtarin ne'mati-ye (ne'mati ast) ke be maa daade shode (ast).
 "Health is the biggest blessing given to us."

For some verbs, the modifications are beyond just changing the ending. **We use a different verb.**

For کردن (*kadan*), we use شدن instead, so انداختن (*andaakhtan*), "to drop," becomes افتادن (*oftaadan*), "to fall."

Another example is انتقال دادن (*enteqaal daadan*), "to transfer," which changes into انتقال داده شدن (*enteqaal daade shodan*) or منتقل شدن (*montaqel shodan*) meaning "to transfer" or "to be transferred." The second option منتقل شدن (*montaqel shodan*) is more common.

Here are some common compound verbs both in the active voice and the passive voice:

Verb - dictionary form	Active voice	Passive voice
خریداری کردن (<i>kharidaari kardan</i>) "purchase"	خریداری کردم (<i>kharidaari kardam</i>) "I purchased"	خریداری شد (<i>kharidaari shod</i>) "It was purchased"
پرت کردن (<i>part kardan</i>) "throw"	پرت می کند (<i>part mikonad</i>) "He/she throws"	پرت شد (<i>part shod</i>) "It was thrown"
نجات دادن (<i>nejaat daadan</i>) "save/salvage"	نجات دادند. (<i>nejaat daadan</i>) "They saved"	نجات پیدا کردند. (<i>nejaat peydaa kardand</i>) "They were saved"

Conjugation chart:

Persian	Romanization	English
نجات پیدا کردم.	<i>nejaat peydaa kardam.</i>	"I was saved."
نجات پیدا کردی.	<i>nejaat peydaa kardi.</i>	"You were saved."
نجات پیدا کرد.	<i>nejaat peydaa kard.</i>	"He/She/It was saved."
نجات پیدا کردیم.	<i>nejaat peydaa kardim.</i>	"We were saved."
نجات پیدا کردید.	<i>nejaat peydaa kardid.</i>	"You were saved."
نجات پیدا کردند.	<i>nejaat peydaa kardand.</i>	"They were saved."

Sample Sentences

1. یک گروه امداد و نجات به منطقه سیل زده اعزام خواهد شد.
yek goroooh-e emdaad-o nejaat be mantaqeh-ye seylzade e'zaam khaahad shod.
"A relief and rescue team will be dispatched to the flood-affected region."
2. (این دفتر به آدرس زیر منتقل گردید (شد).
In daftar beh aadres-e zir montaghel gardid
"This office has been moved/transferred to the address below."
3. (اونا (آن ها) به دفتر سیدنی منتقل شدن (شدند).
oona (aan-haa) be daftar-e sidni montaql shodan (shodand).
"They transferred/were transferred to the Sydney office."

Examples from the Dialogue

1. بله، بیمه دارین (دارید). مرخصی استحقاقی تونم (استحقاقی تان هم) طبق قانون کار بیست و شیش (شش) روزه (روزه) روز. (است)... ممنون که تشریف آوردین (آوردید). در مورد نتیجه مصاحبه باهاتون (با شما) تماس گرفته می شه (می شود).
bale, bime daarin (daarid). morakh-khasi-ye estehqaqi toonam (taan ham) bist-o shish (shesh) rooze (rooz ast)...mamnoon ke tashrif aavordin (aavardid). dar mored-e natije-ye mosaahebe baahaatoon (baa shomaa) tamaas gerefte mishe (mishavad).
"Yes, you'll be insured. Your paid vacation is 26 days a year according to the labor law. Thank you for coming. We'll be contacting you regarding the result of the interview."

Sample Sentences

1. لغتایی (لغت‌هایی) که تو (در) این درس به کار رفته رو (را) مرور کن.
loghataayi (loghat-haa-yi) ke too (dar) in dars be kaar rafta-ro (rafte raa) moroor kon.
"Review the words that are used in this lesson."
2. نصف غذاها خورده شد.
nesf-e ghazaa-haa khorde shod.
"Half of the dishes were eaten."
3. (یه (یک) خرس اطراف پارک طبیعی دیده شده (است).
ye (yek) khers atraaf-e paark-e tabi'i dide shode (ast).
"A bear has been seen around the natural park."

CULTURAL INSIGHT

Networking

It might be the case in many cultures, but if you have good connections in a company or organization, it's likely you will get a good position (unfortunately even if you're not qualified enough for the job). It's called networking in its professional sense, but it might just seem as simple as pulling some strings, nepotism, or favoritism. It's called پارتی بازی کردن (paatri baazi kardan) or بند پ (band-e pe). There's a common belief in Iran (although not everyone believes in it) that in order to be successful in life you need "money" (پول pool), "connection" (پارتی paarti), and "rudeness" (پررویی por rooi). They all start with a "p" sound in Persian.

Jobs in banks and the oil or gas industry are among the most sought-after jobs in Iran. They are mainly run by the government (directly or indirectly). There's a huge competition among university graduates to work in such fields, which offer highly-paid and permanent jobs.

Useful expression:

1. پارتی بازی کردن
paarti baazi kardan
"pulling strings, favoritism"