

Skills for Sustainable Livelihood



4th Floor, Serena Business Complex, Khayaban-e Suhrawardy
Islamabad, Pakistan, Fax: (92-51) 2600254 & 2600255

Programme Address

Refugee Affected and Hosting Areas Programme

Crisis Prevention and Recovery Unit, UNDP

House No. 124, Street 11, Sector E-7, Islamabad

Tel: 051-2652840

Web: www.undp.org.pk



From
the people of Japan



Refugee Affected and Hosting Areas Programme

Improving livelihoods in refugee affected and hosting areas of Khyber Pakhtunkhwa and Balochistan, Pakistan

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Author & concept: Khadija Zeeshan, Monitoring & Evaluation Officer, RAHA
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We are thankful to the entire RAHA team for helping us in compiling this document. Every effort has been made to ensure accuracy of the contents of this publication. The document comprehensively elaborates field activities in developing the skills of the unemployed men and women of targeted areas of Khyber Pakhtunkhwa and Balochistan. This component is a part of the Refugee Affected and Hosting Areas Programme (RAHA) meant to facilitate the target communities by reviving their livelihoods through skill development. RAHA is a one UN initiative by the Government of Pakistan and seven UN agencies including UNDP, UNHCR, WHO, FAO, UNESCO, UNWOMEN and WFP have worked jointly as One UN to improve livelihood, rehabilitate the environment and enhance social cohesion within communities of refugee affected and hosting areas.

PREFACE

Skills development in Pakistan is an essential tool in promoting employability of men and women in urban and rural areas, and hence in reducing poverty. That is why, all the development plans for Pakistan empathetically indicate the need of skills enhancement in all technical fields particularly the ones in-demand by the local and international job markets.

Refugee Affected and Hosting Areas Programme (RAHA) has initiated a large scale skills development as one of its major components. RAHA is a five-year initiative taken by the Government of Pakistan, the UN System, International Donors and implementing partners. Under the framework of the One UN in Pakistan, RAHA is a Joint Programme Component 2 of the Disaster Risk Management. The programme got useful funding from the Government of Japan, KFW, GiZ, US State Department and the UN during 2010. There is a token contribution from the government of Pakistan as well. European Commission has recently funded EUR 40 Million for the programme for the period of four years till 2015.

The programme has been conceived on the basis of two need assessment exercises conducted by UNDP and UNHCR in the RAHA target districts. The programme has been developed to substantially improve the standard of living of over 1 million Pakistanis who have, or who are still, hosting Afghans and will also ensure a predictable, safe stay, with documentation, for Afghans in Pakistan. Crucially, it will strengthen the Pakistan Government's governance and public service delivery.

The document comprehensively elaborates all the skills and trades imparted by RAHA. A community need assessment exercise was carried out by the RAHA team in Balochistan and Khyber Pakhtunkhwa to implement the skills development component. Various technical training centers were visited and discussions were held pertaining to the trades and their demand in the market. Meetings were also held with the local NGOs working in the area of skill enhancement for income generation. Nominations for various trades were obtained from the Community Organisations of the target UCs. Special emphasis was given to the females/ vulnerable individuals.

It is enlightening to see the diversity of trades and methodologies adopted by the programme to facilitate the communities. These trainings would not only help poor people in getting decent jobs but also help the large-scale reconstruction work by provision of a sufficient number of skilled workers.

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DOMESTIC ELECTRIC WIRING / ELECTRICIAN

With technological advancement, electricity has become an indispensable need in everyone's life. Therefore every year more and more villages are being provided electricity, increasing the demand for electricians who can not only work on new projects, but also handle trouble shooting and maintenance of existing electric facilities/ installations.

Keeping this huge demand in view, RAHA programme has initiated a comprehensive training program for "Domestic Electric Wiring" through three local NGOs, AZAT Foundation, CCD Balochistan and MRDS Loralai in Balochistan and Government Technical Training Centre (TTC) in KP. These trainings have been conducted in three districts of Balochistan (Chaghi, Quetta, Loralai) and one district of KP (Peshawar). A total of 93 men have been trained through this programme in 2010. Each trainee was also provided with a tool kit at the end of

the training to enable him to start work immediately. The trainees of this trade are earning PKR 103,100 altogether and have a great potential for jobs in the local area as well as in national and international labour markets.

