



Assessment of Technical and Vocational Skills Training (TVST) and Enterprise Development (ED) Components



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Abbreviations/Acronyms

ALNS	Adult Literacy and Numeracy Skills
B2B	Business2Business
BDGs	Business Development Groups
CDD	Community Driven Development
CDLD	Community Driven Local Development
CIF	Community Investment Fund
COs	Community Organisations
COVID	Coronavirus Disease
CPIs	Community Physical Infrastructure
ED	Enterprise Development
EU	European Union
EY	Ernst and Young
IGGs	Income Generating Grants
IMSD	Institute of Management and Skill Development
IPs	Implementing Partners
IRM	Institute of Rural Management
IT	Information Technology
KII	Key Informant Interviews
KSK	Kambar Shahdad Kot
LFA	Logical Framework Analysis
LKN	Larkana
LSOs	Local Support Organisation
MHI	Micro Health Insurance
MMPL	Mera Maan Private Limited
MTR	Mid-Term Review
NRSP	National Rural Support Programme
PRS	Poverty Reduction Strategy
PSC	Poverty Score Card
RSPN	Rural Support Programmes Network
RSPs	Rural Support Programmes
SRSO	Sindh Rural Support Organisation
SUCCESS	Sindh Union Council and Community Economic Strengthening Support
TRDP	Thardeep Rural Development Programme
TVST	Technical and Vocational Skills Training
UCBPRP	Union Council Based Poverty Reduction programme
UCs	Union Councils
VOs	Village Organisation
ZABTech	Zulfiqar Ali Bhutto Technical Institute

Executive Summary

Sindh Union Council and Community Economic Strengthening Support (SUCCESS) Programme is a major women-led community-driven development and poverty reduction programme funded by the European Union (EU) in Sindh. The 89-month long (2015-2023) programme was implemented at the community level in eight districts of Sindh by the Rural Support Programmes Network (RSPN) and its three-member RSPs: National Rural Support Programme (NRSP), Sindh Rural Support Organisation (SRSO) and Thardeep Rural Development Programme (TRDP)¹.

The SUCCESS Programme was designed on the Rural Support Programmes' (RSPs) social mobilisation approach to Community Driven Development (CDD). Social Mobilisation revolves around the belief that poor people have an innate potential to help themselves and manage their limited resources if provided technical and financial support by a support programme like the RSPs.

This Assessment focused on the Technical and Vocational Skills Training (TVST) & Enterprise Development (ED) component of the SUCCESS programme. The purpose of the TVST in SUCCESS was to design and implement market driven technical and vocational skills training programmes to enable selected beneficiaries to generate incomes through skills imparted, i.e., either by providing access to labor markets (formal or informal) or through self-employment (micro-business). SRSO and TRDP engaged SZABTech and NRSP engaged Institute of Rural Management (IRM) as technical partner to impart the TVST component. The Enterprise Development (ED) component, which was added to the SUCCESS programme later, was meant to support the community members, including TVST beneficiaries, through the formation of Business Development Groups (BDGs). This component of the SUCCESS programme was considered highly significant as it had the direct potential to lead the beneficiaries towards improved jobs or self-employment and assist their graduation out of poverty.

For the initial three years, the TVST initiatives offered to the community were developed on the basis of the demand raised by the community members. In some cases, this led to sustainable income generation. However, in many cases, the provision of similar skills training for large numbers of beneficiaries in the absence of external market access resulted in unhealthy competition at the community level. The Mid-Term Review (MTR) of the SUCCESS Programme recommended that the TVST component to become more market responsive and results driven so that all skills and enterprise training result in effective employment and self-employment. The MTR also recommended that the overall TVST targets be reduced from 105,000 to 43,545 beneficiaries and the TVST training be opened out to males from the CO-member households with a poverty score of 0-23. The

1 NRSP implemented the programme in Matiari, Sujawal, Tando Muhmmad Khan, Tando Allahyar; SRSO implemented the programme in Kambar Shadad Kot and Larkana; TRDP implemented the programme in Dadu and Jamshoro districts.

donor extended the SUCCESS programme for another 17 months to effect this changed approach and other changes in the overall SUCCESS programme.

After the MTR, the implementing partners undertook market research, made efforts to strengthen market linkages, introduced enterprise training, and revised their overall targets, as well as specific targets for including males and females. To date, the three partner organisations have trained 43,545 individuals and formed 658 Business Development Groups (BDGs) in twelve trades in the eight targeted districts of Sindh. The TVST focused on 12 trades including, but not limited to, textile garments, beautician, food processing, agriculture, embellished textile related products, logistics, IT etc.

The purpose of this assessment was to conduct a survey on the Technical and Vocational Skills Training (TVST) and Enterprise Development (ED) components of the SUCCESS programme. A stage-wise methodology was adopted to collect primary and secondary data from the eight districts.

The Assessment focused on the following:

- The outcomes and impact (financial, economic, and social) of TVST and ED components implemented by the SUCCESS programme as part of their social mobilisation approach to improve rural livelihoods and empower women.
- The relevance of technical, vocational and enterprise skills training to the needs of the local community, and market demand for such skills
- The quality and design of the training provided
- The linkages with the market and provision of grants for micro-enterprise development
- The impact and sustainability of the benefits stemming from the TVST and ED interventions, and the interventions themselves

Consultations were held with RSPN, the three implementing partners of the SUCCESS project, i.e., SRSO, TRDP and NRSP, and other stakeholders. The objective was to gather secondary data, i.e., Annual Reports (2015-2021), Research Publications, Programme Reports, and M&E Reports, and capture the experiences of the development partners in implementing the TVST and ED components of the SUCCESS programme.

Primary data was collected through KIIs and FGDs with SUCCESS beneficiaries and BDG members, LSOs, VOs/COs, the relevant staff of the three IPs and their training providers, and employers. The proposed sample size was 2877 beneficiaries, proportionately divided into eight districts and 12 trades. The proposed sample size for BDGs was 48; 2 LSOs associated with each IPs; 12 employers; and 3 training providers. The survey achieved a sample size of 2,890 beneficiaries and met all other proposed targets. The sample of beneficiaries assessed was bifurcated among the three IPs; 773 for SRSO, 848 for TRDP, and 1269 for NRSP. The significant Findings of this Assessment are as follows:

SRSO's target for TVST was 8939 and 5661 for Kambar Shahdadkot and Larkana, respectively. SRSO achieved 9068 and 5981 in those districts with a gender breakdown

of 6% males and 94% females. In addition, SRSO formed 100 and 84 BDGs in Kambar Shahdadkot and Larkana, respectively.

TRDP's target for TVST was 15041 divided among its two Districts, i.e., Dadu and Jamshoro. TRDP achieved a 79% of its target in those districts with a gender breakdown of 4720 males and 7080 females. In addition, TRDP formed 64 and 41 BDGs in Dadu and Jamshoro, respectively.

