Local Labour Market Study

in District Bahawalpur

Exploring Employability & Economic Opportunity through

Vocational Skills Training

N-IRM
NRSP-Institute of
Rural Management

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Executive Summary

Background

The Local Labour Market Survey Report is produced by N-IRM. The main objective of this study is to determine the needs of the workers (labours) and develop strategies that could enable N-IRM to achieve the project objectives concerning their perfect employability and decent economic opportunities through Vocational Training (VT).

Primary focus of this study is to determine the socio-economic characteristics of the workers in order to assess their capabilities, aptitude and potentials to join decent/non-hazardous works through skills development and training. Moreover, the existing job market requirements for decent jobs (self or employed) are analyzed using the information gathered from major employers in the target areas. The quality and relevance of the training programmes offered by the existing training institutes in the District have also been assessed.

Target Beneficiaries

Total 160 beneficiaries have been interviewed across the district Bahawalpur, of whom 90% falls in the age group of between 18-30 years. All of the beneficiaries do not have any skill due to which only 66 (41%) falls into the category of workers.

Earning range of workers

Majority (98%) of the above mentioned unskilled workers can't earn more than Rs. 5000 per month, despite facing multiple challenges like long working hours, harsh working conditions and mental stress at their work places. 52% have a wish to earn more than Rs. 5000 per month (table 3.9) that can only be met by training them on their desired trades (table 3.23).

Education & skills of workers

Nearly half (47%) of the workers are illiterate. The ratio of illiteracy amongst the senior workers (above 22 years) is high (table 3.4). 35% of 31 illiterate workers belong to Tehsil Hasilpur (table 3.6). Due to lack of education, skills and guidance, 1/3rd of the workers are not aware about how to earn their per month desired income (table 3.19). Positive sign that has been discovered is 98% of a total of 160 beneficiaries expressed positive views about the importance of education (table 3.25) and are ready for getting trainings on their demanded trades (table 3.23).

Identified demanded trades

The major trades demanded by the male and female beneficiaries are given in the following table. Tehsil-wise distribution of beneficiaries along with their desired trades has also been included in this study (table 3.24). Surprisingly positive sign is that the worker's desired trades are same as demanded by the employers. Target beneficiaries can easily raise their per month income by acquiring trainings on their desired trades.

Desired trades of Male beneficiaries				
Ac/Ref repairing	Auto Mechanic	Carpenter	Computer hardware	Cooking
Electric appliances repairing	Electrician	Fish farming	Generator Repairing	Goat farming
Mobile Repairing	Motor winding	Motorcycle repairing	Office automation	Plumbing
Repairing of Agri Machinery	Screen Printing	Tractor repairing	UPS making and repairing	Welding
Diesel Engine Machine	Driving	Hotel Management	Machinist	Poultry Management
Wood Work	Printing work			
Desired trades of Female beneficiaries				
Adda Work	Bee Keeping	Block printing	Dairy Production	Date leaves work
Gotta Kinari	Hand Embroidery	Kitchen Gardening	Mukesh Work	
Decoration pieces making	Dress Designing	Patch Work	Poultry farming	Nursing
Desired trades of both Male & Female Beneficiaries				
Arc Work, Tailoring	Carpet wearing	Chick Making	Chunri Making	Livestock Rearing

Potential Employers

Total seven potential employers have been interviewed, out of which 93.4% are in need of workers (table 3.29), but none of them is willing to hire unskilled candidates. 85.7% of the potential employers set education and skills as one of the requirements for the jobs (table 3.30). The following table shows the locations of scrutinized potential employers.

Employers	Region
Small industries (Carpet Wearing)	Ahmad Pur East
Islamabad Wood Work (Ahmad Pur East wood work)	Ahmad Pur East
Bareeze (Boutique)	Bahawalpur
Sazuki - Showrooms services (Car repairing and maintenance)	Bahawalpur
Honda Company Dealer (Motorcycle Repairing and Services)	Bahawalpur City
Muhammad Naeem (Boutique)	Bahawalpur City
LG Workshop (Home appliances sales and services)	Bahawalpur City

Training Institutes

- ✓ Total 21 training institutes have been surveyed across the district Bahawalpur;
- ✓ The existing technical/vocational training institutes are under going from a number of issues in terms of the quality and relevance of their courses.
- ✓ The general conditions (general, maintenance, safety and equity issues) of all the institutes are 52.4% poor, while institute linkages with employers, office classroom and workshops, teaching materials, trainee/student facilities and governance issues are 76.2%, 57%, 62%, 66.7% and 47.6% poor respectively.
- ✓ The supporting equipments and teaching material utilized by the observed training institutes are insufficient and outdated (table 3.41).
- ✓ All training institutes have no linkages with the potential employers.

Recommendations

As mentioned earlier, 46 percent workers are illiterate and all of them (100%) do not acquire any skill, which is the core reason for their bad performance at work place. The potential employers are not willing to hire unskilled beneficiaries. Moreover, the existing training institutes have overall pathetic performance and are not capable of producing skillful candidates.

N-IRM needs to design different types of training programmes in all the observed tehsils of district Bahawalpur to meet the specific needs of different categories of workers (on the basis of age, gender, skill needed). The designed programmes must have linkages with the potential employers for up-to-date information about the skill requirements.

Acknowledgment

I acknowledge with thanks the contribution of all those who have actively participated in this survey and those whose guidance and encouragement always proved a source of inspiration in the accomplishment of this task as this was the first kind of writing task assigned to me independently apart from my routine job.

I am deeply indebted to Mr. Aasim Reza, Manager PMER, N-IRM, whose continued patronage and patting with technical guidance/advice on every step encouraged me in the fulfillment of this task. He encouraged me not only to grow as an analyzer but also as a writer and an independent thinker.

I fully appreciate the efforts of the project staff specially Mr. Manzar Abbas, Principle Investigator & Field Supervisor of the survey, for his involvement in monitoring the data collection. I also appreciate the efforts of Ms. Zil e Huma for her support in compiling and gathering data for the report.

Equally important is the contribution of the field survey team which was simultaneously launched in the ten Union Councils of District of Bahawalpur. They were working during hot summer days and in challenging circumstances. The credit also goes to the communities (for whom this report is generated) and the key informants at the UC offices for their timely support and assistance.

Last, but not least I would like to acknowledge Mr. RSH, CEO IRM, despite his hectic schedule & international visits, for his constant guidance. I am looking forward to undertake such technical writing tasks to substantially contribute for PMER Section.

Aadil Waseem

Chapter 1

Introduction

1.1 General Background

The total population of Pakistan is estimated to be 177.1 million at mid-year 2011, and an estimated population growth rate of 2.07% per annum which is the highest in South Asia and one of the highest in the world. Roughly two-third of the population lives in the rural areas. The total fertility rate is showing a declining trend which is currently at 3.5, which is still the highest in South Asia. The age-structure of the population shows that around 35.8% of the population was below 14 years of age in 2010. This age-structure and population trends show that, despite decline in the fertility rate, the total population will continue to grow in future, putting immense pressure on the limited available resources.

With the crude labour participation rate of 33%, Pakistan had the 9th largest labour force in the world, estimated to be 54.92 million people (Labour Force Survey 2009-10). Since, 2003-04, Pakistan is experiencing an absolute increase of more than 1.5 million labour forces each year. The unemployment rate was 5.55% during 2009-10 (slightly higher than 2006-07 of 5.32%, 2007-08 of 5.19% and 2008-09 of 5.45%).

Pakistan's economy is experiencing growth slow down for the last three years, due to stabilization policies and internal and external shocks. The overall economic growth has been hovering around 2-4% from 2006-07 to 2010-11. The growth rate of 2.4% during 2010-11 was one of the lowest in South Asia. The growth in several labour intensive sectors was nominal during 2010-11 (agriculture 1.2%, mining 0.4%, and construction 0.8%) except in small-scale manufacturing sector (7.5%). The large increases in the working age population and an increased labour force participation rate combined with economic slowdown and high rate of inflation must have reduced the income levels of the poorest working classes. The economic constraints of these marginalized groups

push the unskilled candidates of these families to join the labour force at a student age even at low wages and challenging work environments.

1.1.1 Pakistan's International Obligations

Labor is one of the most important parts of any economy that's why every year, a country wide sampled survey is conducted each year by Federal Bureau of Statistics (FBS). The objectives are to look at employment and unemployment trends, socio-economic and other factors that affect laborers in positive or negative way.

Pakistan has ratified eight core ILO labor conventions (International Trade Union Confederation, 2008). Including these eight core ILO labor conventions, Pakistan has ratified 36 Labor conventions and among them 34 are in force (ILO, 2011). The list could be found as an Annex X. According to these conventions, it is obligatory for public sector in Pakistan to maintain the minimum requirements for decent work and other labor related issues.

Pakistan is also a member of the United Nations Millennium Development Goals (UN, 2000). According to these goals, there are eight priorities that are particularly uniform for all the work around. This includes eradication of poverty as the first goal. Poverty cannot be eradicated completely unless labor laws are particularly emphasized to be followed at all levels. Due to high unemployment rates, most of the people accept work that is not standard according to the laws. In this particular situation, there is a need to know the existing labor market dynamics so that appropriate interventions and facilitate proper laborers to get well trained and equipped with knowledge about their specific opportunities.

IN Pakistan, there are different dynamics for labor force. Labor force working in informal sector might found itself in a different scenario then the labor force working in the formal sector. There are also unpaid workers who are working on family farms or family businesses. The operational definition of being employed and unemployed is also unknown to individual workers due to lack of knowledge.

In addition to the international commitments and ratification of different labor force conventions, Pakistan has established labor laws to facilitate the employment process and to protect the rights of both employers and employees.

1.1.2 Institutional Framework

Under the Rules of Business of the Government of Pakistan, all matters pertaining to Labour are dealt with by the Labour and Manpower Division of the Government of Pakistan. The implementation of the conventions ratified by the Government of Pakistan with the UN and its subsidiaries is also within the purview of the Labour and Manpower Division.

Before the passing of the 18th and 19th Constitutional Amendments, the subject of Labour was in the concurrent list, and therefore the Provincial Governments also could legislate on this subject. However, after the 18th Amendment, w.e.f, April 19th, 2011, all the subjects of the concurrent list have been transferred to the Provincial Governments, including the labour welfare issues like pensions, health insurance, labour and industrial disputes, labour exchanges, employment information bureaus, and regulation of labour and safety in mines, factories and oil-fields. The transfer of the subject of Labour to the Provincial Governments has its own benefits and risks regarding the labor force dynamics, and elimination of worst forms of labor like forced labor. The benefits come from devolved decision making process at the provincial level, which can take decisions keeping in view their specific conditions and circumstances. The risks lie in the lack of institutional capacity of provincial labour departments to formulate appropriate policies and address the issue of labor force market in the respective provinces and provide appropriate implementation mechanism.

1.2 Objectives of the Current Study

1.2.1 Aims of the Study

1. Review relevance of the existing courses, being offered in the Technical and Vocational Training Centers in the target District, to the local labour

market needs and recommend improvements in the curriculum of these courses;

2. Recommend introduction of new courses, keeping in view the requirements and educational background of the target beneficiaries. In this regard, the study shall take the following into consideration:

- Training requirements of the youth based on the demographics/social/gender sensitivity in the target areas;
- Education background and ability of the target group to grasp and acquire requisite skills of proposed trades;
- Availability of jobs in the local market for the target group;
- Job creation opportunities/environment (economic and institutional) including the attitudes and expectations of the trainees, Technical and Vocational Training providers, and employers);
- Employers' constraints in hiring the Project target group (real and perceived);
- Attitudes and expectations of the potential co-workers;
- Availability and requirements of the micro-credits in the local markets for the creation of self-employments in particular the small enterprise development.

Survey was conducted in Bahawalpur District during August-September, 2011 by N-IRM team. This report relates to the analysis of the survey data, major findings and recommendations for the Bahawalpur district

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Chapter 2

Survey Design and Methodology

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2.1 A Brief Introduction of Bahawalpur District

Bahawalpur City is located in southeastern Punjab province. Bahawalpur is 889 kms from Karachi. Bahawalpur City was founded in1748 by Nawab Bahawal Khan AbbasiI, whose descendants ruled the area until it joined Pakistan in 1954. The princely state of Bahawalpur was one of the largest states of British India and was last ruled by Nawab Sir Sadiq Khan Abbasi V, who decided to join Pakistan after its independence. Now it is the twelfth largest city of Pakistan.

Geography of the district can be divided into three parts that is the riverine area, the plain area and the desert. The riverine area lies close to the river Sutlej which used to flows in the north along its boundary with Lodhran and Vehari districts. Most of the lands in this area have been brought under cultivation. The desert, also known as Cholistan, lies towards the south and east of the irrigated track and north of the desert of Bikanir and Jaisalmir in India. It extends along the entire eastern boundary with the Bahawalnagar district in the north and Rahim Yar Khan district in the south. The district is situated almost in the center of the country at an elevation of 152 meters from the sea levels.

Hunters used to find special attraction in Cholistan and some other areas of the district as a wide variety of wild animals was found there.

The climate of Bahawalpur district is extremely hot and dry in summer and cold and dry in winter. The summer season starts in April and continues until October. May, June and July are the hottest months. December, January and February are the coldest months. Dust storms are frequent during summer months. Average rainfall is less as the district is located at the tail end of monsoon region. The winter rains are received in the month of January and sometimes in February.

According to Punjab Development statistics 2011, Bahawalpur Division is divided into six **Tehsils** of Ahmadpur East, Bahawalpur city, Bahawalpur Sadder, HasilPur, Yazman, and Khairpur Tamewali.

According to the 1998 national census, the **population** of Bahawalpur was 24, 33,091. The population grew by 67.4 percent in 17 years which indicated an average annual growth rate of 3.07 percent. Propagated at the national annual growth rate, the population calculated to be 29, 06,023 for 2007, whereas it has now been estimated to be 10159000.00 as on 31 Dec 2011 in which urban population is 2232000.00 (21%) and Rural is 7927000.00 (78%) and 1% of population is of Hindu Community.

Seraiki is **mother tongue** of the majority, spoken by 64 out of every 100. It is predominant in rural areas at 70 percent as compared to 49 percent in urban areas. The next prominent group is of Punjabi speakers at 28 percent and is more in urban areas at 32 percent as compared to 27 percent in rural areas. Urdu speaking community is only 5.5 percent of the district's population, almost entirely concentrated in urban areas at 16.6 percent compared to only 1.3 percent in rural areas.