Khanzeb's life has improved manifolds, since he left the rented taxi driving and attended the electrician course under the programme. "Now that I make Rs 700/day, I have time to go out, visit places, and save a bit of money for the unforeseen. In the past, I was busy in driving the car from sun rise to sun set and did not have enough money after paying the rent of my taxi."

Khanzeb recalls, "I knew I needed to leave the taxi driving to improve my economic situation. Driving a taxi in the scorching sun was horrible and I could only get Rs 300/day, and that too would decrease during the rains or strikes in the city." He got himself enrolled in the course with the programme and completed it successfully in a month time. Like other pass outs, he was given a comprehensive toolkit which immediately enabled him to start off with his new profession.

"RAHA training changed my life and the lives of my family. I am grateful", he concludes. Khanzeb has truly excelled in his new profession; in only one month. He would refine his work with passage of time and has a goal to get assignments of internal electrification in bungalows and buildings in the main city.





Mobile Phone Repairing

The advent of mobile phone technology in Pakistan has brought about a great change in the social domain and the tele-density of the country. The mobile phone system has improved the access of the common man living in far-off areas by connecting him to the rest of the world. The ever decreasing prices of mobile sets and call tariffs have multiplied the overall number of users in this industry. The mobile phone sector on one hand provided easy communication to a lot of people, while on the other hand it has opened many avenues for semi skilled/ school educated youth of both genders to earn improved livelihood through self employment and entrepreneur development. The rise in users expanded the mobile phone sets business including repair and maintenance. Many unskilled workers have been upgraded to skilled workers through short training courses in mobile soft ware and hardware under the Programme.



The training programme was designed for one month duration and 90 men/ youngsters were trained. These training programmes were organized by 2 local NGOs, TWO Balochistan and Kuchlaak Welfare Society in Balochistan and TTC in KP. Each trainee was provided with the comprehensive toolkit sufficient to start off with self-employed work immediately. Most trainees immediately inaugurated a mobile repairing shop. Together, they are earning PKR 1, 55,900/month right from the start and are contributing towards the wellbeing of their families.

Father of Sikandar Hayat passed away when he was in class 8th which left a huge void in the family as no one was in a position to start earning for the family. Sikandar, a 24 years old impoverished young man, is a resident of village Khazana, district Peshawar. For few years, his uncle supported his family after his father's departure which enabled him to complete his Bachelors degree. As he had faced tough times in the past, he was extremely anxious to support his family and started teaching in a private school in his village which did not give him more than 1500 rupees a month.

After being nominated for a skill development programme under RAHA, he was



enrolled in a month long training course in cell phone repair, servicing and maintenance. Soon after completing the training, he started assisting his village mate Hidayat Khan who was running a cell phone repair and sale services in super market of Peshawar, on a commission bases form of payment, "My income at the end of the first month was 5000 rupees. Now I can support my family", Sikandar concluded with pride. "Training as a whole was extremely useful for the young boys and I believe that with these skills in hand, they can now earn well".

Motorcycle Repairing

The trade of auto- mechanics is predominantly a good source of income for the studying youth & unemployed and training in this skill serves the purpose of targeting most vulnerable families. Due to the bad conditions of the roads, motorcycles are commonly used in the target districts as a means of easy and quick transportation. Keeping in view, the area has a vast scope for persons having skills for repair and maintenance of this mode of transportation. The programme has trained 20 men in motorcycle repairing in District Loralai. Follow up visits of RAHA team indicate that 7 of the trainees immediately got the jobs in local auto mechanics workshop in the area and are earning PKR 11000 on a monthly basis.

Kamran, a 20 year old matriculate young boy is a resident of a small village in district Loralai. His father was a small landowner and used to cultivate land on karez (underground irrigation canal) and earned handsome amount of money to meet their basic needs. The situation gradually changed as their village faced a ten year long spell of severe drought resulting in dire economic straits for the family. Kamran was forced to quit his studies and start working in



a local market on daily wages to support his family and schooling of his siblings. Under the programme, Kamran attended a three months motorbike repairing course and took keen interest. Now he works in a motorcycle repair shop and earns PKR 5700/per month.

“When I think about the past I get sad about not being able to continue my studies but on the other hand I am happy that at least I have saved the future of my younger brother and sisters. Now I bear expenses of their education and also give some amount to my father regularly for monthly expenditures, I have also acquired a useful skill which will continue giving me sustenance”



Beautician Course



Beauty is a blessing and enhancing ones beauty is always a priority particularly for women. With the increase in literacy and awareness among women, a greater percentage of women are giving due attention to grooming and improving their personalities. The electronic and print media has also played a vital role in increasing attention to one's disposition.