NRSP's target for TVST was 16,500 divided among its four Districts, i.e., Matiari, Sujawal, Tando Allahyar and Tando Muhammad Khan. NRSP trained 16,696 beneficiaries in those districts with a gender breakdown of 3,856 males and 12,840 females. In addition, NRSP formed 105, 135, 74, and 55 BDGs in those districts, respectively.

As per the survey, 50% of the overall TVST beneficiaries are employed. NRSP has the highest employment rate of 55.5% whereas SRSO has 53.7% employment followed by TRDP having an employment rate of 38.1%. Amongst all three Implementing Partners, NRSP also has the highest employment rate (58%) of women beneficiaries followed by 52% women employment in SRSO districts and 35.6% of women employed in TRDP programme districts.

The average monthly income per TVST beneficiary is PKR 18,108. The male TVST beneficiaries reported higher monthly income of PKR 19,661 per beneficiary as compared to female beneficiaries who reported average monthly income of PKR 17,063 per beneficiary. In addition, employed TVST beneficiaries are earning slightly more than the self-employed TVST beneficiaries.

The female contribution to household income is higher than that of males' contribution. In the case of TRDP and NRSP, the female beneficiaries have contributed 64-80% to the household income which is conspicuously higher than males who contributed 25-61%. However, in the case of SRSO, the contribution to the household income of males and females is nearly equal.

The survey also found that the highest income earning potential for women is evident amongst the 46-56+ age groups. This may be because, at this age, women can give undivided attention to their work; they have fewer mobility constraints and can interact more freely with markets; they have support at home in the form of daughters, daughters-in-law, sons, etc.

The TVST beneficiaries who are better educated have performed comparatively better in terms of utilising TVS training and enhancing their income. The beneficiaries who have graduated from university showed the highest increase in their income.

The male beneficiaries of TVST who received training after the Mid Term Review (MTR) of the SUCCESS programme in 2018 have shown comparatively higher increase in income. Following the MTR recommendations, efforts were made to improve the training programme. 2019 onwards, the male beneficiaries observed 17-26% increase in overall income as compared to 12-24% in beneficiaries' income before 2019. However, female TVST beneficiaries in SRSO who received TVST training in 2017 and 2018 are doing well as compared to other female beneficiaries. This can be potentially due to early formation

of Business Development Groups (BDGs) in SRSO as these groups are mature now and performing well in market.

During the Survey, FGDs were held with 48 BDGs where discussions covered how BDGs are formed, registered, and supported in terms of skills training, ED training, market linkages, access to finance and banking, and their achievements and challenges. While there are some exciting success cases, on a scale of 1-10, the consultants would rate the overall inputs for BDG strengthening and eventual performance of BDGs, at 5. Several reasons have been indicated for this in the appropriate section of this Assessment Report.

By design, the SUCCESS programme has positively impacted the life skills of the beneficiaries. This has included improvements in self-awareness, effective communication, stress management, time management, relationships, and decision-making, resulting in the empowerment of beneficiaries across the 8 target districts of the SUCCESS programme. During the survey, many beneficiaries cited that they felt a sense of accomplishment and fulfillment after participating in the TVST and ED components. Respondents across the 8 districts stated that receiving certificates for the skills training was empowering. It has given them confidence to apply for relevant job placements, build market linkages, connect with customers, and take up a leading role in enhancing their economic conditions.

As the TVS training was reviewed and revised after the MTR, it was more aligned with market demand. NRSP extended the average duration of the training from 18 days to 45 days. The training provider for SRSO developed trainer's manuals to ensure the consistency and quality of training delivery. Community-based experts were identified as potential technical trainers and certified by the training provider so that the technical training could be offered to beneficiaries at their doorstep. Unfortunately, the design and implementation of Enterprise Development (ED) did not benefit from similar insight and rigour. It remained a weak and watered-down input in the overall programme.

After the MTR, the TVST was no longer seen as an end (input to be delivered) but rather as a means to an end (to facilitate a job placement or market order). The Implementing Partners indulged in some interesting practices, e.g., finding local entrepreneurs and skills experts and certifying them to conduct the skills training. A dual advantage was that most experts also accepted trainees as apprentices for on-the-job training. Expert trainers were also identified from close factories and invited to conduct training. Again, a dual advantage was that the trainer found job placements for promising participants. Yet another organic method to promote TVS training was to identify a trainee with exceptional skills and hire the person as a skills trainer. Other possibilities that could have been leveraged include using social media, online training, and financial arrangements with industries and larger enterprises to provide state-of-the-art skills training.

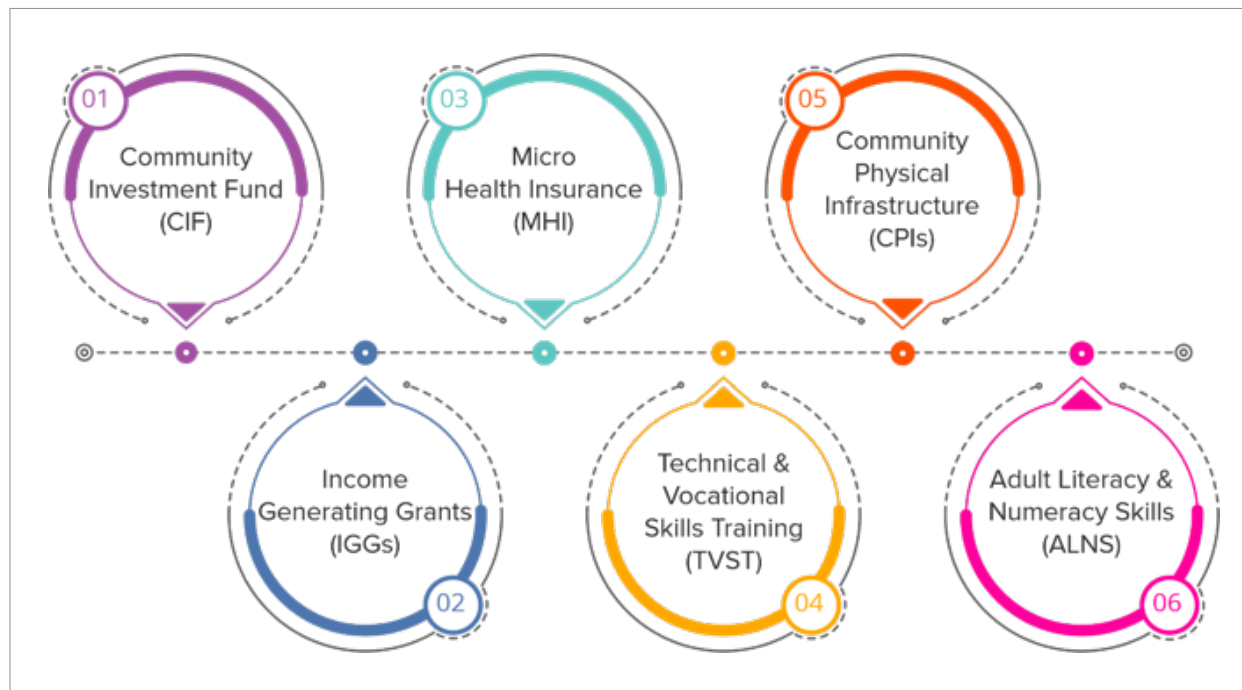
Summarised below are some conclusions and recommendations included in this Assessment Report. These may prove helpful to effectively wrap up the TVST/BDG/CIF/IGG interventions of the SUCCESS programme, institutionalise some of the programme achievements into other ongoing initiatives, and apply lessons learnt to future such programmes.