The **chief crops** are wheat, gram, cotton, sugarcane, and dates. Sheep and cattle are raised for export of wool and hides. Mangoes and dates are also grown here. The principle of ginning, rice and floor milling and the hand weaving textile Soap marketing is important. The factories which are producing cotton seed oil and cotton seed cake play important role. This city is very important marketing place of neighboring areas. Bahawalpur has many sugar mills that allow it to export sugar from outside of the country.

Bahawalpur is a fertile tract of alluvial clay where agriculture is a major economic activity. The main source of **irrigation** in the district is canals. Qasim Canal, Bahawal Canal Upper, Bahawal Canal Lower, Panjnad Canal and Abbasia Canal quench the thirst of Bahawalpur land. These canals are part of Bahawalpur irrigation zone, which covers a total area of 4.42 million acres, including the area of Bahawalpur district.

The **literacy** rate of the district was 35 percent according to the district census report of 1998 and it's still same as of 35.07 % in 2011. The male literacy rate is almost

double at 45 percent compared with the 24 percent for the females. The rate in the urban areas is more than double at 57 percent as compared to 26.3 percent in the rural areas. In the rural areas, male literacy is more than double at 36.4 percent compared to female literacy rate at only 15 percent. The difference is relatively less in urban areas where it is 65.3 percent for males and 47.1 percent for females.

Bahawalpur stands at number 27 among the 35 districts of Punjab with respect to overall literacy while at number 29 with regards to the male literacy rate. It ranks a bit higher in terms of female literacy that is 20th in 35 districts. It is one of the few districts of the province which are ranked higher in female literacy than male literacy.

School **enrollment** rate at primary level in district Bahawalpur is 32 percent which is much lower than the provincial average and the district ranked at number 33 in the province, higher only than Lodhran and Muzaffargarh. A low enrollment rate at primary level indicates that there has not been a remarkable Improvement after the last census in 1998.

Population of **male and female** is not and has never been equal in most parts of the globe. Females are naturally more in numbers, for a variety of reasons. United Nations figures tell us that there are more females than males in 119 of the total 191 countries in the world. It is equal in 10 and female population is less than that of males in the rest 62.

Pakistan besides falling in the list of countries with negative female to male ratio is also one of the only four countries where life expectancy at birth of females is less than that of males.

Number of female per 100 male populations in the Bahawalpur district (sex ratio) is 90.3. This is lower than the provincial as well as national average. Rural ratio in the district (91.6) is better than the urban one that is 86.8. Sex ratio is highest in urban areas of tehsil Hasilpur while lowest in urban areas of tehsil Bahawalpur. When compared with other districts of the province, Bahawalpur stands at number 33 among the 35 districts of Punjab. It is third only to Rajanpur and Lahore districts, which are the least developed and the most developed districts of the province, respectively. If

all the districts of Pakistan are arranged in descending order of sex ratio, Bahawalpur stands at number 70 among 106 districts.

Cholistan:

Cholistan - a part of Bahawalpur District - is a dry belt in South Punjab. It is precisely a sandy expanse reaching out to Rajasthan of India and Tharparkar in Pakistan. It has a cultural romance associated with folklore, traditional colors, sand and camels.

Life in Cholistan is very tough due to immense heat and cold, scarcity of water and absence of economic opportunities being far flung and rural in nature. The Hindu and Christian communities are the worst hit in this battle of survival. It is in this context of rich cultural heritage and the intensity of deprivation that Cholistan Development Council started off in 1998. It started working for the social, cultural, economic, political development of vulnerable sections of society.

Former princely state of Bahawalpur was known for being home to good quality **mangoes.** It was among the gift items sent by the state to its friends across the Sub-continent every year. The same area, now comprising the districts of Bahawalpur, Bahawalnagar and Rahimyar Khan along with the neighboring districts of Muzaffargarh and Multan, produces the bulk of good quality mango - 79 percent of the total production of Punjab. The three districts of Bahawalpur, Bahawalnagr and Rahimyar Khan Districts produced 31 percent of the total mangoes produced in the province in 2005-06 seasons[1].

Socio-Economic Conditions of District Bahawalpur (2007-2008):

Average **household size** in Bahawalpur district is 6.8 persons. The urban households are larger with an average of 7.2 persons against the rural average of 6.2 persons. Households having four or less family members make little over one fourth (27 percent) of the total households in the district while the households hosting 8 or more family members are 36 percent.42 percent the families of the district live in houses which are made of just one room.

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[1] South Asian Partenership Report 2009

Every one-room house provides shelter to 5.4 persons, on average. One-room houses are more in number in rural areas (47 percent) against 29 percent in urban towns. A typical house of Bahawalpur, on an average has two rooms with 3.4 persons sharing every room. The houses on rent are found only in urban areas (16 percent) while just one percent rural houses are on rent.58 percent of the urban houses were built 12 or more years ago, when documented in 1998 while this figure for rural houses stood at 41 %.The outer walls of majority (53 percent) of rural houses are made of unbaked bricks while 29 percent of urban houses also have similar outer walls. 45 percent of rural and 31 percent of urban houses have wooden roofs. While 95 percent of urban population have access to tap and/or hand pump water, only 64 percent of rural households have access to these drinking water sources 62 percent of rural households are yet to be provided electricity facility; however 85 percent of urban population enjoys electricity facility.

Wood is the major fuel for rural households (75 percent), however wood fuel (54 percent) is supplemented by the natural gas connections by 40 percent urban households in Bahawalpur district.83 percent of rural houses while 18 percent urban houses don't have latrines.54 percent urban households have TV while this ratio for rural households stands at just 19 percent. Unemployment Rate (15+ years) is 5.0 %.Family member working outside village /Town are 12%.House Hold members who use 3 or more utilities are 74%.House Hold who own at least one possession are 88%.Mean number of persons per room are 3.9%.In ownership of assets people who owned lands are 40%, who owned houses are 66% and the population which owned l livestock is 66%

Tourism Spots are Noor Mahal, Darbar Mahal, Sadiq Ghar, Bahawalpur Museum, Derawar Fort, Lal Suhanra National Park, Zoological Garden, Bahawalpur Zoo, Uch Sharif Tomb.

Bahawalpur City is especially known for its **pottery and kurtas** available in local markets of the city. Another famous product from Bahawalpur is its sweets called Sohan Halwa and its beautiful Bahawalpuri style jewelry[2].

2.2. Survey Design and Methodologies

The survey was conducted by the IRM team in 10 Union Councils of district Bahawalpur. It was divided into two parts, part one consisted of field study and the second part dealt with data cleansing, analysis and final report. The field team collected the verifiable information from three different stakeholders; (a) the target beneficiaries (b) the key employers in the area, (c) Technical Training institutions.

The rational for the data collection from these three groups is as under: provide the number of people/institutes interviewed under each category.

Target Beneficiaries: To get reliable and verifiable data about the socio-economic conditions of the target beneficiaries is the key objective of the study. Approximately 66 potential target beneficiary workers were interviewed in Bahawalpur District.

Firms and Potential Employers: In the target areas of Bahawalpur, the key employers were interviewed in order to assess the demand of different trades and skills in the existing market, and to evaluate the skills gap among the potential beneficiaries and the job market. Interviews were conducted with 7 potential employers.

Technical Training Institutions: The contents, quality and relevance of the training programs offered in the public sector vocational and technical training institutions need to be assessed using the information gathered from 21 different technical training institutes in Bahawalpur District. Moreover, the information about the working and courses of the two centers operated by the N-IRM has also been included.

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[2] Punjab Development Statistics 2010, Bureau of Statistics, Govt. of Punjab, Lahore

Chapter 3

Analysis of the Survey Data

This chapter is primarily focused on the analysis of survey data. It is divided into three sections.

A. Socio-economic characteristics of the potential beneficiaries
B. Socio-economic characteristics of the parents of potential beneficiaries.
C. Feedback from the major employers of the target areas.
D. Quality and relevance of the vocational training programmes in the existing training institutes

A. Socio-economic characteristics of the potential beneficiaries.

A(i). Distribution of workers by Age, Sex and Education

Table 3.1: Frequency Table

	Frequency Workers	Percentage	Frequency Non workers	Percentage	Total
18-21	9	13.6%	17	18.1%	26
22-25	31	47.0%	29	30.9%	60
26-29	24	36.4%	30	31.9%	54
30 and above	2	3.0%	18	19.1%	20
Total	66	100.0%	94	100.0%	160

Out of a total of 160 beneficiaries across the district Bahawalpur, 94 (58.8%) interviewee do not fall into the category of workers because they do not have any occupation. The total workers interviewed during the survey are 66 in numbers, of which 47.0% and 36.4% falls in the age categories of 22-25 and 26-29 years respectively. The workers below 21 years and above 30 years of age are week in strength as shown in frequency table 3.1.

Table 3.2: Distribution of workers (Tehsil-wise) by age level

Tehsil	18-21	22-25	26-29	30 and above	Total
Ahmad Pur East	1	4	8	0	13
Bahawalpur	2	7	6	0	15
Hasilpur	2	8	4	1	15
Khairpur Tamewali	4	9	2	0	15
Yazman	0	3	4	1	8
Total	9	31	24	2	66

Table 3.1 shows the distribution of workers by tehsil and age. In Yazman, half (50.0%) of total 8 interviewed workers fall in the age category 26-29 years, while 37.5% and 12.5% belong to the age groups 22-25 years and '30 and above' respectively. About 60.0% of 15 workers, interviewed in Khairpur Tamewali, fall in the age category of 22-25 years, whereas 26.7% and 13.3% fall in the age categories of 18-21 and 26-29 years respectively. In Hasilpur, 53.3%, 26.7% and 13.3% of 15 interviewee fall in the age groups of 22-25, 26-29 and 18-21 years respectively, while 6.7% have more than 30 years of age. In Bahawalpur, 46.7% and 40.0% of 15 interviewed workers, respectively, fall in age categories of 22-25 and 26-29 years. Similarly, 61.5%, 30.8% and 7.7% of 13 interviewed workers in Ahmed Pur East, respectively, lie in the age group of 26-29, 22-25, and 18-21 years.

Chart 3.1: Percentage distribution of workers (Tehsil-wise) by age level
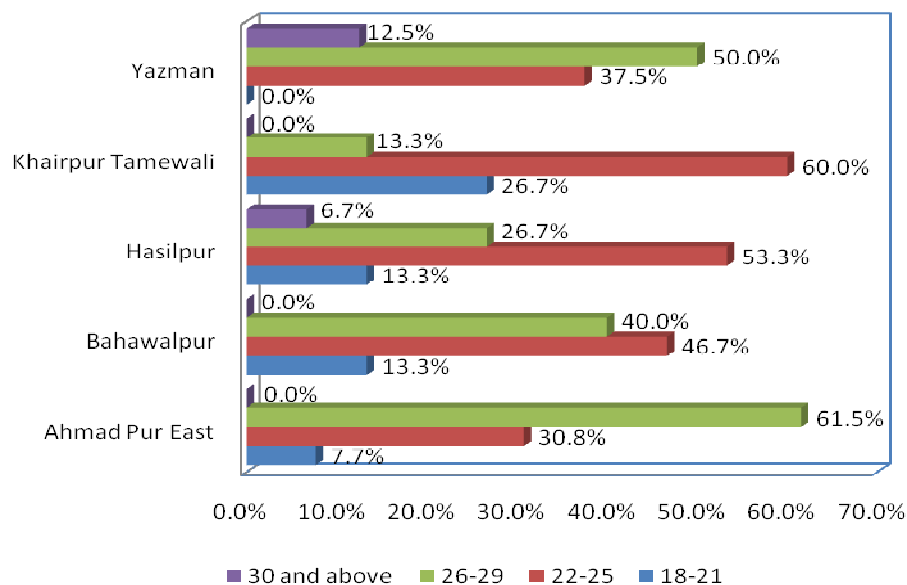
Table 3.3: Distribution of workers (Gender-wise) by age level

	Male	Female
18-21	9	0
22-25	30	1
26-29	23	1
30 and above	0	2
Total	62	4

Out of a total of 66 workers, the ratio of female workers (6.1%) is lesser as compare to male workers (93.9%). Of 62 interviewed male workers, 48.4% fall in the age group of 22-25 years, while 37.1% and 14.5% fall in the age groups of 26-29 and 18-21 years respectively. In case of female workers, which are four in number, 50.0% have ages above 30 years, while the rest belong to age groups of 22-25 and 26-29 years with same percentage (25.0%) as shown in the graph.

Chart 3.2: Percentage distribution of workers (Gender-wise) by age level
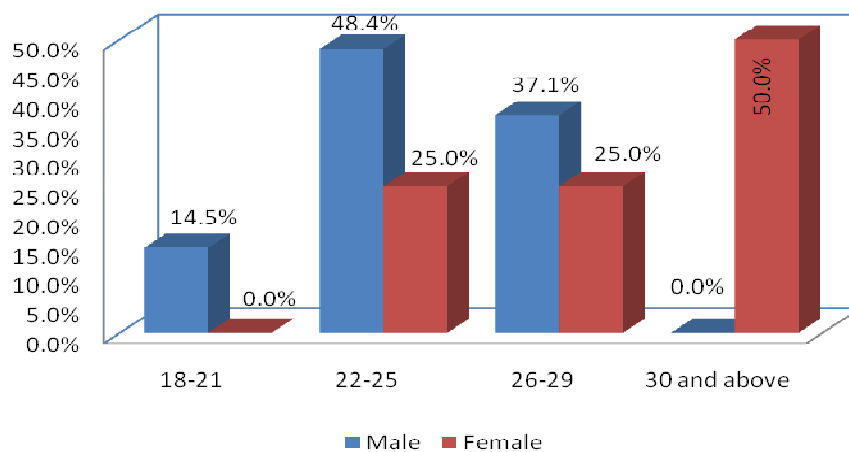
Table 3.4: Distribution of workers by age and education

	18-21	22-25	26-29	30 and above	Total
Illiteracy	3	14	12	2	31
Primary	5	6	3	0	14
Middle	1	8	5	0	14
Matriculation	0	3	3	0	6
Inter	0	0	1	0	1
Total	9	31	24	2	66

Chart 3.3 shows that the ratio of illiteracy amongst the senior workers is high. As many as 45.2% and 38.7% of a total of 31 illiterate workers belong to the age groups 22-25 and 26-29 years respectively, while only 9.7% are illiterate between the age group of 18-21 years.