Furthermore, the cosmetic industry has grown in size and has become a multibillion industry and is making concerted efforts to increase the market size by inculcating the culture of beauty through different national and international events which boost their business. Due to such marketing efforts, even women belonging to the middle and lower middle classes have started taking services of beauty parlours to enhance their outlook.

Training programmes have been conducted in Balochistan and Khyber Pakhtunkhwa through private beauty salons in KP and Women Technical Training Centre in Quetta. A total of 93



women/girls have been trained in a one-three months training programme. Each trainee was provided with a basic toolkit at the end of the training to initiate their work from home on a small scale. During follow up visits with the trainees, it was observed that the trainees have been able to generate altogether PKR 68,300 on monthly basis and support their families.

Hardly a month after training, in a tiny locality of district Haripur, UC Panian, a courageous woman Rehana Bibi took her first step; a step that led her through all the untried, untested paths to liberate herself from the life of poverty that she knew to carve a brighter, better tomorrow for her children.

Rehana's husband barely managed to meet the household's daily food requirements and was unable to provide her four sons and one daughter with proper education and health facilities. She was blessed with a creative mind and wished to support her family but due to limited education and lack of skills, it was difficult for her to acquire a decent job. She received a month long beautician training through the programme and set up a small beauty parlor after borrowing 30,000 rupees. Today she is earning a reasonable income of 7-10,000 rupees a month. Her worries have shifted from wondering how to feed her children to saving for their future. " I am grateful to RAHA that I was able to overcome my difficulties, otherwise we would have starved...now we eat what we like and we all eat well" Rehana remarks thoughtfully. "I will shift my children from government school to a private English medium school here in my village so that they get good quality education".



Basic Computer Skills

Computers have made inroads in every field of people's lives. Jobs like computer operator, data entry operators, composers, key punch operators and typists are advertised daily on electronic and print media. All the clerical and office jobs announced by the government or the private sector require computer literacy as an essential skill. In many areas, computers are replacing other technologies. Screen printing is losing its market share in favor of panaflex technology. Likewise, manual and electronic typewriters have been replaced by computers in offices. Similarly, in every field, computer has a significant role.

Computer skills are a requirement of the day. The computer literate persons have a good probability to be hired and can be absorbed at all levels of organisations at national and international level. A 90 days intensive training programme was conducted and 10 females were trained in Quetta through the Women Technical Training Centre (TTC) Quetta.

Belonging to a remote village, Fouzia stayed at home after matriculation as she was not able to continue further education due to inadequate financial resources. She attended a three month long training on basic computer skills through the programme and got a job at local NGO in district Pishin. Now, she is working as a receptionist cum computer operator and getting 6000 rupees per month.

"I will continue my studies and will appear in the intermediate exam as a private candidate as I can afford the cost of books and exam fees. I give pocket money to my younger brother and sisters and I also contribute in their schooling." Fouzia shared with a sense of accomplishment.



Tailoring/ Dress Designing



Tailoring is a diverse crafting profession which allows a person to use various fabrics and other reagents to craft dresses, overalls, and even bags. This skill is of utmost importance in Pakistan especially for women and girls. Almost every mother in this country emphasizes on having this skill transferred to their daughters and loved ones so that it may be used not only for income generation but also as an income saving skill.

Due to these reasons, community women showed great interest in receiving tailoring training and using this skill in future. This led RAHA to organize a number of tailoring training programmes for females of various district. For this purpose, 5 training courses were organized in which 163 women/ girls have been trained. A comprehensive tool kit including sewing machines, scissors, threads, needles etc was given to the pass outs. These ladies have initiated practicing the skill and together they are earning PKR 88,640 in a single month.

Nasreen Begum, a resident of village Haryana in the outskirts of Peshawar was living below poverty with her two children. Her husband is assisting a small shopkeeper in operating a photocopying machine but is often on leave as he is a kidney patient.

In KP, particularly in rural area, women have very few opportunities to go out to school or work due to various socio cultural reasons. To facilitate women and girls, RAHA programme initiated embroidery and tailoring centre in village Haryana in which 30 trainees were selected in the first batch. Nasreen was one of those who vigorously started learning various patterns of designing the dresses.