- One of the indicators to measure the success of any TVS training is to see how many beneficiaries increase their income after receiving training. This is too generic an indicator and should be qualified with a realistic but adequately challenging target, e.g., 'increase income by at least 100% within one year'.
- As follow-up support to SUCCESS, develop a cadre of 5-business development service providers (BDSPs) in each of the eight districts as local consultants to support individual entrepreneurs and BDGs.
- Adult literacy, financial literacy, numeracy, and digitalisation should be an integral component of any TVS training and Enterprise Development programme. While both males and females need such orientation, it is significant for female beneficiaries.
- All IPs should develop an EXIT plan that includes a strategy for how those who received TVS training, and are currently unemployed, can be supported to find a job or order work. A Naukri Ya Karobar (NYK) Committee may be formed at the village level, to guide and support the unemployed.
- Successful implementation of market-led interventions for programmes such as TVS training, Enterprise Development, and strengthening of Business Development Groups require two sets of expertise. The ability to mobilise the community for sustainable economic upliftment. And two, knowledge or competence to connect with the economic eco-system stakeholders such as industries, enterprises, and markets.
- In future, the TVS training and BDG programmes may encourage an Energy-Experience combination amongst skilled rural women, i.e., group older women with younger women, so that the mobility and experience of the older women is combined with the education and digital knowhow of the younger, and perhaps more educated younger women.

1. INTRODUCTION

NRSP	SRSO	TRDP
Matiari	Larkana	Dadu
Sujawal	Kambar Shahdadkot	Jamshoro
Tando Allah Yar		
Tando Muhammad Khan		

Sindh Union Council and Community Economic Strengthening Support (SUCCESS) Programme is a major women-led community-driven development and poverty reduction programme funded by the European Union (EU) in Sindh. The 89-month long (2015-2023) programme (with a no-cost extension of 17 months) is implemented at the community level in eight districts of Sindh by the Rural Support Programmes Network (RSPN) and its three-member RSPs: National Rural Support Programme (NRSP), Sindh Rural Support Organisation (SRSO) and Thardeep Rural Development Programme (TRDP). Built upon its successful predecessor, the Union Council Based Poverty Reduction programme (UCBPRP), SUCCESS has worked to reduce household poverty by empowering women through an integrated, tested and proven three-tiered social mobilisation approach to CDD. The key components of the SUCCESS programme include::



Component Under Review

This study has assessed the impact of Technical and Vocational Skills Training (TVST) component of the SUCCESS programme. The TVST aims to design and implement demand-driven training programmes that enable people to generate incomes through skills imparted and access to local labour markets or through self-employment. The SUCCESS programme provides TVST to men and women from households with PSC 0-23. As needed, this intervention is further complemented with Enterprise Development (ED) training and market linkages.

While all components are essential, the significance of the Technical and Vocational Skills Training (TVST) lies in the fact that if effective, it can lead the beneficiaries towards improved jobs, or self-employment and, therefore, a sustainable source of income. It can graduate the beneficiary families from poverty so they may transcend from being 'takers' to becoming 'givers'.

In the first three years of the programme, the TVST offered to the community was based on the demand raised by the community members. In some cases, this led to sustainable income generation. However, in many cases, the provision of similar skills training for large numbers of beneficiaries, in the absence of external market access, resulted in unhealthy competition at the community level. The Mid-Term Review (MTR) of this programme recommended that the TVST component of the programme respond to market demand based on an effective market survey and supply-side need assessment. MTR recommendations also suggested that all skills training is complemented with relevant industry and market linkages, and TVST is also offered to men from beneficiary households, where applicable.

The donor extended the SUCCESS programme for another 17 months to effect this changed approach. All three implementing partners amended their approach after conducting the surveys mentioned above. To date, the three partner organisations have trained 43,545 individuals and have formed 658 Business Development Groups (BDGs) in twelve trades in eight targeted districts of Sindh. The number of trained individuals before the MTR and after are presented in Table 1-1 and TVST trades in which the beneficiaries got the trainings are presented in Table 1-2.

Discussions with the Implementing Partners (IPs) indicated that all of the Enterprise Development (ED) training were conducted after the MTR.

	Before Mid Term Review	After Mid Term Review	Total
Male	1,394 (13%)	8,108 (25%)	9,502 (22%)
Female	9,307 (87%)	24,736 (75%)	34,043 (78%)
Total	10,701 (100%)	32,844 (100%)	43,545 (100%)

Table 1-1: Number of TVST Beneficiaries before and after MTR

No.	Trade	% of TVST beneficiaries Trained
1	Textile Garments	35.5
2	Embellished Textile Related Products	34.79
3	Beauticians	8
4	Food Processing	1.87
5	Agriculture	5.83
6	Logistics	5.75
7	Mechanical	3.56
8	Information Technology	1.81
9	Light Engineering	0.64
10	Hospitality Industry	0.45
11	Construction work	0.27
12	Others	-

Table 1-2: Percentage of TVST Beneficiaries Trained for Each Trade

The TVST has prominently focused on two trades for women exclusively i.e., textile and beautician, which constitutes 79% of all skills training provided.

After the MTR, the IPs adopted a revised approach and included more men from households between 0-23 on the Poverty Score Card (PSC). The proportion of men beneficiaries increased from 13% before the MTR to 25% after the MTR. Overall the 78% of TVST beneficiaries were women (Table 1-1).

Since the implementation of the SUCCESS programme is concluding, RSPN has initiated a social and economic impact assessment of the entire programme. The assessment of the TVST and enterprise development components in eight districts was contracted to Mera Maan Private Limited (MMPL), a training and consulting firm based in Islamabad.

2. OBJECTIVES & SCOPE OF ASSESSMENT

The purpose of this assessment was to develop a methodology and conduct a study on the Technical and Vocational Skills Training (TVST) and Enterprise Development (ED) component of the SUCCESS programme. Therefore, the key mandate was to assess.