Chart 3.3: Percentage distribution of workers by age and education
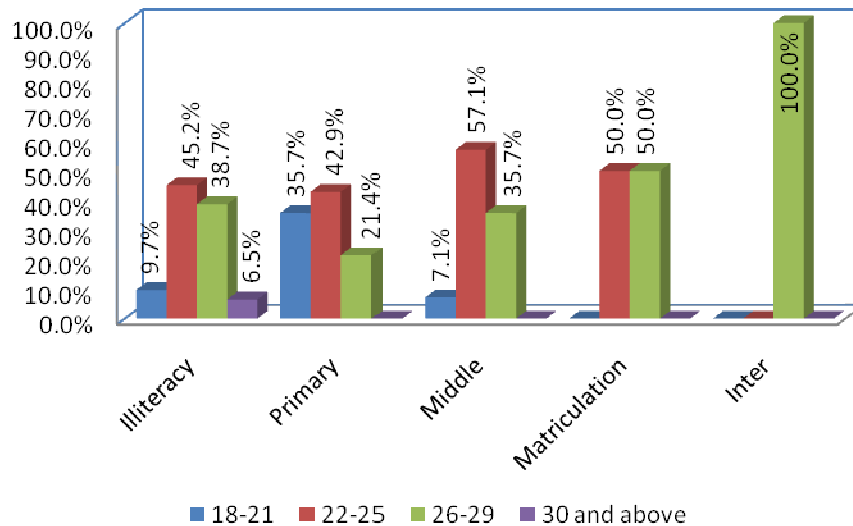
A (ii). Workers by level of education and sex

Table 3.5: Frequency Table

Education Level	Frequency	Percentage
Illiterate	31	46.8%
Primary	14	21.2%
Middle	14	21.2%
Matriculation	6	9.1%
Inter	1	1.5%
Total	66	100%

Out of total 66 workers across the district Bahawalpur, an overwhelming majority is illiterate (46.8%), while the strength of workers with Primary and Middle level of education is same (21.2% each). Ten years of schooling is received by 9.1% of the total workers, whereas only 1.5% received inter level education.

Table 3.6: Distribution of workers (Tehsil-Wise) by education

	Inter	Matric	Middle	Primary	Illiterate	Total
Ahmad Pur East	0	2	5	3	3	13
Bahawalpur	1	1	2	2	9	15
Hasilpur	0	1	1	2	11	15
Khairpur Tamewali	0	1	5	6	3	15
Yazman	0	1	1	1	5	8
Total	1	6	14	14	31	66

Of 8 workers interviewed in Tehsil Yazman, 62.5% are illiterate and the rest have received the education level of primary, middle and matriculation with same strength (12.5% each). Only 6.7% of 15 workers, interviewed in Khairpur Tamewali, have received ten years of schooling at maximum. The rest 40.0% and 33.3% interviewee of the same area, respectively, got primary and middle level education. In Khairpur Tamewali, illiteracy percentage (20.0%) is smaller as compare to other studied regions. In Hasilpur, 73.3% of 15 interviewed workers are illiterate, whereas primary and middle level education is received by 13.3% and 6.7% respectively; the rest (6.7%) in the same area attended 10 years of schooling. Similarly, 60.0% of 15 interviewed workers in Bahawalpur and 23.1% of 13 in Ahmad Pur East are illiterate. In Ahmad Pur East, 10 years of schooling is received by 15.4%, whereas primary and middle level education is received by 23.1% and 38.5% of the said workers respectively.

Chart 3.4: Percentage distribution of workers (Tehsil-wise) by education
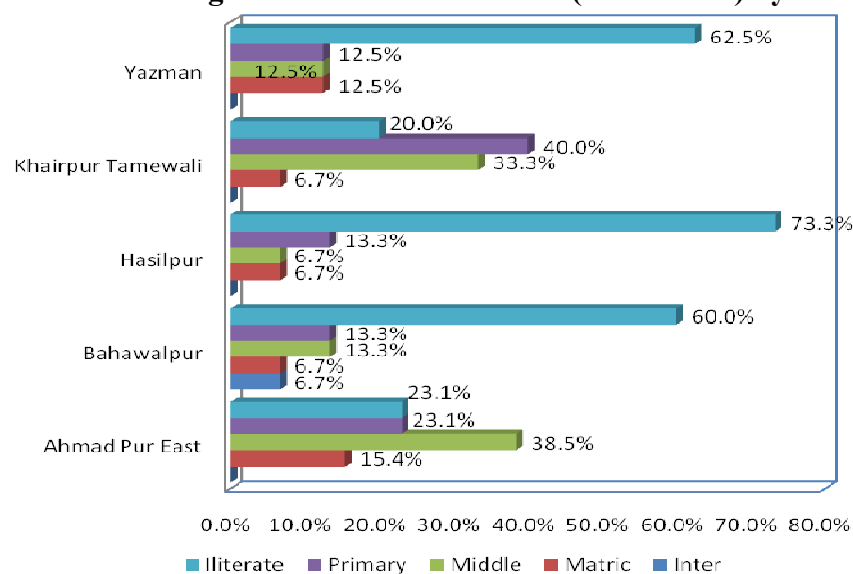
Table 3.7: Distribution of workers (Gender-wise) by education

	Male	Female	Total
Illiterate	28	3	31
Primary	13	1	14
Middle	14	0	14
Matriculation	6	0	6
Inter	1	0	1
Total	62	4	66

Out of a total of 62 interviewed male workers across the district Bahawalpur, at maximum 45.2% are illiterate. The next higher value is 22.6% which represents the percentage of male workers having middle level education, while primary, matric and inter level education is received by 21.0%, 9.7% and 1.6% of total male workers respectively. In case of female workers, the highest education level is primary which is received by 25.0% of a total of 4, whereas the rest 75.0% female workers are illiterate. This study shows that the illiteracy amongst the female workers is higher than male workers, so there is a need to concentrate on the education and trainings of female workers.

Chart 3.5: Percentage distribution of workers Gender-wise by education
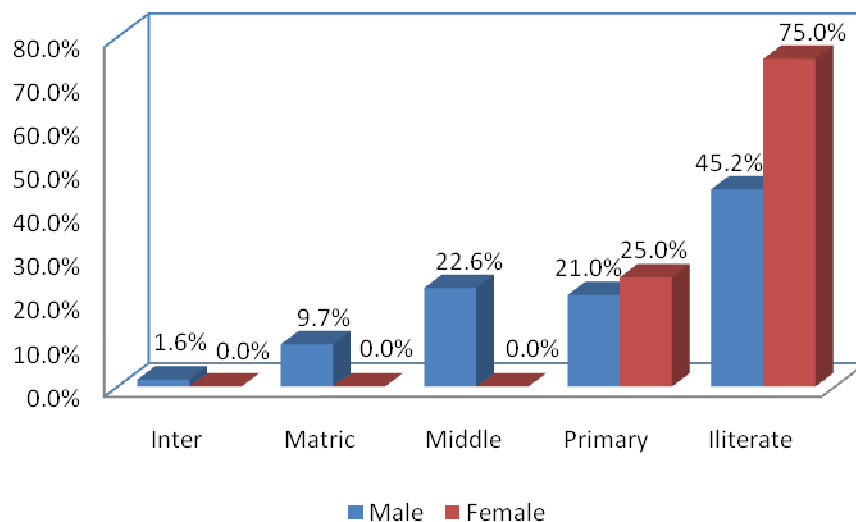
A(iii). Workers by skills

Table 3.8: Frequency Table

	Frequency	Percentage
Skilled	0	0.0%
Unskilled	66	100.0%
Total	66	100.0%

Table 3.8 shows that none of the workers possess any skill that relates with their jobs. So it is not necessary to discuss them tehsil-wise and gender-wise, because their distribution can be analyzed from charts 3.3 and 3.4 respectively.

A(iv). Monthly income of interviewee in PKR

Table 3.9: Frequency Table

	Frequency (Total income/M)	Percentage	Frequency (Desired income/M)	Percentage
Less than 1000	8	12.1%	0	0
1001-3000	21	31.8%	2	3.0%
3001-5000	36	54.5%	29	43.9%
5001-7000	1	1.5%	22	33.3%
7001-10000	0	0.0%	13	19.7%
Total	66	100%	66	100.0%

The comparison of worker's monthly income with their desired income shows that the workers are not satisfied with their current packages. Out of total 66 studied workers across the district Bahawalpur, only 12.1% earns Rs. 1000 or less than per month, but none of them is satisfied with the this package. More than half of the workers (54.5%) are earning in the income range of Rs. 3001-5000, but this range is desired by only 43.9% of total workers. Only 1.5% are earning in the range Rs. 5001-7000, while 33.3% want to earn in the said rang. None of the workers are earning more than Rs. 7000, but it is the desired package of 19.7% of total workers.

Table 3.10: Distribution of workers (Tehsil-wise) by total income

Tehsil	≤ 1000	1001-3000	3001-5000	5001-7000	Total
Ahmad Pur East	1	6	6	0	13
Bahawalpur	4	5	6	0	15
Hasilpur	1	5	8	1	15
Khairpur Tamewali	1	2	12	0	15
Yazman	1	3	4	0	8
Total	8	21	36	1	66

Of 13 interviewed workers in tehsil Ahmad Pur East, 46.2% earn each in the ranges Rs. 1001-3000 and Rs. 3001-5000 respectively, while only 7.7% have earning of Rs. 1000 per month or less than it. About 40.0% and 33.3% of 15 observed workers in tehsil Bahawalpur have earnings, respectively, in the ranges Rs. 3001-5000 and Rs. 1001-3000, while Rs. 1000 or less than it are earned by 26.7% of the said workers in the same area. In Hasilpur, 53.3% and 33.3% of 15 interviewed workers earn in the ranges Rs. 3001-5000 and Rs. 1001-3000 respectively, while the percentage of workers earning more than Rs. 5000 and less than Rs. 1001 is same (6.7%). In Khairpur Tamewali, per month income of 80.0% of a total of 15 workers lie in the range Rs. 3001-5000, only 6.7% have their earnings in the range Rs. 1001-3000, while 13.3% earn less or equal to Rs. 1000 per month. Similarly, in Yazmen the half (50.0%) of a total of 8 interviewed workers earn more than Rs. 3000 or less than Rs. 5000 per month, while the rest 37.5% and 12.5% earn in the range Rs. 1001-3000 and less than or equal to Rs. 1000 respectively.

Chart 3.6: Percentage distribution of workers (Tehsil-wise) by total income
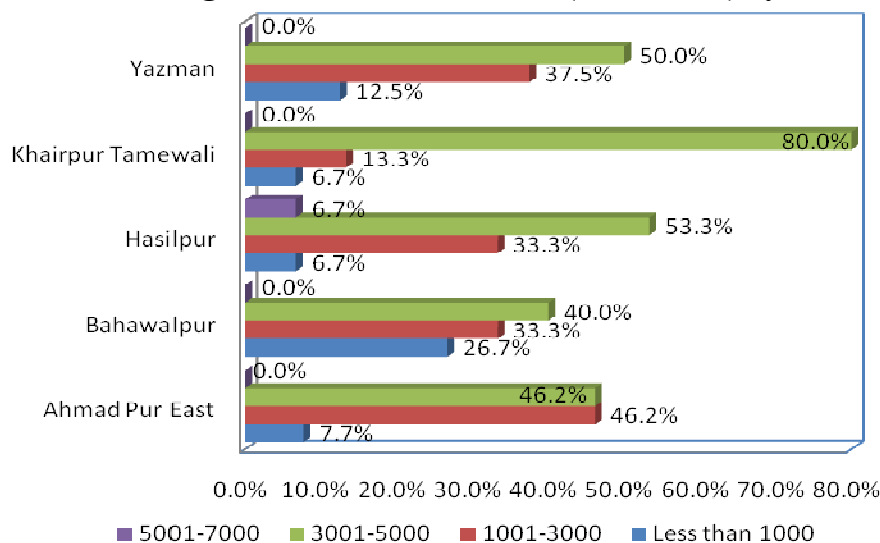
Table 3.11: Distribution of workers (Gender-wise) by total income

Total Income/M	Male	Female
Less than 1000	6	2
1001-3000	21	0
3001-5000	34	2
5001-7000	1	0
7001-10000	0	0
Total	62	4

Out of a total of four interviewed female workers, 50.0% earn in the range Rs. 3001-5000, while the rest (50.0%) of female workers earn Rs. 1000 per month or less than that. As many as more than half (54.8%) of a total of 62 male workers earn in the range Rs. 3001-5000, while one-third (33.9%) earn in the rage Rs. 1001-3000. The percentage of male workers earning Rs. 1000 per month or less than that is 9.7%, which is much smaller as compare to female workers (50.0%) in the same earning rang.

Chart 3.7: Percentage Distribution of workers (Gender-wise) by total income
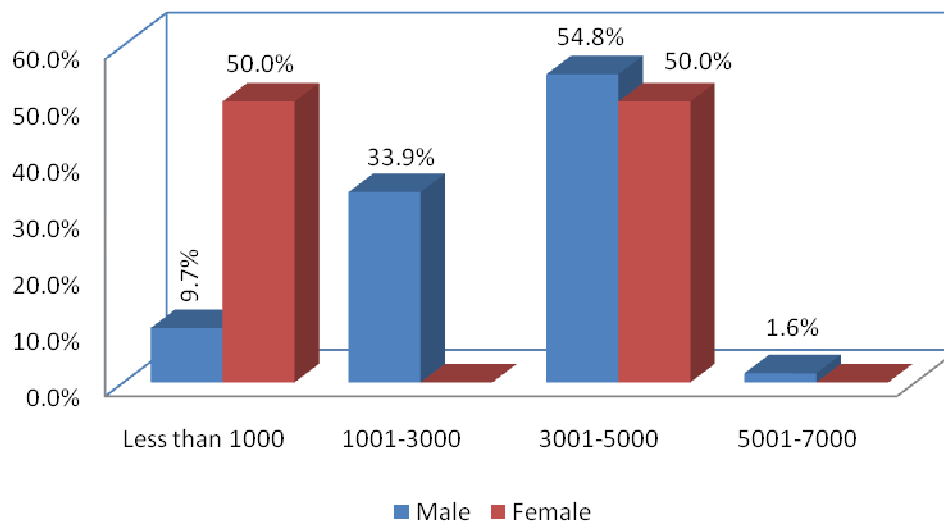
Table 3.12: Distribution of workers (Gender-wise) by desired income

Desired Income/M	Male	Female
Less than 1000	0	0
1001-3000	0	2
3001-5000	27	2
5001-7000	22	0
7001-10000	13	0
Total	62	4

Out of total four female workers, half (50.0%) want to earn in the range Rs. 1001-3000, while the desired income range of rest (50.0%) female workers is Rs. 3001.5000. As many as 43.5% of a total of 62 interviewed male workers want to earn more than Rs. 3000 or less than Rs. 5000 per month, while the desired income ranges of the rest 35.5% and 21.0% male workers are Rs. 5001.7000 and Rs. 7001-10000 respectively.