Soon after completing the training, she started sewing clothes for her neighbors and teaching 7 girls from her community with a nominal fee of Rs. 200/month charged from each trainee. She wishes to expand the number of students in her home based training centre. Although she is not the only lady tailor in her village, Nasreen stays busy dealing with 10-15 customers/month. With the Rs 5000/ month income, she brings foods for her family and sends her kids to a private school. "Before this initiative, people used to give Zakat (obligatory charity) to me but now my family does not need Zakat."



Embroidery & Galabatoon (a traditional Balochi embroidery)

There are more than 50 types of stitch-patterns which are used by local women in our country to decorate the dresses. The dresses produced with handmade stitch-patterns have huge demand nationally and internationally. The production of bridal, party and casual dresses is labour intensive and requires a lot of human effort. With the print and electronic media, the fashion and style has become very popular which requires a large amount of human resource to satisfy the consumer needs. The markets in the country are big enough to absorb the newly trained people into this profession. Keeping this in view, RAHA has organized a four month long training programme for women and girls of the target districts. In KP, 120 women/girls have been trained in embroidery while in Balochistan, 27 women have been trained in galabatoon, traditional balochi embroidery. At the end of the training, a tool kit was given to each trainee to immediately start this skill on a small scale. The training has benefitted many women by providing them decent source of income at household level. It has enabled them to generate an income of PKR 167,100 per month altogether.

Shabnam Hussain, a resident of flood affected village Mianabad, Mera Akora Khattak, district Nowshera is one of those women, who received 90 day training in embroidery through the programme. Her husband is a wage laborer with an irregular meager income. Shabnum started applying her skill as a professional in her village initially. Although, orders from her village are very limited, females from Nowshera city visit her for placing orders. She charges PKR 400/ dress and completes it in 5-7 days. With income from PKR 3500-4000 a month, she is hopeful to set up her own boutique in Nowshera city. "I can now meet my daily expenses easily" said Shabnum with confidence.



Plumbing



Water, gas and sanitation are the basic amenities of life and almost every house has the provision for them. The accessories installed in the bathrooms and kitchens are diversified with each passing day.

Water geysers, heaters, showers and taps are a few items among a long list. All these require a lot of pipe work and fixtures of various bathroom and kitchen fittings. All this work falls under the ambit of plumbing. Plumbers are quite often required for the repair work and fixing of leakages of water and gas installations. In this way, the demand for plumbing services is increasing day by day even at the village level.

Keeping this trend in mind, a four months comprehensive training course has been conducted in plumbing through Technical Training Centers in KP and Balochistan in which 47 men/ youngsters have been trained. Majority of these trainees have adopted plumbing as their source of income mostly by extending their services to the newly constructed houses and other building and together they are making PKR 38,600 per month.

Khair-Ud-Din an eighteen year old, matriculate was unskilled and unemployed. The only source of earring livelihood for his family was working as a laborer on daily wages. He was earning a small amount that could only help him to provide reasonable food for his family, whereas quality education and food remained a dream to his family.

Through the programme, skill development training on plumbing was initiated in Loralai district in which Khair-Ud-Din was one of the recipients. He says, "This revolutionary initiative of RAHA has brightened my life. I am working as a plumber in a hardware store earning 8000 rupees/ month. My younger siblings go to school and I can afford to buy fruit and books for my brothers and sisters. I have always wished for this but never knew how to materialize it; thanks to RAHA for making our dreams come true."

Wood Work



Furniture and wooden accessories are an integral part of our lives. They are found everywhere i.e. in offices, shops and households. The Government of Pakistan takes furniture making as having a comparative advantage in this country, owing to abundant availability of hard and soft wood.

For this reason, the training programme of “wood work” was organized by RAHA through technical training centres. During a four months training programme, 5 men were trained. The training not only aimed at teaching furniture making but also repairing old furniture and giving it a new look. It also included contents like door and window making, carving and polishing. The pass outs after receiving these trainings have been able to earn on the average PKR 13,000/ month.

Sayyad Ullah, a 24 year old eldest sibling of four could not study beyond matriculation degree. He was unemployed and used to lend a hand to his father in the fields nearby. Sayyad Ullah, through the programme successfully completed the training in wood work and started working in a furniture shop located in the city market.