- The outcomes and impact (financial, economic and social) of TVST and ED components implemented by the SUCCESS programme as part of their social mobilisation approach to improve rural livelihoods and empower women.
- The relevance of technical, vocational and enterprise skills training to the needs of the local community, and market demand for such skills.
- The quality and design of the training provided.
- The linkages with the market and provision of grants for micro-enterprise development.
- The impact and sustainability of the benefits stemming from the TVST and ED interventions, and the interventions themselves.

For this purpose, six-step research action was taken:



Figure 2-1: Six Step Research Actions

1. Assessment of Outcomes of SUCCESS Programmes' TVST and ED Component

Assessing to what extent outcomes of the TVST component have been achieved regarding reaching the target population. Actual results are compared with the planned outcomes stated in the project documents and/or LFAs prepared at the program's start.

2. Assessment of Beneficiaries' Income Increase and Access to Employment

Assessing change in employment status over the years post-training, thereby reflecting the consequent change in income, source of income of the beneficiaries, and contribution to the household income.

3. Assessment of the Outcomes of Providing Market Demanded Skills to Beneficiaries

Assessing how beneficiaries have utilised the attained skills to place themselves in jobs or start their businesses. This assessment has helped in determining the appropriateness of the training compared to market demand. Discussions are also held with training providers to check that the skills imparted through the set curriculum were relevant to the skills demanded by the market.

4. Assessment of Business Development Groups (BDGs)

Analysing the beneficiaries who opted to run businesses by forming Business Development Groups (BDGs). Assessments have been made on whether their skills match the businesses they have opted for. Consultants also noted during the FGD whether BDG members' incomes have increased or not, and if yes, to what extent.

5. Improvement in Life Patterns

Assessed to what extent the TVST and ED component impacted beneficiaries regarding having control over assets and decision making, autonomy, ease in mobility, self-confidence and self-efficacy.

6. Sustainability

During the interviews and FGDs with beneficiaries, discussions were held about future plans and initiatives needed to achieve them. This assessment has helped determine the long-term sustainability of the benefits of micro-enterprises and skills development programs.

3. ASSESSMENT METHODOLOGY



3.1. Inception Phase

Meeting with the Client

Meetings were conducted with the RSPN management team to develop a consensus over the scope of work for the assessment. Consultants shared the assessment methodology, data collection sample, plan and tools, and details on the data collection team in the inception report. In addition, a literature review was conducted of programme documents on the two components of the SUCCESS programme under review. These included Annual Reports (2015-2021), Research Publications, Programme Reports, and M&E Reports.

Meeting with the Implementing Partners (IPs)

Meetings were conducted with the three implementing partners of the SUCCESS project, i.e., SRSO, TRDP and NRSP. Each implementing partner was asked to elaborate on the process they adopted to implement the TVST and ED components. The IPs also identified stakeholders that were involved in implementing the two components. These were subsequently included in the data collection process. Stakeholders included:

- Male and female beneficiaries directly participating in the program
- Concerned office and field staff of Implementing Partners
- LSOs/VOs/COs (leaders or relevant members)
- Private sector and other organisations with whom agreements were made for the and growth of the beneficiaries
- TVST and ED training providers
- Government line departments and BDSPs

The IPs were also requested to share programme reports and documents related to the TVST and ED Training components for literature review.

Data Collection Sample Plan

A multi-stage stratified sampling technique was developed and shared with the client during the inception phase. The sample plan was revised and approved and subsequently used to match the representation of beneficiaries from different trades undertaken in the two components. The sampling frame was stratified by various trades in which beneficiaries were trained. The sample drawn was further distributed in the various trades in the same proportion of the beneficiaries' population in those respective trades.

The approach ensured that the selected sample was representative of all the trades undertaken in the SUCCESS components under review. The proposed sample size was 2877 beneficiaries, proportionately divided into eight districts and in the 12 trades in which beneficiaries were trained. The sample size for each trade was different in different

Districts because of proportionate division. The research was to be conducted through Key Informant Interviews (KIIs) with the beneficiaries. KIIs were also to be conducted with large employers, training providers, line departments, and program staff, identified during consultations with the client and the IPs.

Similarly, a representative sample size was developed for assessing Business Development Groups under the two components of the SUCCESS programme. The proposed sample size was 48, to be achieved through 8 Focus Group Discussions (FGDs) held in each District. FGDs were also held with the relevant staff and members of other institutions like LSOs/VOs/Cos; these played a vital role in the successful implementation of the TVST and ED components of the SUCCESS Program.

Data Collection Methodology

Based on the scope of the assessment, consultants developed a strategy for collecting primary data from the field. The methodology was designed keeping in mind client expectations. Under this strategy, primary research was collected from the following stakeholder categories:

1	2	3	4	5	6
KIIs with Beneficiaries 2877 in 32 Talukas	FGDs with BDGs 48 - 8 in each targeted district	FGDs with Implementing Partners 1- SRSO 2- NRSP 3- TRDP	FGDs with LSO 6 - 2 each from 3 implementing partners	Employers 12 Employers of Beneficiaries of SUCCESS Programme	Training Providers 1- SZAB Tech 2- IRM 3- IMST

Data Collection Tools

Appropriate data collection tools were developed during this inception phase. Draft KII questionnaires were developed and provided to the client for review. Similarly, guiding questions were designed for effective and efficient FGDs, and submitted to the client for approval. Data collection tools developed and finalised during this phase included the following:

1. KII Questionnaire for beneficiaries (Males and Female Individuals) KII – Annex 1
2. FGD Guiding Questions for Business Development Groups (BDGs) – Annex 2
3. FGD Guiding Questionnaire for Staff of IPs (TVST & ED) – Annex 3
4. FGD Guiding Questionnaire for LSOs/VOs/COs – Annex 4
5. KII Questionnaire for Employers – Annex 5
6. KII Questionnaire Training Providers – Annex 6

The research team undertook a pilot survey with a small sample to test the instruments. The results were shared with the client. Based on the outcome of the pilot survey, questionnaires were adjusted where required.