The comparison of both charts (Chart 3.7 and 3.8) shows that 50.0% of total female workers want to earn more than Rs. 1000 per month, while none of the interviewed female workers desire to earn more than Rs. 5000 per month. In case of male workers, only 1.6% of 62 workers are earning in range Rs. 5001-7000 as shown in chart 6, but 21..0% want to have earnings in this rang as shown in chart 3.8.

Chart 3.8: Percentage Distribution of workers (Gender-wise) by desired income
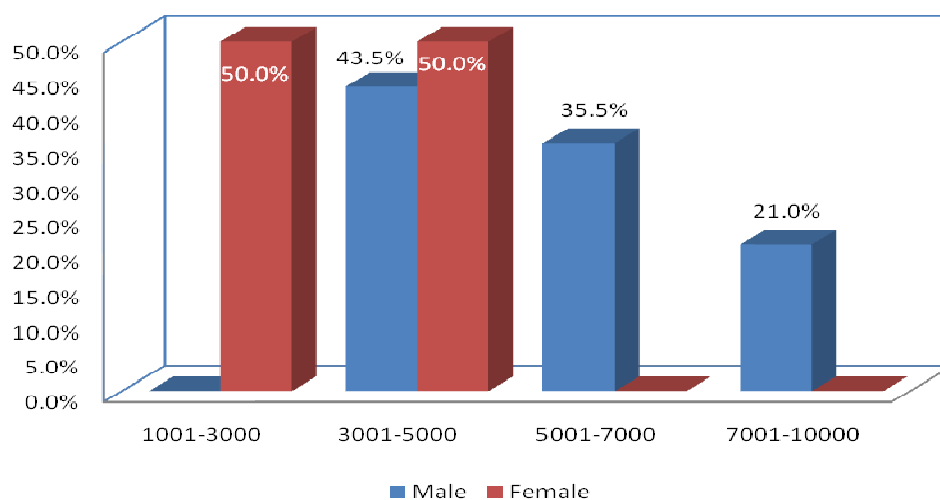
A(v). Challenges faced by workers at workplace

Table 3.13: Frequency Table

	Frequency	Percentage
Harsh working condition	48	72.7%
Long Working hours	3	4.5%
Mental Stress	7	10.6%
Not paid on time	8	12.1%
Total	66	100.0%

There are numerous grave challenges faced by the workers at their working places. These challenges affect the moral, physical, and intellectual growth of the workers. This study shows that the challenge like 'harsh working conditions' is reported by 72.7% of total 66 workers. The other reported challenges faced by the workers are 'long working hours' (4.5%), 'mental stress' (10.6%) and 'not paid on time' (12.1%).

Table 3.14: Distribution of workers (Tehsil-wise) by challenges faced at workplaces

	Harsh working condition	Long Working hrs	Mental Stress	Not paid on time	Total
Ahmad Pur East	5	1	3	4	13
Bahawalpur	13	1	1	0	15
Hasilpur	12	0	2	1	15
Khairpur Tamewali	13	0	1	1	15
Yazman	5	1	0	2	8
Total	48	3	7	8	66

As, it has been discussed earlier that the most reported challenge faced by the workers is 'harsh working conditions'". This challenge is hitting the highest point in the regions like Khairpur Tamewali and Bahawalpur with same strength 86.7% of a total of 15 workers in each said areas, the other two challenges 'not paid on time' and 'mental stress' have also been reported with same strength (6.7%) from both areas. Of 13 workers interviewed in Ahmad Pur East, 38.5% and 7.7%, respectively, have reported 'harsh working conditions' and 'long working hours', while 30.8% and 23.1% are disturbed due to late payment and 'mental stress'. In Hasilpur, 13.3% of 15

interviewed workers reported 'mental stress', while 6.7% were not paid on time. In Yazman, harsh working conditions are faced by 62.5% of a total of 8 workers, while the 12.5% are the victim of 'long working hours'.

Chart 3.9: Percentage distribution of workers (Tehsil-wise) by challenges faced at workplaces
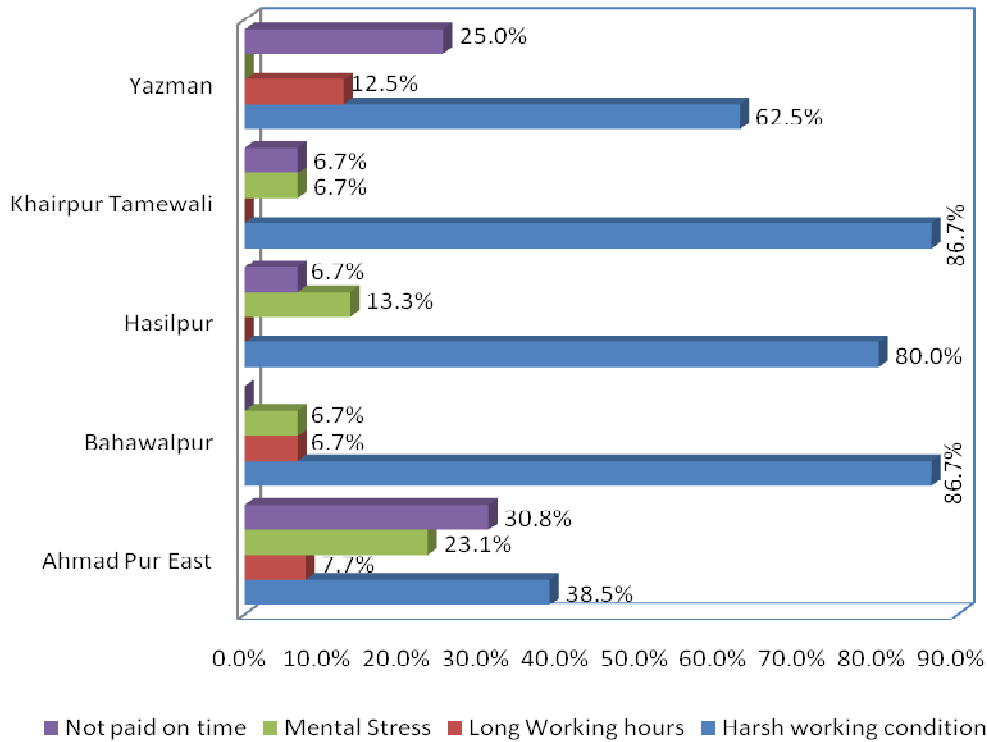
Table 3.15: Distribution of workers (Gender-wise) by faced challengers

	Male	Female
Harsh working condition	46	2
Long Working hours	3	0
Mental Stress	6	1
Not paid on time	7	1
Total	62	4

Out of total four interviewed female workers, 50.0% reported 'harsh working conditions', while the rest reported 'mental stress' and 'not paid on time' with the same strength (25.0%) in each. As many as 74.2% of a total of 46 interviewed male workers reported 'harsh working conditions', while other challenges like 'not paid on time', 'mental stress' and 'long working hours', respectively, are faced by 11.3%, 9.7% and 4.8% of said male workers.

Chart 3.10: Percentage distribution of workers (Gender-wise) by faced challenges
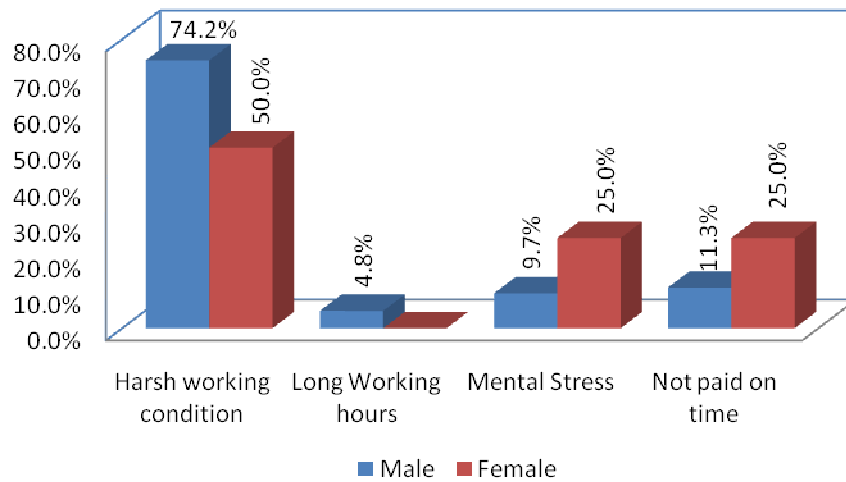
A(vi). Total income of Family of interviewee

Table 3.16: Frequency Table

	Frequency (Workers)	Percentage	Frequency (Non workers)	Percentage
None	0	0.0%	4	4.3%
Less than 1000	0	0.0%	2	2.1%
1001-3000	2	3.0%	25	26.6%
3001-5000	64	97.0%	63	67.0%
5001-7000	0	0.0%	0	0.0%
Total	66	100.0%	94	100.0%

Out of a total of 66 interviewed workers across the district Bahawalpur, the family income of 97 percent is in rang Rs. 3001-5000. Only 3 percent of the said workers specified that their families' earnings were in the range Rs. 1001-3000. None of the workers reported about low income of their families. Contrary to this, 4.3% of a total of 94 non-workers reported that their families did not have any income, while 2.1% said that their families' income were Rs. 1000 per month or less than that. The families of non-workers are mostly (67.0%) concentrated in the income range of Rs. 3001-5000 per month.

Table 3.17: Distribution of workers (Tehsil-wise) by family income

Tehsil	1001-3000	3001-5000
Ahmad Pur East	7.7%	92.3%
Bahawalpur	6.7%	93.3%
Hasilpur	0.0%	100.0%
Khairpur Tamewali	0.0%	100.0%
Yazman	0.0%	100.0%

Table 3.17 shows that in Ahmad Pur East 92.3% families of a total of 13 interviewed workers have per month income in the range Rs. 3001-5000, while only 7.7% families in the same area have income in range Rs. 1001-3000. In tehsil Bahawalpur, 93.3% families of a total of 15 interviewed workers have been observed earning in the range Rs. 3001-5000 per month, while the per month earning range of 6.7% is Rs. 1001-3000. Similarly, in Hasilpur, Khairpur Tamewali and Yazman, all families (100% each) of the interviewed workers earn more than Rs. 3000 but less than Rs. 5000 per month.

Table 3.18: Percentage distribution of workers (Gender-wise) by family income

	1001-3000	3001-5000	Total
Male	3.2%	96.8%	100.0%
Female	0.0%	100.0%	100.0%

Out of a total of 62 male workers across the district Bahawalpur, the families of 97 percent have per month income in the range Rs. 3001-5000, while the families of 3 percent earn less than Rs. 3000 per month. As many as 100% families of all specified female workers earn in the range Rs. 3001-5000 per month.

A(vii). Distribution by the way to achieve desired income

Table 3.19: Frequency Table

	Frequency	Percentage
No Idea	26	39.4%
By Changing Profession	40	60.6%
Total	66	100.0%

Out of a total of 66 interviewed workers across the district Bahawalpur, 60.6% claim that they will earn their desired income by changing profession, while 39.4% do not know how to earn their per month desired income.

Table 3.20: Distribution of workers (Tehsil-wise) by the way to achieve desired income

	No Idea	By Changin Profession	Total
Ahmad Pur East	1	12	13
Bahawalpur	7	8	15
Hasilpur	11	4	15
Khairpur Tamewali	4	11	15
Yazman	3	5	8
Total	26	40	66

Of 13 interviewed workers in Tehsil Ahmad Pur East 92.3% have a plan to get their desired income by changing profession, while only 7.7% have no idea how to get desired income per month. Approximately half (53.3%) of a total of 15 interviewed workers in Tehsil Bahawalpur want to earn their desired income by changing profession, whereas 46.7% workers have no idea. In Hasilpur, 73.3% of a total of 15 workers have no plan in their minds to earn desired income, while only 26.7% workers in the said area are willing to change their professions in order to get extra money. In Tehsil Khairpur Tamewali, 73 percent can earn extra income by changing profession. Similarly in Yazman, 63 percent of a total of eight workers want to change their professions for extra income as shown in the following graph.

Chart 3.11: Percentage of workers (Tehsil-wise) by the way to achieve desired income

25
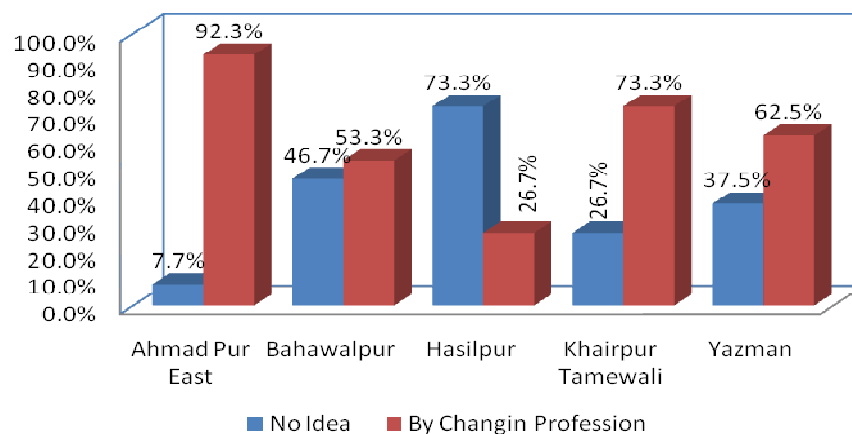
Table 3.21: Distribution of workers (Gender-wise) by the way to achieved desired income

	Male	Female	Total
No Idea	24	2	26
By Changing Profession	38	2	40
Total	62	4	66

Graph shows that out of a total of four interviewed female workers, half (50.0%) want to earn desired income by changing their professions, while same strength (50.0%) don't know how to earn extra money. As many as 61 percent of male interviewed workers want to change their professions to get desired income, while the rest 39 percent do not have any fruitful idea in this regard.