Sayyad Ullah said that he is very pleased to receive the training and he is no more dependent on his father for pocket money. During follow up visits by the programme teams, he shared “I earn 1400 rupees/ month, give some money to my father for the daily food expenses and keep some amount for myself.”



Air Conditioning and Refrigeration

With the advent of modern technology, the use of air conditioning and refrigeration has become very common in Pakistan and is in use even by middle and lower middle classes of society. Use of refrigeration has become extremely common in villages and is increasing with the expansion of power distribution in the rural areas.

Through technical training centers in KP and Balochistan, 64 men were trained during a four months training programme on air conditioning and refrigeration, its repair and maintenance. Immediately after receiving the training, 17 of the trainees immediately got employed and together they are earning PKR 40,300 on a monthly basis.

Zafarullah, a 20 year old resident of Killi Sardar Ali Ahmed, a remote village in Quetta is the eldest son of his father. Due to extreme poverty, he left school when he was a student of class 9 and started taking care of domestic livestock, their only asset. Through the programme, Zaffarullah got enrolled in a four month technical training program in air conditioning and refrigeration. After completing the course, he associated himself with an electronics repairing shop and is getting 4500 rupees on monthly basis. Jamal, another 23 year old young man, after being trained through RAHA is employed with a repairing shop in Peshawar and getting 4000 per month. He is the only bread earner of his family and lives in the outskirts of Peshawar.



Bead Work



Beadwork is the art of attaching beads to one another or to a piece of cloth by a use of needle and thread. This craft is broadly used for making handmade jewelry, dress designing, purse and pouch making etc.

The programme has trained 160 women from Swabi and Haripur through a local training was imparted at the village level to mobility. Immediately after women have been able to of their families while generating monthly basis.

20 years old Shahida, living in Killi studied up to class 8th after which, she cleaning, cooking and looking after as a laborer more than twelve hours meager amount of money that

Shahida being the eldest child father and kept on devising her father in meeting both programme initiated a bead in which shahida also

"I learned the art of bead work

district Peshawar, Nowshera, implementing partner. The facilitate the village women's completing the trainings, these contribute towards the well being PKR 68,300 altogether on a

Heckalzai of district Pishin has helped her mother fetching water, her nine siblings. Her old father works a day in the nearby farm and earns hardly meets their expenses.

always wanted to support her plans to find some work and help ends. Meanwhile the work training course in Pishin participated.

and have started making





different types of key chains, handicraft and embroidery with beads. My father sells these items in local and Quetta market. This has increased our income and relieved my father's work load. Now I earn minimum 7000 per month. It is a significant financial contribution to my family. I am thankful to RAHA and proud to support my family."



Candle Making

Candles have been used for thousands of years and up until recently they were the only source for artificial light. Today, the candle is no longer the single source of light but is used abundantly in religious services as well as in various celebrations and home decor. RAHA has trained 30 women in district Peshawar through a local implementing partner.

Shumaila, 27 year old widow and a mother of two, lives in a remote village of UC Haryana. She got the opportunity of learning the art of candle making as a skill through the programme and is now selling homemade candles to a shop nearby. Many of her neighbors buy her product from home on lower than market price. "I'm getting 1000 rupees a month through selling these candles to my neighbors and shop; besides this, I also stitch clothes for the neighborhood and earn handsome money to feed my children and bear their school fee".



Carpet Weaving

Hand- knitted carpets are among Pakistan's leading export products and their manufacture is the second largest cottage and small industry. Pakistani craftsmen have the capacity to produce any type of carpet using all the popular motif gulls, medallions, traceries, geometric designs in various combinations. Ninety five percent of the carpets produced in the country are for the purpose of export. Keeping in view the unique importance of this trade, RAHA has trained 46 men and women in carpet weaving in District Pishin and Nowshera.





Shah Nawaz, a resident of a remote village of Saranan, District Pishin, a student of intermediate had to quit his education when his father passed away due to a year long illness. He is the eldest among his four siblings and worked in an electronic shop in the main city in order to support his family for a few months. Soon, he was enrolled in a skill development training programme under RAHA for a three month carpet weaving programme. He was a brilliant student and right after completing the training, he was selected as a junior instructor in the small industries wing of Balochistan. His salary was fixed at 6500 rupees/month. “Thanks to RAHA for giving me an opportunity to learn such a skill which has changed my life by improving my income, now I have a respectable job and I am earning a good amount that is sufficient for me” Says Shah Nawaz with great pride.