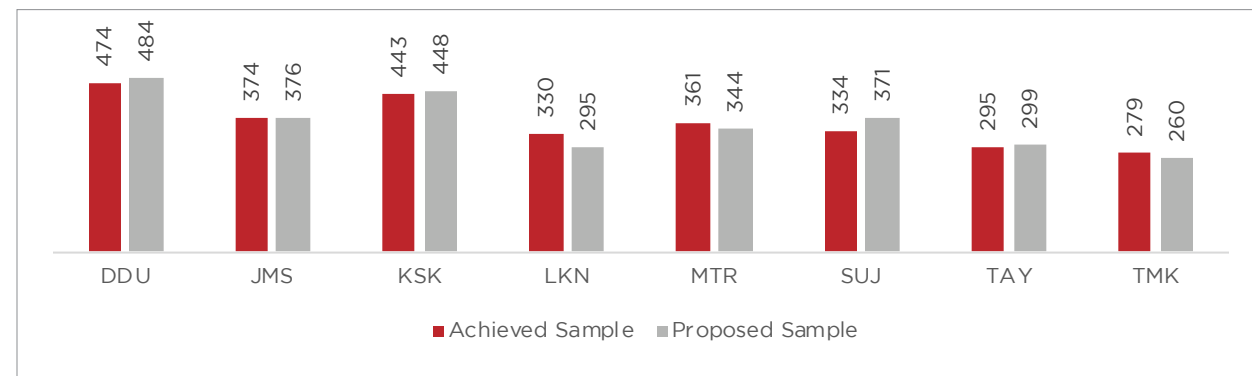
Data Collection Team

A team of local enumerators were recruited to implement the survey. These were tried and tested in by the consultants in previous similar assignments. Pre-requisite qualifications included a graduate degree, 5-10 years residency in the same districts, a minimum of 2 years experience conducting surveys and collecting field data, and fluency in speaking Sindhi, Urdu, and other local dialects. In addition, data analysts and entry operators were onboarded. The data processor and analyst would conduct quantitative data processing in the appropriate software. Enumerators were trained by the research and operations team to follow certain protocols to ensure efficiency and effectiveness in data collection and reporting.

3.2. Data Collection Phase

Data Collection Based on Indicated Sample Plan

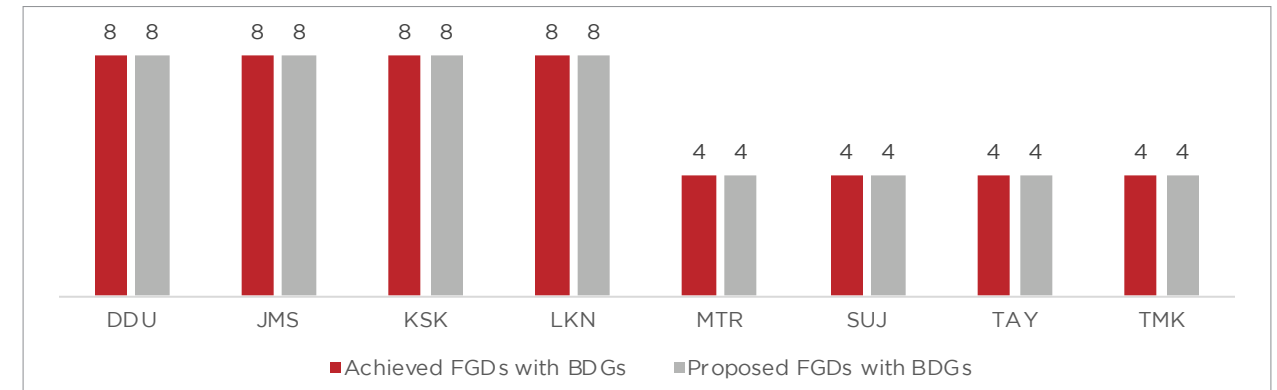
For the survey of beneficiaries, 2890 KIIs were conducted in 32 Talukas of 8 targeted eight districts. Given below is the proposed sample, and the achieved sample, for KIIs with beneficiaries:



Graph 3-1: Sample Size (Beneficiaries)

There is slight variation in the planned and sample achieved sample due to the non-availability of the respondents in particular trades in the target talukas/districts. For further details on the sample frame, see Annex-7.

For FGDs with BDGs, 48 FGDs were conducted in 6 target districts, i.e., 16 FGDs were conducted with each implementing partner’s developed BDGs. Given below is proposed sample frame, ad the achieved sample, of FGDs conducted in each target district.



Graph 3-2: Sample Size (BDGs)

4. FINDINGS

This section presents the survey findings of the TVST and ED components of the SUCCESS programme and the impact created by them on the income, employment, and women empowerment of the targeted audience.

4.1. Outreach of the SUCCESS Programme

Originally TVST/ED/BDG/IGG initiatives were meant to focus on women. Several changes were made after the MTR to accelerate the implementation of TVST/BDG/ED initiatives and show results. The overall TVS training targets were reduced from 106,000 to 43,545 beneficiaries, and the 'women only' condition was removed to include males from PSC O-23 beneficiary households. Despite that, the eventual outreach achieved for the TVS training depicts a 78% coverage of females and 22% coverage of males.

	SRSO	TRDP	NRSP	TOTAL
Male	926 (6%)	4720 (40%)	3856 (23%)	9502 (22%)
Female	14123 (94%)	7080 (60%)	12840 (77%)	34043 (78%)
TOTAL	15049	11800	16696	43545

SRSO contributed the most as 41% to the overall 78% coverage of females for TVST whereas NRSP contributed 38% and TRDP contributed 21%. It may therefore be assumed that the concentration of numbers of women in a particular district, reached through TVS training, is highest for Kambar Shahdadkot and Larkana. This has implications for deciding on similar interventions in the future.

4.2. Impact on Employment

Employment Status of Target Beneficiaries

Amongst the sample of 2,890 TVST beneficiaries, the findings revealed that the 50% of TVST beneficiaries are employed. According to the findings, NRSP has the highest employment rate of 55.5% whereas SRSO has 53.7% employment followed by TRDP having an employment rate of 38.1%. Amongst all three Implementing Partners, NRSP also has the highest employment rate (58%) of women beneficiaries followed by 52% women employment in SRSO districts and 35.6% of women employed in TRDP programme districts.

Employment Status	NRSP			SRSO			TRDP			Grand Total		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Sample Beneficiaries (n)	660	609	1,269	595	178	773	477	371	848	1,732	1,158	2,890
Employed (%)	26.8	43.7	34.9	25.4	48.3	30.7	21.8	28.8	24.9	24.9	39.6	30.8
Self Employed (%)	31.2	9.0	20.6	26.6	11.2	23.0	13.8	12.4	13.2	24.8	10.4	19.1
Under Employed/Unemployed (%)	42.0	47.3	44.5	48.1	40.4	46.3	64.4	58.8	61.9	50.2	49.9	50.1
Total (%)	100	100	100	100	100	100	100	100	100	100	100	100

Table 4-2: Employment status of TVST beneficiaries in 2022

Despite a major change in TVST strategy after the MTR concluded in 2019, there still exists a large percentage of TVST beneficiaries who have not found an employment yet. The table shows that 50% of the TVST beneficiaries remain unemployed at an equal ratio of male and female beneficiaries. A few reasons behind the unemployment of TVST beneficiaries were found to be: difficulty translating their skills into marketable products or services; inability to find the right job; reluctance to move to other cities for work. However, the most important factor which contributed to the unemployment of TVST beneficiaries was COVID-19 pandemic. As the entire country experienced lockdown, the small businesses in rural areas of Sindh also took a hit including the ones run by or providing jobs to TVST beneficiaries.