Chart 3.12: Percentage distribution of workers (Gender-wise) by the way to achieve desired income
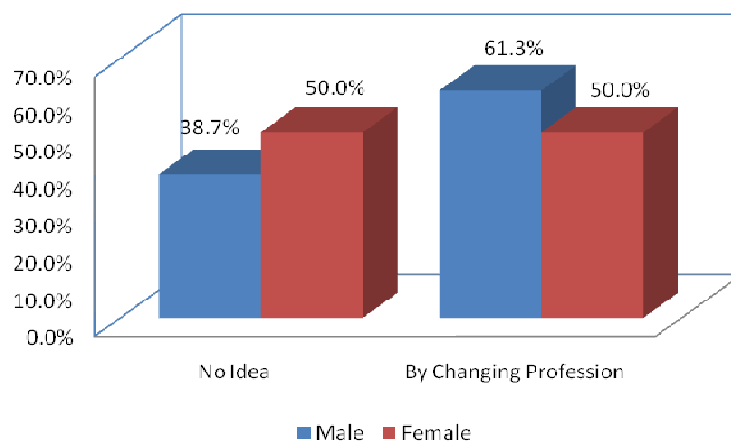
Table 3.22: Distribution of workers (Education-wise) by the way to achieve desired income

	By Changing Profession	No Idea	Total
Illiterate	12	19	31
Primary	9	5	14
Middle	13	1	14
Matriculation	5	1	6
Inter	1	0	1
Total	40	26	66

In order to find why the majority of the workers are facing problems in earning their desired incomes, their education levels have been compared with the decissions made by them. The comparison shows that out of a total of 31 illiterate workers, 61 percent

do not have any firm plan or idea for earning extra income, while only 39 percent can earn by changing profession. If we move from illiteracy to higher education level, graph shows that the percentage of 'No Idea' gradually decreases, while the decission of changing profession increases rapidly. This comparison shows that the financial status of workers can only be improved by educating them and by enhancing their skills through various trainings.

Chart 3.13: Percentage distribution of workers (Education-wise) by the way to achieved desired income
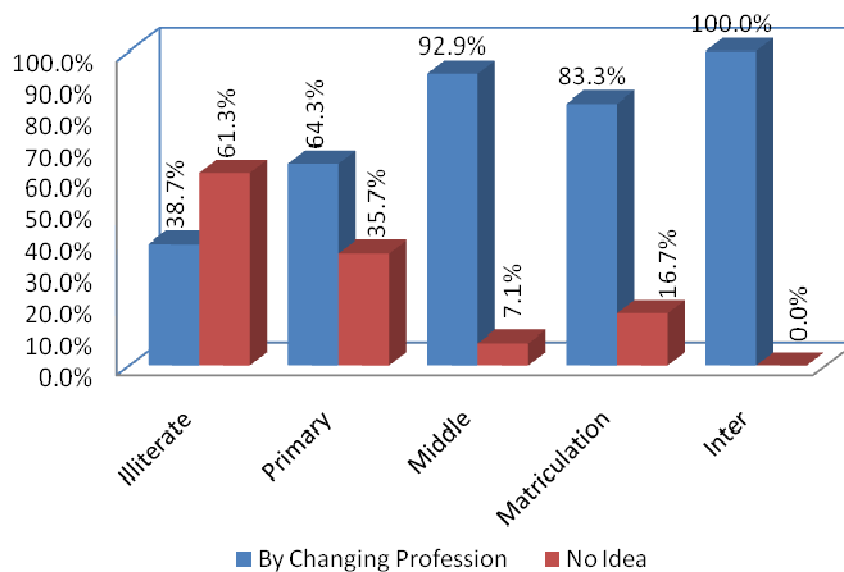
A(viii). Distribution of workers and non-workers by Desired Profession

Table 3.23: Frequency Table

Desired Skills	Frequency	Percentage
Ac/Ref repairing	2	1.3%
Adda Work	5	3.1%
Arc Work	2	1.3%
Auto Mechanic	4	2.5%
Barkary Items	1	0.6%
Beautician	4	2.5%
Bee Keeping	1	0.6%
Block printing	1	0.6%
Carpenter	1	0.6%
Carpet wearing	7	4.4%
Chick Making	4	2.5%
Chunri Making	8	5.0%

Computer hardware	2	1.3%
Cooking	1	0.6%
Dairy Production	1	0.6%
Date leaves work	1	0.6%
Date processing and pickling	1	0.6%
Decoration pieces making	1	0.6%
Diesel Engine Machine	1	0.6%
Dress Designing	4	2.5%
Driving	3	1.9%
Electric appliances repairing	1	0.6%
Electrician	5	3.1%
Fish farming	1	0.6%
Generator Repairing	6	3.8%
Goat farming	1	0.6%
Gotta Kinari	6	3.8%
Hand Embroidery	8	5.0%
Hotel Management	1	0.6%
Kitchen Gardening	2	1.3%
Livestock Rearing	3	1.9%
Machanist	2	1.3%
Mobile Repairing	6	3.8%
Moter winding	2	1.3%
Motercycle repairing	7	4.4%
Mukesh Work	7	6.3%
Nursing	1	0.6%
Office automation	1	0.6%
Patch Work	2	1.3%
Plumbing	3	1.9%
Poultry Management	2	1.3%
Printing work	1	0.6%
Repairing and management of Electric Appliance	3	1.9%
Repairing of Agri Machinary	3	1.9%
Screen Printing	1	0.6%
Tailoring	17	10.6%
Tractor repairing	2	1.3%
UPS making and repairing	2	1.3%
Welding	3	1.9%
Wood Work	3	1.9%
Total	160	100.0%

As shown in above table, out of a total of 160 beneficiaries, 66.5% want to get trainings for the trades like Ac/Ref Repairing, Auto Mechanic, Bee Keeping, Carpenter, Carpet wearing, Chick Making, Computer hardware, Dairy Production, Date leaves work, Date processing and pickling, Diesel Engine Machine, Driving, Electric appliances repairing, Fish farming, Generator Repairing, Goat farming, Hotel Management, Livestock Rearing, Mechanist, Mobile Repairing, Motor winding, Motorcycle repairing, Office automation, Plumbing, Poultry Management, Printing work, Repairing of Agri Machinery, Screen Printing, Tractor repairing, UPS making and repairing, Welding ant Wood Work etc., while 34.5% want to get trainings like Adda Work, Arc Work, Beautician, Block printing, Chunri Making, Cooking, Decoration pieces making, Dress Designing, Gotta Kinari, Hand Embroidery, Kitchen Gardening, Mukesh Work, Nursing and Patch Work. Remember, none of the interviewed workers and none workers posses any skills (as shown in table 3.8), table 3.23 shows only desired skills of beneficiaries.

Table 3.24: Distribution of workers and non-workers (Tehsil-wise) by desired skills

Desired Skills	Ahmad Pur East	Bahawalpur	Hasilpur	Khairpur Tamewali	Yazman	Total
Ac/Ref repairing	1	1	-	-	-	2
Adda Work	-	2	1	1	1	5
Arc Work	-	-	-	1	1	2
Auto Mechanic	1	1		1	1	4
Barkary Items	-	-	-	1	-	1
Beautician	2			1	1	4
Bee Keeping	-	-	1	-	-	1
Block printing	1	-	-	-	-	1
Carpenter	1	-	-	-	-	1
Carpet wearing	3	-	1	3	-	7
Chick Making	2	1	1	-	-	4
Chunri Making	1	3	2	1	1	8
Computer hardware	-	-	-	1	1	2
Cooking	1	-	-	-	-	1
Dairy Production	-	-	-	1	-	1
Date leaves work	-	-	-	-	1	1
Date processing and pickling	-	-	-	1	-	1
Decoration pieces making	-	-	-	-	1	1
Diesel Engine Machine	1	-	-	-	-	1

Dress Designing	1	-	1	1	1	4
Driving	-	1	1	-	1	3
Electric appliances repairing	-	1	-	2	1	1
Electrician	1	2	-	2	-	5
Fish farming	-	-	-	1	-	1
Generator Repairing	2	1	1	-	2	6
Goat farming	-	-	1	-	-	1
Gotta Kinari	-	4	1	-	1	6
Hand Embroidery	2	2	1	1	2	8
Hotel Management	-	-	-	1	-	1
Kitchen Gardening	1	-	-	1	-	2
Livestock Rearing	-	-	1	1	1	3
Machanist	-	1	1	-	-	2
Mobile Repairing	1	1	1	1	2	6
Moter winding	1	-	1	-	-	2
Motercycle repairing	1	3	1	-	2	7
Mukesh Work	2	3	3	-	2	10
Nursing	-	-	-	-	1	1
Office automation	-	-	1	-	-	1
Patch Work	1	-	1	-	-	2
Plumbing	2	-	-	1	-	3
Poultry Management	-	-	2	-	-	2
Printing work	-	-	-	1	-	1
Repairing of Agri Machinary	-	1	-	1	1	3
Screen Printing	-	-	1	-	-	1
Tailoring	4	3	4	3	3	17
Tractor repairing	-	-	1	-	1	2
UPS making and repairing	-	-	-	1	1	2
Welding	-	1	1	-	1	3
Wood Work	-	-	1	1	1	3
Total	33	32	32	31	32	160

Table 3.24 shows Tehsil-wise distribution of beneficiaries along with their desired skills. In Ahmad Pur East, 33 beneficiaries have been interviewed; skills specified by all of them, in the said region, have been shown in the table. Similarly, the detail of beneficiaries regarding their desired skills is specified in the discussed table.

A(viv). Distribution of total beneficiaries about the importance of education

Table 3.25: Frequency Table

Response	Frequency	Percentage
Yes	156	97.5%
No	4	2.5%
Total	160	100.0%

Out of a total of 160 beneficiaries, a great strength (97.5%) has positive views about the importance of education, while only 2.5% think that education plays no role in attaining good living standard.

Table 3.26: Distribution of beneficiaries (Tehsil-wise) regarding importance of education

Tehsil	Yes	No	Total
Ahmad Pur East	32	0	32
Azimpur	1	0	1
Bahawalpur	32	0	32
Hasilpur	32	0	32
Khairpur Tamewali	31	0	31
Yazman	28	4	32
Total	156	4	160

Tehsil-wise distribution shows that approximately all beneficiaries of targeted Tehsils are in favor of education except Yazman. Total 32 beneficiaries of Tehsil Yazman have been interviewed, of which 87.5% are in favor of education, the rest 12.5% interviewee of the said area say that the good living standard can't be attained only with education.

Chart 3.14: Percentage distribution of beneficiaries (Tehsil-wise) regarding importance of education
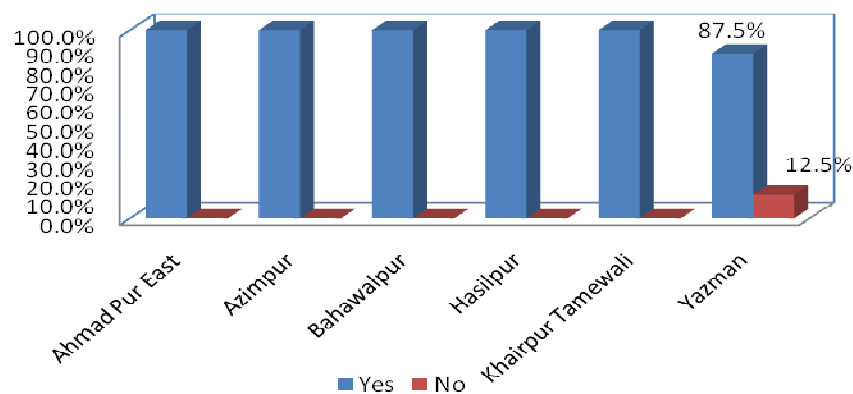
Table 3.27: Distribution of beneficiaries (Gender-wise) regarding importance of education

Gender	Yes	No	Total
Male	83	0	83
Female	73	4	77
Total	156	4	160

Out of a total of 77 interviewed female beneficiaries, 95 percent speak positively about education, while only 5 percent (4 in numbers) females think that education is not necessary for good living standard and these four females belong to Tehsil Yazman (as shown in table 3.26). As many as 83 male beneficiaries have been interviewed in this survey and all of them (100.0%) support education, as shown in the following graph.

Chart 3.15: Percentage distribution of beneficiaries (Gender-wise) regarding importance of education
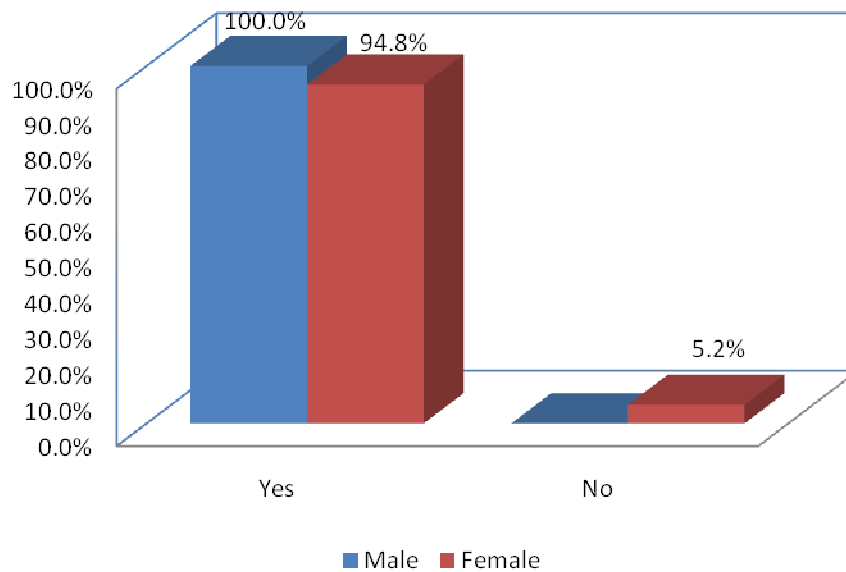
B. Analysis of the Potential Employers

B(i). Types of Available Jobs

Table 3.28: Frequency Table

Available jobs	Frequency	Percentage
Applic Work	1	5.0%
Car repairing and maintenance/CNG Kit installation	2	10.0%
Carpet wearing	1	5.0%
Dress Designing, Gotta Kinari and Adda Work	4	20.0%
Driving	1	5.0%
Electrician (Including auto electricians)	2	10.0%
Hand Embroidery, Hand loom	3	15.0%
Home appliance and R & M	1	5.0%
Motercycle mechanic	1	5.0%
Mukesh Work, Shadow Work and Tailoring	3	15.0%
Wood work	1	5.0%
Total	20	100.0%

Around 50% of the available jobs relate to dress designing, followed by those for Gotta kinari, Adda work, Mukesh work, shadow work, tailoring, hand embroidery and hand loom. Other available jobs include electricians (10.0%), CNG kit installation and car repairing (10.0%), Applic work (5.0%), carpet wearing (5.0%), driving (5.0%), home appliance R & M (5.0%), motorcycle mechanic (5.0%) and wood work (5.0%). Data shows that half (50.0%) of the jobs are for female.

Based on the interviews with the potential employers and key informants, a list of skills which are in demand in the target areas is developed and is given as Annexure-I. The list includes skills necessary for accessing decent jobs, as well as the skills suitable for setting up self-employed small businesses.

Chart 3.16: Available Job Opportunities
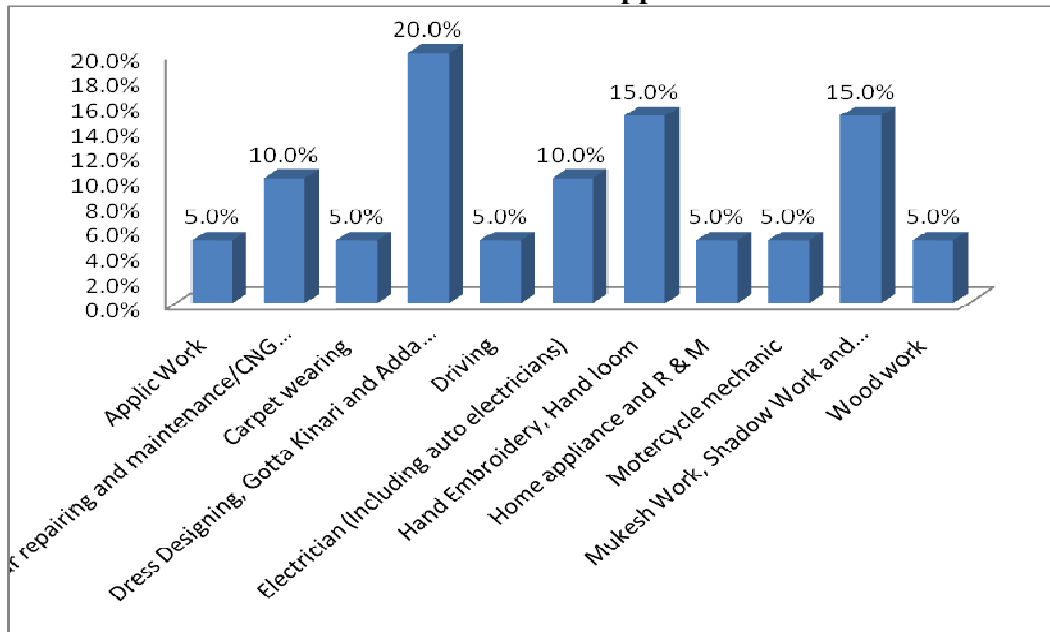
B(ii). Distribution of employers by need for workers
Table 3.29: Distribution of Employers if in Need of Workers

Need Workers	%age
Yes	93.4%
No	6.6%
Total	100.0%

Almost all the potential employers (93.4%) interviewed in the target areas were in need of workers. It shows that the target beneficiaries have a high probability of getting employment if they are properly skilled in their desired trades (as shown in table 3.23). Moreover, the lack of education and skills seems to be the main hurdle for these workers in getting a decent job in the market or indulge in self-employed business.

Chart 3.17: Percentage distribution of employers if in need of workers
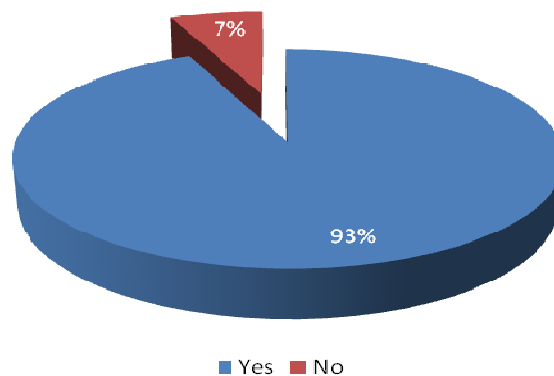
B(iii) Role of Education After Getting Skilled in Acquiring Job

Table 3.30: Frequency Table

Employer Response	Percentage
Yes	85.7%
No	14.3%
Total	100.0%

Out of a total of 17 employers, 85.7% respond that the education is the necessary requirement for the job, while only 14.3% of employers are willing to provide jobs to illiterate but skilled workers. But table 3.5 shows that 47 percent beneficiaries are illiterate, and according to table 3.8 all of the beneficiaries are unskilled. So in this situation it is difficult for beneficiaries to get proper jobs. In order to improve the status of beneficiaries by training them properly, education institutes and employers must consider their selection criteria.

Chart 3.18: Role of Education
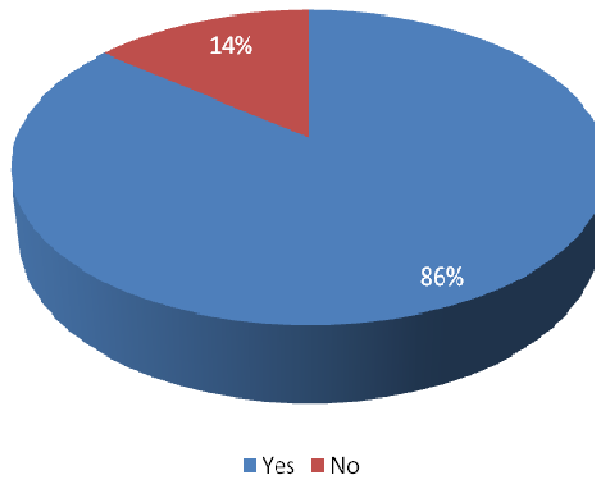
B(iv). Levels of Education Demanded by Employers

Table 3.31: Education level demanded by employers

Education Level	Percentage
Basic Numeracy	42.9%
Middle	28.6%
Primary	14.3%
Illiterate	14.3%

Out of a total of seven employers, 42.9% responded that they needed basic numeracy skill as the necessary requirement for the jobs, apart from the skills needed for the specific trades, while 28.6% and 14.3% of the potential employers require middle and primary, respectively, as the necessary education. As discussed above (in table 3.30) 14.3% of the potential employers are ready to take illiterate, but skilled workers as their employees.

These observations reinforce our earlier finding at B(ii) that the target beneficiaries are unable to find decent skilled jobs in the existing markets due to their illiteracy and due to the lack of required skills. These workers are therefore facing dual deficiencies to access the proper job market, lack of skills and lack of education.

Chart 3.19: Role of Education in Getting a Job
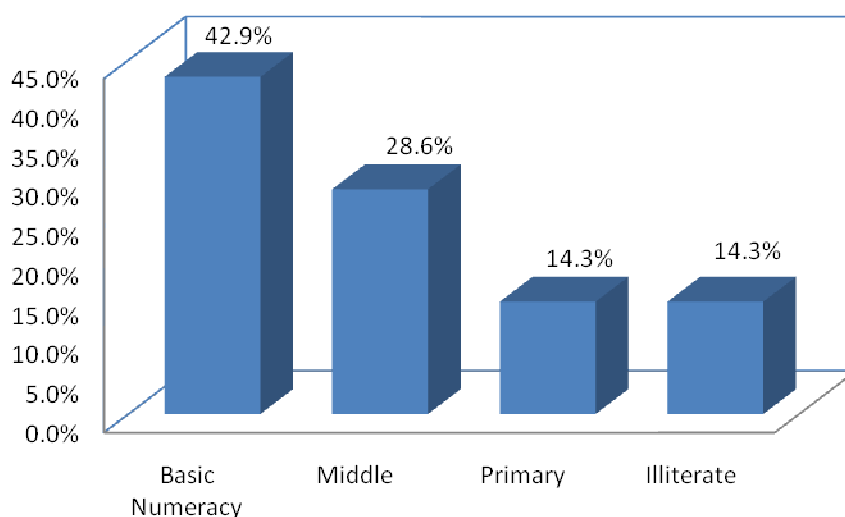
C. An Analysis of the Training Institutes

As mentioned earlier, 21 vocational/technical training institutes were visited by the field teams and the responses of the management of these institutes were sought on various structured questions.

The performance of each training institute is assessed against six categories of indicators. These categories are: (a) the General Conditions of the Institute, (b) the conditions of the offices, classrooms and workshops in the institute, (c) the quality and relevance of the teaching materials used in these institutes, (d) Institute's linkages with the potential employers, (e) the facilities provided by the institute to the trainees, and (f) the institute's initiatives to improve its courses and achieve better market access to its graduates. Several questions were asked against each category. As the response to most of these questions was of non-quantifiable nature, the responses/results were graded on a scale from A to E, where A = Good, B = Average, C = Normal, D = Poor, and E = Below Poor

C(i). Overall Performance of Institutes

Table 3.32: Performance of institutes

Institutes	General Conditions of the Institutes	Class room and Workshops	Teaching Materials	Institute Linkages with Employers	Student Facilities	Governance Issues
Funkadda	C	C	D	C	D	D
TEVTA-Men Bahawalpur	D	D	D	D	D	D
TEVTA-Women-Bahawalpur	D	D	D	D	D	D
Punjab TEVTA, Bahawalpur	D	D	D	D	D	D
TEVTA, Bahawalpur	D	D	D	D	D	D
TEVTA-Women-Bahawalpur	D	D	D	D	D	D
Punjab TEVTA for boys	D	D	D	D	D	D
Punjab TEVTA for boys	D	D	D	D	D	D
Punjab TEVTA for Girls	D	D	D	D	D	D
Punjab	B	B	A	A	C	B

Vocational Training Council						
Vocational Training Institute for Men	C	B	B	A	E	A
Vocational Training Institute	A	A	A	A	E	A
SanhatZaar Social Welfare	C	D	C	D	D	B
Govt .Technical Training Institute	B	C	C	D	D	B
Govt .Technical Training Center AMTS	B	C	D	D	B	B
PVTC-Vocational Training Institute	B	A	A	A	D	A
Govt.College of Technology Men	B	C	B	D	B	C
Al-Mubarik Training Center(Driving)	D	D	D	D	D	D
Al Rehman Training Center	D	D	D	D	E	E
Govt. College of Technology	B	C	B	D	B	C
Vocational Training Center	D	D	D	D	D	E

Above table shows the overall performance of all institutes. Nearly 43 percent of a total of 21 institutes have overall poor (D) performance, while only 14 percent have normal (C) and poor (D) performance. The rest 43.0% of the total institutes have Good (A), average (B) and normal performance as shown in the above table. None of these institutes follow any quota system.

Table 3.33: Ranking of institutes against different categories

Categories	Good	Average	Normal	Poor	Below Poor	Total
General Conditions of the Institutes	4.8%	28.6%	14.3%	52.4%	0.0%	100.0%
Office Class room and Workshops	9.5%	9.5%	23.8%	57.1%	0.0%	100.0%
Teaching Materials	14.3%	14.3%	9.5%	61.9%	0.0%	100.0%
Institute Linkages with Employers	19.0%	0.0%	4.8%	76.2%	0.0%	100.0%
Trainee/ Student Facilities	0.0%	14.3%	4.8%	66.7%	14.3%	100.0%
Governance Issues	14.3%	19.0%	9.5%	47.6%	9.5%	100.0%

Table 3.33 shows the performance of all institutes. The highest percentage is in column four 'poor' which shows that the general conditions (general, maintenance, safety and equity issues) of all the institutes are 52.4% poor, while institute linkages with employers, office classroom and workshops, teaching materials, trainee/student facilities and governance issues are 76.2%, 57%, 62%, 66.7% and 47.6% poor respectively. Similarly, the percentages for good, average and normal categories of institutes is given in columns one, two and three respectively. Some institutes are below poor in categories like trainee/students facilities and governance issues.

Table 3.34: Tehsil-wise distribution of training institutes

Tehsil	Number of Institutes	Performance
Ahmad Pur East	3	Normal
Azimpur	0	-
Bahawalpur	9	Normal
Hasilpur	3	Poor
Khairpur Tamewali	2	Poor
Yazman	3	Average
Lal Sohanra	1	Poor
Total	21	

Of all the 21 training institutes observed across the district Bahawalpur 43 percent exist in Tehsil Bahawalpur whereas 14 percent each in Ahmad Pur East, Hasilpur and Yazman. The other Tehsils like Khairpur Tamewali and Lal Sohanra have 10 and 5 percent institutes respectively. Training institutes of Ahmad Pur East and Bahawalpur have overall normal performance, while the performances of institutes of Hasilpur, Khairpur Tamewali and Lal Sohanra are poor. These institutes do not produce 100% skilled workers as demanded by potential employers. The trades demanded by potential employers are specified in table 3.28, while none of the observed training institutes is offering such trades.

**C(ii). How do the applicants approach the institution for trainings?**

Table 3.35: Frequency Table

	Frequency	Percentage
Through Community Organizations	1	4.8%
Directly	19	90.5%
Through Advertisement	1	4.8%
Total	21	100.0%

Out of a total of 21 observed training institutes, 90.5% are directly approached by the candidates, while only 4.8% are approached through community organizations and also same strength of institutes is visited by applicants through advertisement.

Chart 3.20: Percentage distribution of institutes by approaching method of applicants

■ Through Community Organizations ■ Directly ■ Through Advertisement
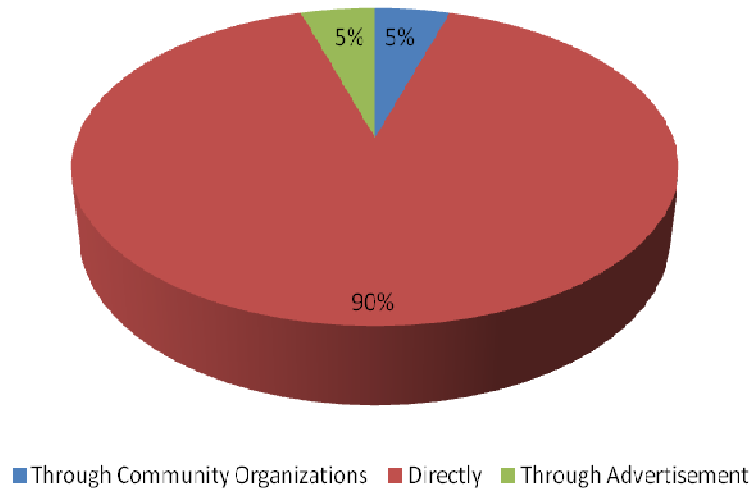
C(iii). Selection Criteria for the applicants seeking training

Table 3.36: Frequency Table

	Frequency	Percentage
Illiterate	4	19.0%
Primary	1	4.8%
Middle	5	23.8%
Matriculation	10	47.6%
Inter	1	4.8%
Total	21	100.0%

Total 21 training institutes have been observed across the district Bahawalpur during this survey; of which 47.6% put matriculation as the basic requirement for admission whereas 4.8% accept only inter level education. Similarly, 23.8% say the candidates must have at least middle level education, while only 19.0% are willing to accept illiterate, but skilled applicants.