4.3. Impact on Income

Income of Beneficiaries

The survey has revealed that the average monthly income of a TVST beneficiary is PKR 18,108. The male TVST beneficiaries reported higher income of PKR 19,661 per month as compared to female beneficiaries who reported average monthly income of PKR 17,063. In addition, employed TVST beneficiaries are earning slightly more than the self-employed TVST beneficiaries.

Employment Status	NRSP			SRSO			TRDP			Grand Total		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employed	16,672	19,665	18,470	16,765	15,959	16,473	17,876	21,159	19,541	16,994	19,319	18,192
Self Employed	18,773	20,873	19,215	15,985	18,350	16,251	14,753	22,196	17,810	17,131	20,959	17,972
Total	17,802	19,872	18,746	16,366	16,410	16,377	16,664	21,471	18,941	17,063	19,661	18,108

Table 4-3: Average monthly income per beneficiary (in PKR)

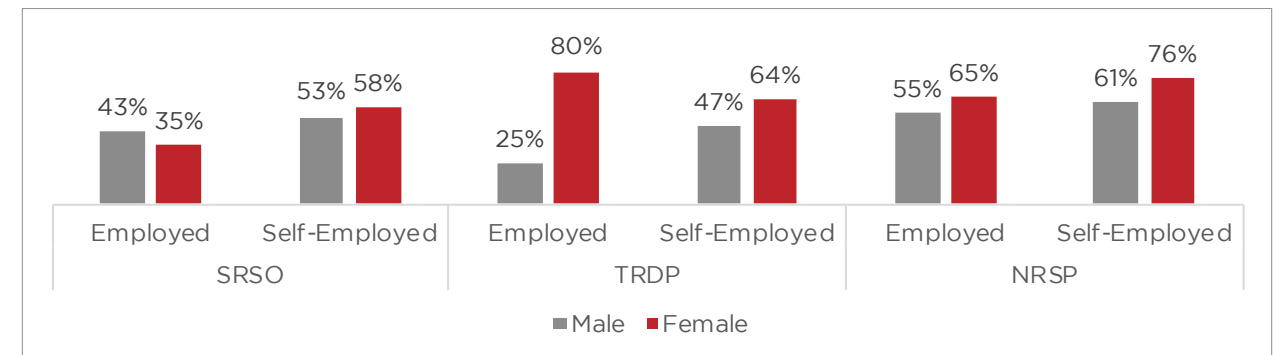
Amongst the three Implementing Partners, the TVST beneficiaries from TRDP districts have reported the highest average monthly income of PKR 18,941 followed by a marginal difference at NRSP (PKR 18,746). However, SRSO beneficiaries have the lowest average monthly income of PKR 16,377.

Interestingly, while TRDP and NRSP have a slight difference in the average monthly income of TVST beneficiaries, overall, the highest average income among male beneficiaries has been found at TRDP whereas, the highest average income among female beneficiaries has been found at NRSP. The highest average income of female TVST beneficiaries at NRSP may be because of several reasons: IRM revamped its skills training and increased the number of days of training from 18 to 45; consistent efforts were made in the last year to create market linkages and provide female skilled beneficiaries with market exposure, including participation in exhibitions in several cities; establishing business links between several BDGs and skilled beneficiaries and buyer and buying houses in Gujranwala. NRSP also initiated an additional strategy to train male beneficiaries, where trainers hired from the industry to conduct the training absorbed some of the most promising participants in their businesses.

The average percent increase in income for the employed or self-employed supported by all three IPs is a minimum of 12% and a maximum of 24%.

Contribution by Beneficiaries to Household Income

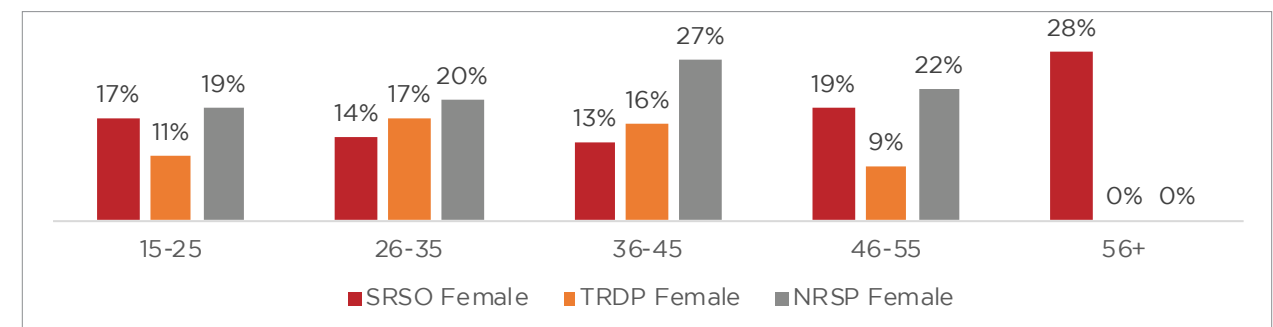
The increase in personal income has prompted beneficiaries to increase their contribution to household income. The graph below shows that in almost all cases, the female contribution to household income is higher than that of males' contribution. In the case of TRDP and NRSP, the female beneficiaries have contributed 64-80% to the household income which is conspicuously higher than males who contributed 25-61%. However, in the case of SRSO, the contribution to the household income of males and females is nearly equal. This analysis implies that aim to financially empower the female population of rural Sindh has been well achieved as they do not only have more money but also the resources to improve their families' social and economic conditions.