According to table 3.5, nearly 47 percent of total interviewed workers are illiterate, whereas only four institutes are willing to accept illiterate workers as shown in table 3.14. Out of these four institutes, three (Al-Mubarik Training Center (Driving), Al Rehman Training Center and Vocational Training Center) have overall poor (D) and below poor (E) performance, while only one (Funkada) has Normal (C) and Poor (D) performance as shown in the following table. The institutes having good performance are not willing to enroll illiterate candidates.

C(iv) Distribution of Institutes by Training Design

Table 3.37: Frequency Table

	Frequency	Percentage
Always	2	9.5%
Mostly	5	23.8%
Never	8	38.1%
Sometimes	6	28.6%
Total	21	100.0%

Above table shows that the training design of 38 percent of a total of 21 observed institutes never meets market trend, whereas 29 percent institutes have been observed whose training design sometimes meets market trend. There are 24 percent training institutes who mostly design their trainings according to the market trend, while only 9 percent institute's training design strictly follows market trend.

Chart 3.21: Percentage distribution of Institutes' training design according to market trend
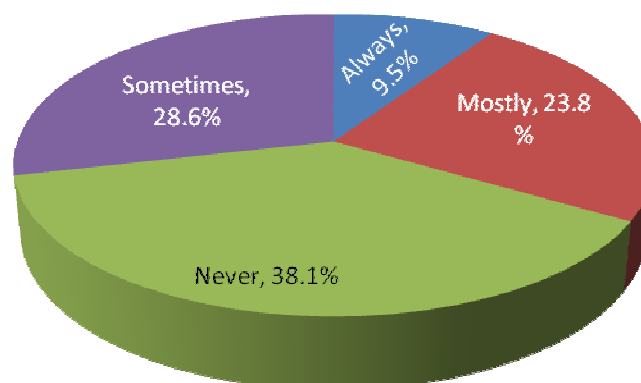
C(v). Selection criterion of training institutes

Table 3.38: Frequency Table

Selection Criterion	Frequency	Percentage
TEVTA degree holder	17	81.0%
Good Drivers	1	4.8%
Any Good Worker	2	9.5%
Center authorities hired staff	1	4.8%
Total	21	100.0%

Data shows that 81 percent of a total of 21 training institutes accept candidates having TEVTA degree, while 9.5% are looking for good writers. In 4.8% of observed institutes, the applicants are hired by central authorities, whereas same strength of institutes prefers good drivers.

Chart 3.22: Percentage distribution of institutes by selection criteria
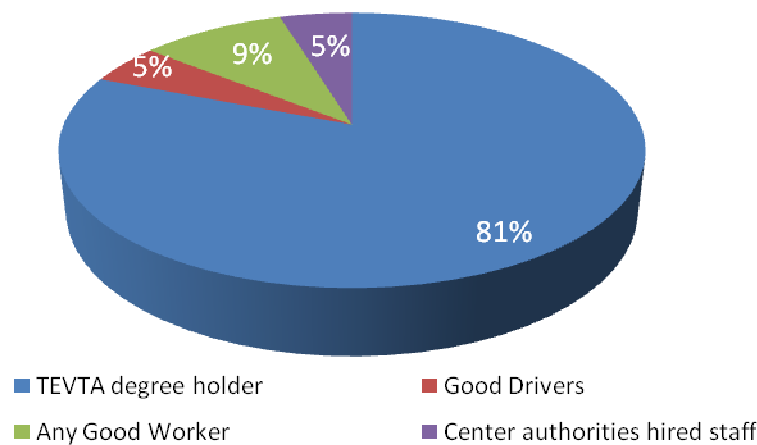
C(vi) Trainees Being Followed Up By Observed Institutes

Table 3.39: Frequency Table

	Frequency	Percentage
Never	17	81.0%
Mostly	3	14.3%
Sometimes	1	4.8%
Total	21	100.0%

Out of a total of 21 observed institutes, maximum 81 percent of institutes never follow up the students, while the students are mostly followed up by the 14 percent of the observed institutes. The rest 5 percent sometimes follow up the learners.

Chart 3.23: Percentage distribution of institutes who follow up their students
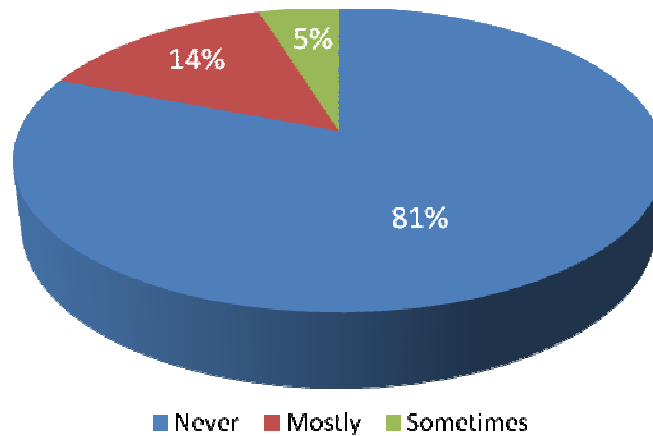
C(vii) Percentage of Students Lead to Employment after Courses

Table 3.40: Frequency Table

Employment %age	Frequency	Percentage
80-100%	1	4.8%
50-79%	8	38.1%
20-49%	9	42.9%
0-19%	3	14.3%
Total	21	100.0%

Above table shows that 20 to 49 percent students of 42.9% of observed institutes get employment after completing their courses, while 50-79% students of 38 percent of observed institutes get jobs. Only 4.8% institutes have been found whose 80-100% students have successfully settled in their practical life after completing their trainings. On the other hand 14.3% institutes are not producing professional workers.

Chat 3.24: Percentage distribution of institutes by professional students
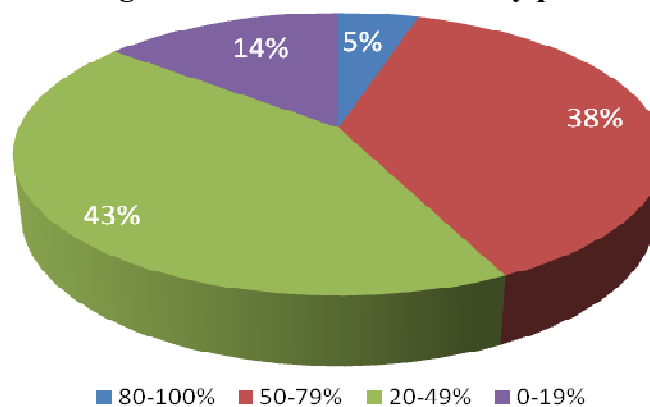
C(viii). Supporting Equipment for Good Learning

Table 3.41: Frequency Table

Condition of supporting equipments	Frequency	Percentage
Insufficient & outdated	13	61.9%
Sufficient but outdated	4	19.0%
Sufficient & updated	3	14.3%
Insufficient but updated	1	4.8%
Total	21	100.0%

Above table shows that nearly 70 percent of a total 21 observed training institutes are using insufficient and outdated supporting equipments, while the supporting equipments of 19 percent institutes are sufficient but outdated. Sufficient and updated supporting equipments are used by 14 percent institutes, whereas the supporting equipments of approximately 5 percent institutes are insufficient but updated.

Chart 3.25: Percentage distribution of institutes by their supporting equipments
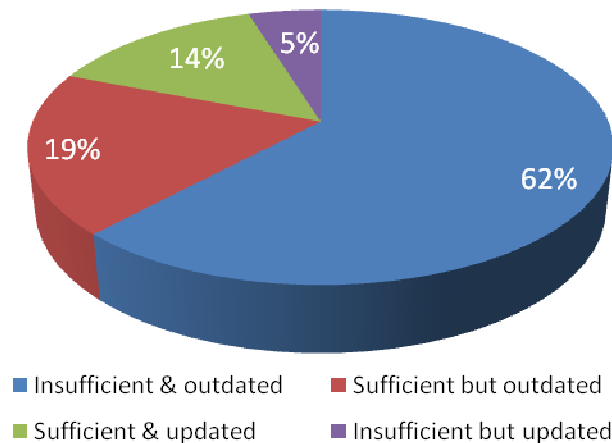
C(xi). Intent to Offer New Courses

Table 3.42: Frequency Table

	Frequency	Percentage
Yes	14	67.0%
No	7	33.0%
Total	21	100.0%

Out of a total of 21 observed training institutes across the district Bahawalpur, 67% are intending to offer new courses, while 33% have a policy to not change the courses offered by them.

Chart 3.26: Percentage distribution of institutes by intention to offer new courses
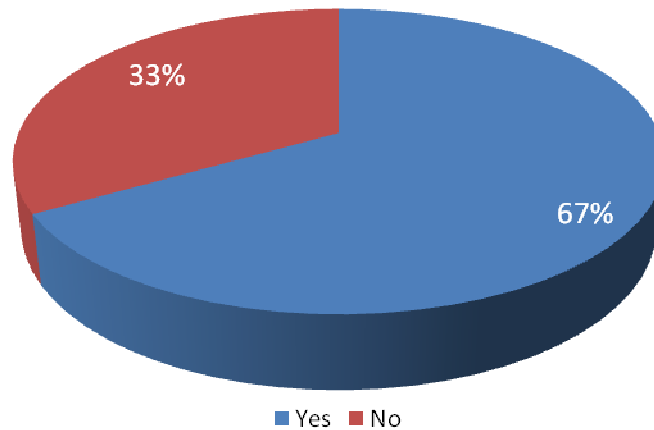
C(x). Post training services for small enterprise

Table 3.43: Frequency Table

	Frequency	Percentage
Yes	5	23.8%
No	16	76.2%
Total	21	100.0%

According to above data, post training services for small enterprise are offered by 24 percent of total observed training institutes, whereas 76 percent institutes do not offer any of above mentioned training services.

Chart 3.27: Percentage distribution of training institutes offering post training services
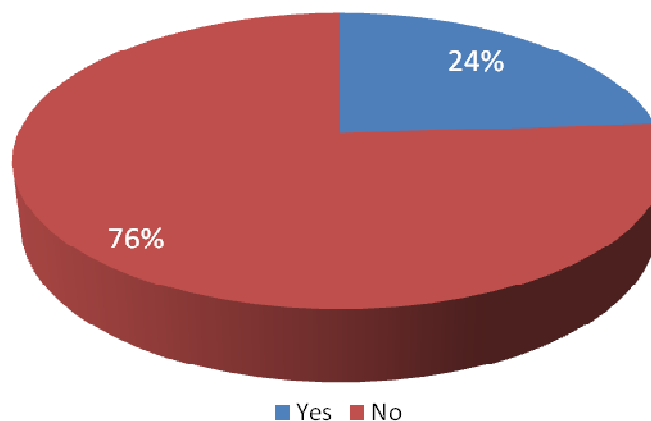
C(xi). Percentage of Practical Work in Courses

Table 3.44: Frequency Table

Percentage of Practical Work	Frequency	Percentage
40-69%	13	61.9%
70-99%	5	23.8%
100%	3	14.3%
Total	21	100.0%

Out of a total of 21 observed training institutes in district Bahawalpur, the syllabus of 67 percent institutes consists of 40-69% practical work, while the courses of 24 percent institutes have practical work with percentage 70-99. The rest 14 percent institutes offer 100% practical work.

Chart 3.28: Percentage distribution of institutes offering practical work
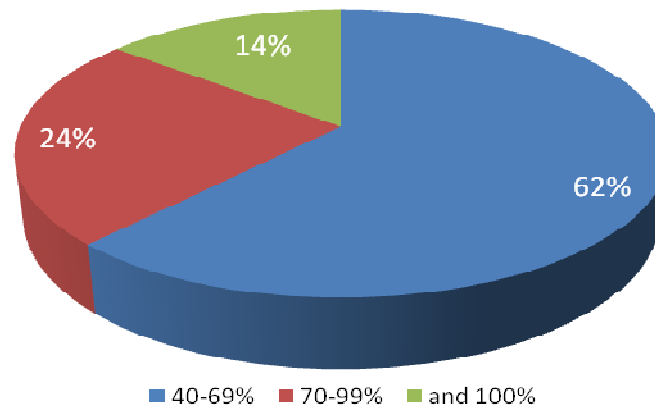
C(xii). Reason for Unemployment After Training

Table 3.45: Frequency Table

Reasons	Frequency	Percentage
Cultural Constraints	1	4.8%
Lack of opportunities in market	13	61.9%
Market Saturation	1	4.8%
No work available	4	19.0%
Not Properly skilled	2	9.5%
Total	21	100.0%

Above table shows the constraints in way of students who do not get proper jobs after completing their trainings.

Chapter 4

Major Findings and Recommendations

a. **Target Beneficiaries**

1. An overwhelming majority of the workers are illiterate, particularly the girls;

2. As discussed above, all of the interviewed workers are unskilled (100.0%) and want to get training in different trades as specified in table 3.23;

3. 54% of the workers earn in the range Rs. 3001-5000 per month, and 44% of the workers earn less than Rs. 3000 per month;

4. Girls have higher chances to earn less than the boys. Half (50.0%) of the girls earn less than Rs. 1000 per month, whereas only 9.7% of the boys have this level of earnings. Moreover, there is scarcely any chance (only 50.0%) that the working girls earn higher than Rs. 5000 per month as compared with the boys (54.8%) to earn higher than Rs. 5000 per month;

5. Majority of the interviewed workers are facing various types of challenges at their workplaces. The most frequently reported workplace challenges are the 'harsh working conditions' (faced by 72.7% of all workers) and the 'not paid on time' (faced by 12.1% of all workers). Other important challenges faced by these workers are; mental stress (10.6%) and 'long working hours' (4.5%);

6. The most demanded (43.5% by male and 50.0% by female) income range of the workers is Rs. 3001-500 per month as shown in the chart 3.8;

7. Most of the workers think that they can achieve their desired incomes by changing their professions (60.0%), while 39.4% do not have any idea how to get their per month desired income;

8. Regarding the skills the workers desire to learn, 95.5% of them desire to get basic literacy (basic numeracy and reading/writing skills);

9. 100.0% of the workers and their families have no savings at all;

b. Potential Employers of the Target Beneficiaries

1. All the potential employers interviewed in the target areas need workers. However, only 7.1% of these potential employers are willing to hire unskilled workers. A very large majority of the workers do not meet job market requirements, and therefore they are not eligible to get these jobs;

2. 85.7% employers require some level of literacy among their employees as shown in table 3.30. Basic numeracy (42.9%) and primary level education (14.3%) are the most common requirements as shown in table 3.31, along with the relevant skills. 46.8% of the workers interviewed are illiterate as shown in table 3.5, and all of the workers do not posses any skill;

c. Training Institutes

1. 43% of a total of 21 observed institutes have overall poor (D) performance, while only 14% have normal (C) and poor (D) performance. The rest 43.0% of the total institutes have Good (A), average (B) and normal performance as shown in the above table 3.32;

2. About 70% of total observed institutes use insufficient and outdated supporting equipments as shown in table 3.41. So there is a need to improve the quality of supporting equipments;

3. The quality of teaching material used in these institutes is 62% poor (D) as shown in table 3.33;

4. The worst aspect of these institutes is that they are running completely in isolation of the socio-economic environment in which they are operating. There are no forward and backward linkages with the potential employers and the communities. As shown in table 3.33 all observed institutes are 76 percent poor in establishing linkages with potential employers;

d. Trades/Skills to be covered by the Programme

As mentioned earlier, 46 percent workers are illiterate and all of them (100%) do not possess any skill. This situation not only results in the difficulties these workers face to perform their jobs effectively, but also hampers their ability to adjust in the practical life.