Graph 4-1: Beneficiaries' Contribution to Household Income

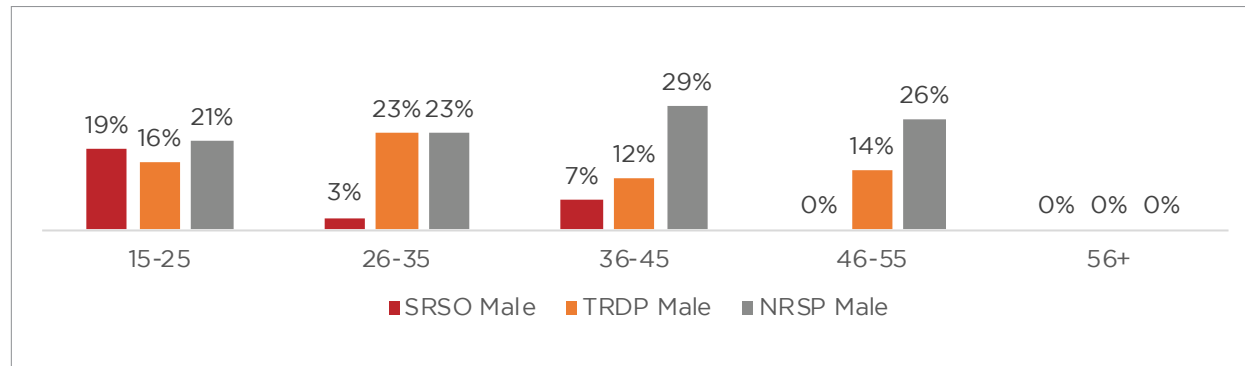
Income (Age Group-wise)

An analysis was done to understand the extent to which age affects the capacity to earn. Even though no systematic pattern emerges, it may be noted that the income earning potential is considerable amongst women who are in 46-56+ age groups as compared to the younger age groups. This may be because as they move towards middle to old age, women are relatively free from their domestic responsibilities and can give undivided attention to their work; they have fewer mobility constraints and can interact more freely with markets; they have support at home in the form of daughters, daughter-in-law, and sons; etc.



Graph 4-2: Effect of TVST on the Income of Female Beneficiaries of Various Age Groups

The graph below shows a comparison of the three RSPs with regard to TVST's effect on males' income by age group. In comparison to other RSPs, NRSP beneficiaries in age group 36-45 have reported the highest income.

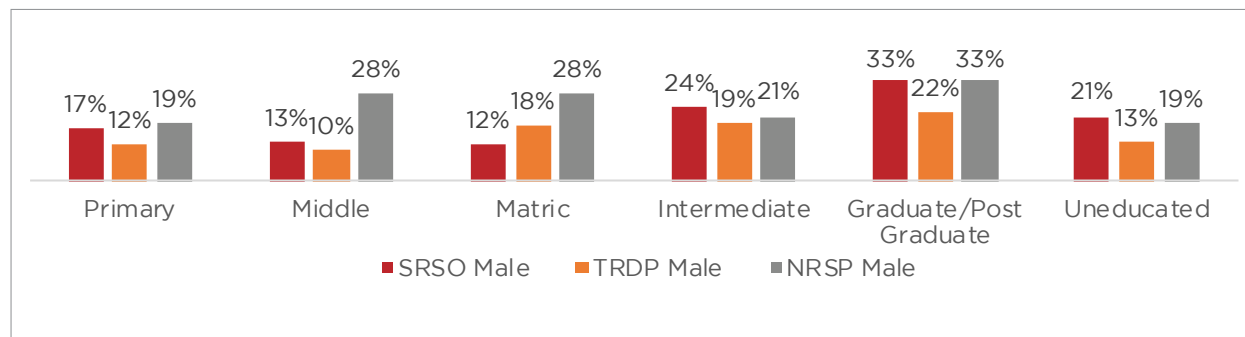


Graph 4-3: Effect of TVST on the Income of Male Beneficiaries of Various Age Groups

Educated and Uneducated Beneficiaries

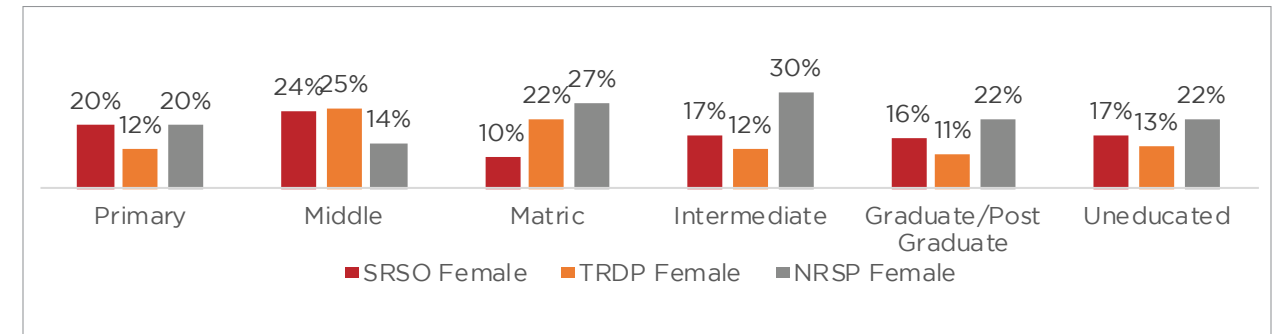
The findings have revealed that in the case of both males and females, those who are better educated have performed comparatively better in terms of utilising TVS training and enhancing their income. The TVST beneficiaries who have graduated from university showed the highest increase in their income.

In the case of NRSP, while all male respondents performed well, those with middle, matric, intermediate and graduate all performed better than those who are uneducated or primary pass. It is similar in the case of SRSO, where income is higher for intermediate and graduate male respondents. In the case of TRDP, the respondents increase in income remained moderate. However, the income of educated respondents (matric till graduation) still remains comparatively higher.



Graph 4-4: Income Increase in Educated/Uneducated Male Beneficiaries

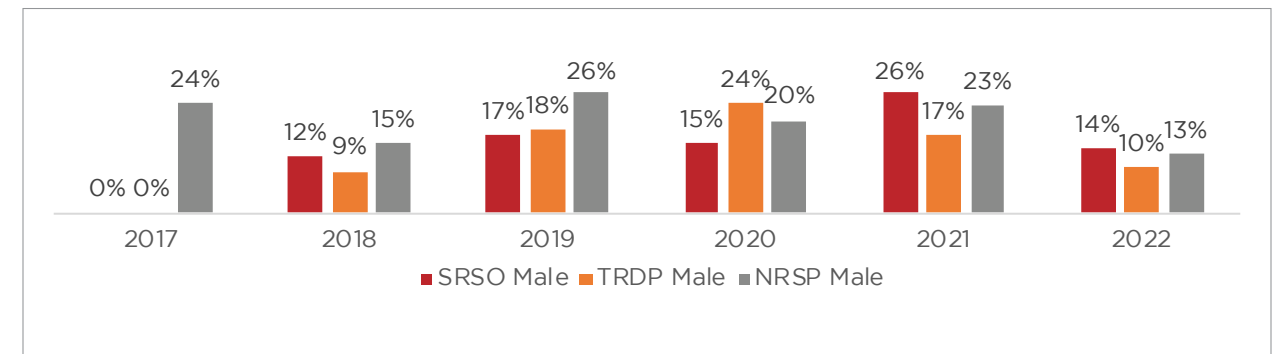
In the case of females, the educated female beneficiaries showed better performance with regard to income. For NRSP, the beneficiaries with relatively higher education reported highest increase in income, However, SRSO and TRDP reported highest income increase of 24% and 25% respectively amongst beneficiaries who have only received primary school education.