Keeping in view the responses of the potential employers, job market surveys, discussions with the key informed persons and the massive illiteracy among the target beneficiaries, it is imperative to impart basic literacy (including, but not limited to, basic numeracy, basic reading and writing skills) to these workers.

No list of trades/vocational trainings can be exhaustive, because there is a continuous change in the skills requirement with the changes in technology and introduction of new goods and processes. A basic list of important trades is developed (Annexure-I) keeping in view the current market requirements and trends in the target areas. However, it is strongly recommended that the trades offered may be revised regularly keeping in view the discussions with the key stakeholders, like potential employers, key informants and target beneficiaries etc.

Key Recommendations

On the basis of the major findings, and in view of the objectives of the present study, the following recommendations are made.

<u>General</u>

1. N-IRM needs to design different types of training programmes to meet the specific needs of different categories of workers (on the basis of age, gender, skill needed).

2. Withdrawing the workers from their works for full-time training, could be seriously resisted, for it means a substantial decline in their already meager incomes. In such a case, many workers might not be able to participate in the training programmes. In order to ensure maximum participation of the workers in the training programmes, N-IRM may consider either introducing part-time (2-4 hours per day) trainings, or full time trainings with small stipends.

3. Training/literacy programmes should be of short durations (3-6 months), to ensure larger participation, and continued interest of the participants. As all the workers need to necessarily participate in the basic literacy course, the course timings may be kept flexible (could be offered in the morning as well as in the evening).

4. A mechanism needs to be developed to ensure continued linkages of the programme with the potential employers. These linkages will have several benefits for the successful implementation of the programme; like the potential employers can provide up-to-date information about the job availability and skill requirements. This will help the course coordinators and instructors to update their courses continuously. Moreover, the graduates of the vocational training courses will find it easier to get employment with these employers.

5. Trainings must be imparted at places in the close vicinity of the workplaces/homes of the target beneficiaries. There are several reasons for this recommendation. One, if the training programmes are conducted at far-off places involving long traveling time and costs, the participants will have to face double problems of losing their jobs even in case of part-time training courses and then bearing the burden of traveling expenditure. Field training camps and mobile training workshops must be introduced to ensure larger and continued participation. The benefits of the programmes can be maximized by reducing the costs for the participants, both in terms of time spent and the traveling cost. Two, the participation of girls in the training programmes offered in distant places will significantly be compromised, due to socio-cultural and economic barriers which restrict the mobility of girls in our society.

Existing Training Institutes

1. For a successful implementation of the programme, N-IRM may adopt a two-pronged strategy. It may provide support to the existing training institutes in the target areas for the improvement of their courses, training materials like equipments, and streamlining the courses with the market demands. The reasons for this recommendation are given below.

(a) Collaboration with the existing institutions for the implementation of this programme may be of little benefit unless significant improvements are made in the workings of these institutions, due to following reasons:

i. The overall performance of the existing training institutions is far from satisfactory. They lack appropriate facilities and experience to organize a large scale training programme. Their course designs and teaching methodologies appear not linked with the market demands at all. Moreover, the change in the intuitional behaviors and environment is a slow and long term process, particularly in the public sector organizations, requiring constant support and supervision.

(b) N-IRM has developed training in over 100 different trades and vocational skills that matches the market's demand for specific skills based on an effective system of market survey and feedback from partners. Over the last ten years, N-IRM has evolved and developed expertise in establishing and running, mobile training centers in the remotest rural areas across Pakistan. Training duration is based on contact hours by the trainees. It is relatively shorter in days, but equal or more in number of hours.

Financial Assistance

1. Some of the target beneficiaries may require financial assistance during the training period. To ensure maximum participation of the workers in the programme, the possible financial needs of the workers should be catered for in the programme. The need and amount of financial assistance is proposed to be decided on case to case basis, like to compensate for the foregone income, to meet the travel/transport cost, to serve as an incentive wherever needed. For post-training business start-up financial requirements, the programme should be working in close collaboration with some micro-credit providers working in the target areas.

List of Trades in Demand

Trades in Demand (For Boys)

1. Electrician
2. AC/Refrigerator repairing
3. Bakery items
4. Bee keeping
5. Block Printing
6. Carpet wearing
7. Chick making
8. Computer hardware
9. Dairy production
10. Date processing and pickling
11. Diesel engine machine repairing
12. Fish farming
13. Goat farming
14. Hotel management
15. Kitchen gardening
16. Livestock rearing
17. Motor winding
18. Motorcycle repairing
19. Office automation
20. Printing work
21. Repairing of agriculture machinery
22. Tractor repairing
23. welding
24. Auto-electrician
25. Mechanic (cars)
26. Mechanic (motorcycle)
27. Denting/Painting
28. Welding

29. Tailoring/garments

30. Plumbers

31. Salesman/marketing

32. Fitter

33. Boiler Operator

34. UPS maintenance/installation

35. Masons, Carpenter and woodwork

Trades in Demand (For Girls)

1. Applic Work

2. Chunri making

3. Decoration pieces making

4. Gotta Kinari

5. Hand Embroidery

6. Nursing

7. Mukesh work

8. Patch Work

9. Rilli Making

10. Sindhi Topi Making

11. Date leaves work (e.g; baskets, mats, fans)

12. Tailoring

13. Dress Designing

14. Machine Embroidery

15. Adda Work

16. Arc Work

17. Beautician

18. Rope Making

Annexure-II

Questionnaire

*Part-One

(Existing Vocational and Technical (Public/Private) Centers portfolios)

Name of the Institution:

Public   Private

Date of Establishment:
Location:

Q-1: *List the Vocational and Technical courses offered by the institution.*

S #	Course Name	Duration	Total number of trainees graduated/under training
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			
11.			
12.			
13.			
14.			
15.			
16.			

Q-2: *How do the applicants approach the institution for training?*

☐ Through Community Organizations etc) advertisement

☐ In response to the media (newspaper/radio

☐ Directly approach for training

☐ Mention if any other_____

Q-3: *Is there any quota system in the Vocational and technical education centers?*

☐ Yes

☐ No

☐ I don't Know

If yes, then specify the details:_____

Q-4: *What is the selection criterion for the applicants seeking training?_____*

_____

_____

Q-5: *Before designing the training courses, is there any consideration given to the needs and demands of the local market?*

☐ Always   ☐ Sometimes   ☐ Most of the time   ☐ Never

Q-6: *Are the contents of the training revised to keep up with the local market trends?*

☐ Yes

☐ No

☐ I don't Know

Q-7: *What is the selection criterion of the trainers teaching in the institutes?*
_____

_____

_____

Q-8: *Does the institution keep track of the graduated trainees?*

☐ Always   ☐ Sometimes   ☐ Most of the time   ☐ Never

Q-9: *How often do the offered courses leads to self or wage employment?*

☐ 80-100%   ☐ 50-79%   ☐ 20-49%   ☐ 0-19%

Q-10: What are obstacles in acquiring jobs after getting training?

☐ Lack of Education of the trainee   ☐ inappropriate training trade   ☐ Not properly skilled

☐ Any other

_____

Q-11: *Does the institution possess equipment for the support of good learning?*

☐ Sufficient and updated equipment ☐ Insufficient but updated equipment

☐ Sufficient but outdated equipment ☐ Insufficient and outdated equipment

Q-12: *What is the percentage of practical work involved in the training course in general?*

☐ 100%   ☐ 70-99%   ☐ 40-69%   ☐ 10-39%

☐ 0-9%

Q-13: *Does the institution intent to offer any new courses?*

☐ Yes   ☐ No   ☐ I don't Know

*If yes, then specify the type of courses:*_____

Q-14: *Does the institution provide any post training services for small and medium enterprise development? If yes, specify the type of services?*

☐ Yes   ☐ No   ☐ I don't Know

Q-15: Personal Observations:

Personal Observations	*Score	Remarks
1) General Condition of the institution		
A- General		
B- Maintenance		
C-Safety		
D-Equity Issues		

2) Office, Classroom and Workshops. Deputy Principal/Principal/Director		
A- Capital Equipment		
B- Consumable Items		
C- Information and Communication Technology		
D- Stores		
3) Teaching Materials (Chief Instructor)		
A- Curricula availability		
B- Curriculums design and development		
C- Curriculum Format		
D- Assessment		
4) Institutional Linkages with Employers (Principal/ Director)		
A- linkages		
B- Placement		
C- Follow Up		
D- Community Involvement		
5) Trainee/Student facilities		
A- Gender Issues		
B- Accommodation		
C- Extra Curricula Activities		
D- Sport/Recreation facilities		
6) Governance Issues (Principal/ Director)		
A- Provincial Level		
B-Local Level		
C-Institutional Level		
D- Individual Level		

Score, A= Good, B= Average C= Normal, D= poor

<u>**Annexure-III**</u>

<u>**Questionnaire**</u>

(Market Needs at the local level)

<u>***Part-two***</u>

Name: _____S/O, D/O, W/O:_____ ☐ Man ☐ Woman

Age:_____ Education:_____No. of family members: Total:____ Brothers:____Sisters:_____

Village:_____U/C:_____R/ Village:_____Tehsil_____

Q-1 *What is your present source of earning?* ☐ *Skilled labor:* _____ ☐ *Unskilled labor:* _____

Q-2 *What is your monthly income (in PKR)?*

☐ Less than 1000 ☐ Between 1001-3000 ☐ Between 3001- 5000 ☐ Between 5001- 7000

☐

Q-3: *What is the total income of your family?*

☐ Less than 1000 ☐ Between 1001-3000 ☐ Between 3001- 5000 ☐ Between 5001- 7000

☐ Between 7001-10,000

Q-4: *How much do you want to earn?*_____

Q-5: *How can you earn your desired amount?*

☐ By working in the same profession ☐ By getting education

☐ By changing profession: specify which one_____ ☐ I don't know

Q-6: *What kind of challenges do you face at your workplace?*

☐ Harsh working conditions working hours   ☐ Physical abuse   ☐ long

☐ Mental stress   ☐ Not paid on time   ☐ Illiteracy   ☐ Add if any other

_____

Q-7: In case of Illiteracy what level of knowledge can be beneficial?

☐ Basic Numeracy   ☐ Reading Urdu   ☐ Writing Urdu   ☐ Reading and Writing Urdu

Q-8: *Do you have plans for future?*

☐ Yes   ☐ No   ☐ I don't Know

*If **Yes,** specify the*
*plan*_____

Q-9: *Do you have money for initial investment in business:*

☐ Yes   ☐ No

*If **Yes,** specify the amount (in*
*PKR)*_____

Q-10: *What kind of profession do you want to adopt?*
_____

Q-11: *What are the skills that you*
*possess?*_____

Q-12: *Do your family have any savings?*

☐ Yes   ☐ No   ☐ I don't Know

Q-13: *Do you think education is necessary for decent living/work?*

☐ Yes   ☐ No   ☐ I don't Know

Q-14: What kind of work/business can be beneficial in local scenario?

Ans: _____

Q-15: Keeping in view the local resources what kind of labour can be adopted?

A: Local Resources:

B: Proposed Work:

Questionnaire

(Formal and informal local market employers)

*Part- Three

Name of the Employer: _____

Business:_____

Location:_____

Q-1: *What are the job opportunities available in the local market?*

A:_____B:_____C:_____D:_____
_____

E:_____F:_____G:_____H:_____
_____

Q-2 (a): *Which fields/professions in the local market demand for workers?*

A:_____B:_____C:_____D:_____
_____

E:_____F:_____G:_____H:_____
_____

 (b)*Are they sustainable and decent also?*

☐ Yes   ☐ No   ☐ I don't Know

Q-3: Is there any role of education after getting skilled in acquiring job?

☐ Yes   ☐ No

Q-4: *Which new vocational and technical trainings should be offered in the vocational and technical education centers to meet the needs of the local market?*

A:_____B:_____C:_____D:_____
_____

E:_____F:_____G:_____H:_____
_____

Q-5: *Is there any policy at formal/informal level for the support of needy children through capacity building?*

☐ Yes ☐ No ☐ I don't Know

If *yes*
*specify*_____

Q-6: *In future what kind of jobs will be required in the local market?*

A:_____B:_____C:_____D:_____
_____

E:_____F:_____G:_____H:_____
_____

Q-7: What level of education, trainees (Child Laborer) possess for having decent work (Job)?

Ans:

Annexure-V

Recommendations for the improvement of the existing Technical/Vocational Training Institutes in the Target Area

Following are the key recommendations for the improvement of the working and role of the existing training institutions in Bahawalpur. It may be mentioned here that the support/assistance of ILO needed by an individual institute may vary according to its own requirements.

1. On Job Training Programmes may be designed and implemented, wherever possible, benefiting the workers.
2. Introduction of new trades/courses, keeping in view the market requirements.
3. Need based trainings must be introduced, keeping in view the educational background, gender, socio-economic conditions of the participants.
4. Balance between wage- and self-employment oriented courses.
5. Capacity building of the training institutes for the quality and coverage of the skills.
6. Soft skills and Business Management skills as part of curriculum.
7. Need to revise curriculum, modern tools and techniques of skills-learning must be incorporated.
8. Provision of pick and drop facility for the vocational centers, especially for women.
9. Skills up-gradation courses for the instructional staff.
10. Provision of post training services
11. Up gradation of labs.
12. Provision of Consumable materials to the trainees.
13. Related market exposure visits to the trainees
14. Basic facilities (safe drinking water, latrine etc)
15. The areas of Public Private Partnership may be explored.