Graph 4-5: Income Increase in Educated/Uneducated Female Beneficiaries

TVST and ED Training Over Time

The findings show that male beneficiaries of TVST who received training after MTR in 2018 have shown comparatively higher increase in income. Following the MTR recommendations, efforts were made to provide more market-relevant skills training; integrating the Enterprise Development component; and creating better market linkages for beneficiaries' employment; and linking self-employed beneficiaries with markets. 2019 onwards, the male beneficiaries observed 17-26% increase in overall income as compared to 12-24% in beneficiaries' income before 2019. TRDP and SRSO showed gradual improvement after MTR as the increase in beneficiaries' income maximised during 2020 and 2021, respectively.



Graph 4-6: Impact of TVST on Income Over Time

The findings also highlight that women who received TVS training in 2017 and 2018 from SRSO are doing particularly well. This can potentially be due to early formation of BDGs in SRSO. These groups are now mature and well known in the market. The women are now experienced in working together. They know where to source raw material, and the best markets to sell their products. It is also because they have built better relations in the market, have a good customer base, front-end and backend linkages, etc.

Business Development Groups (BDGs)

A total of 658 Business Development Groups (BDGs) were formed by the IPs, i.e., 184 by SRSO, 105 by TRDP, and 369 by NRSP. The numbers of members in each BDG varies. In the case of TRDP, a BDG comprises of 2-7 members, while for NRSP, a BDG may have 2-5 members. In the case of SRSO, a BDG would have from 7-35 members. During the Survey, FGDs were held with 48 BDGs where discussions covered how BDGs are formed, registered, supported in terms of skills training, ED training, market linkages, access to finance and banking, and their achievements and challenges. While there are some interesting success cases, on a scale of 1-10, the consultants would rate the overall inputs for BDG strengthening, and eventual performance of BDGs, at 5. Some reasons are as follows:

- While the steps towards bringing the BDG members together are common to all IPs, there is no dedicated by any IPs on mobilising the BDG members into a well-functioning common interest group with clear objectives, rules and standard operating procedures.
- The BDGs have no formal registration, therefore they do not have an authentic and independent identity as a business enterprise. According to IPs, the BDGs will not be able to handle the complications of formal registration. The BDGs therefore remain an extension of the RSPs, and are not mainstreamed within the overall economic ecosystem. Because they are not formally registered, and they do not have an NTN (a requirement for economic growth), and therefore they do not have a bank account in the name of the BDG. Some BDGs do not have a name, logo, branding.

Depending on the IP, the BDGs receive some form of enterprise training. NRSP provided a one-day orientation session to BDG members. TRDP nominated two persons from each BDG to an enterprise training (what about the rest?). SRSO embedded ED into the TVS training. Whereas, to be effective, enterprise training for business groups is quite different from enterprise training for individuals. Based on the Survey, it may be concluded that the Enterprise Development Training Provided to BDGs may have been inappropriate and also insufficient.

The BDGs did have access to finance through IGG/MEG/ED Fund and CIF. However, none of the BDGs have a bank account in its name. Although the terms of a partnership were prepared and signed by the group members on stamp paper, these terms of the partnership were not registered with a government authority and hence had no legal status. To overcome the issue of not having a bank account, the IPs made unusual arrangements for funds disbursement.

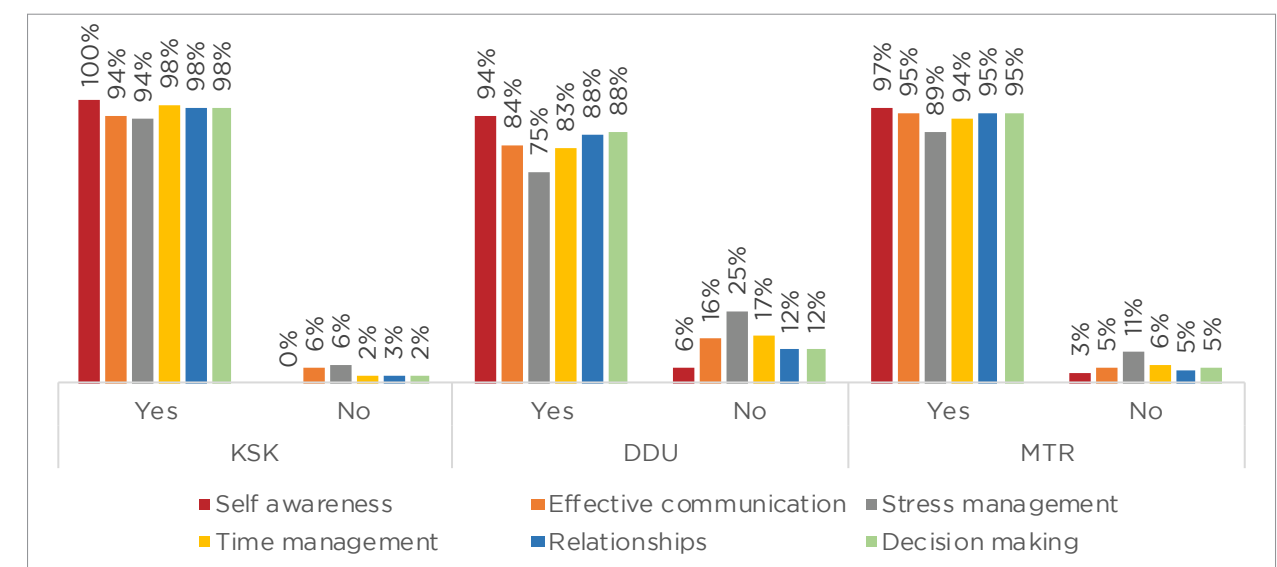
4.4. Impact on Women Empowerment

By design, the SUCCESS programme has positively impacted the lives of the beneficiaries. This has included improvements in self-awareness, effective communication, stress

management, time management, relationships, and decision-making, resulting in the empowerment of beneficiaries across the 8 target districts of the SUCCESS programme.

Historically, women in the 8 districts were not able to actively participate in income generating economic activities, or in decision-making matters. This had been coupled with low levels of education, low level of skills, lack of access to training and credit facilities, and restricted mobility. While the men resorted to low-paid jobs or agricultural work. The SUCCESS programme has attempted to rectify this situation by empowering and building the life skills of this marginalised segment of society.

Empowerment can be witnessed at two levels, the individual as well as the collective. It has been a dynamic process changing according to circumstances and the needs of the beneficiaries. At the individual level, especially women, have experienced empowerment and enhanced life skills involving the self-image and self-confidence, as well as the critical facilities to think, act, and take calculated decisions. Individual empowerment has also led to enhanced self-esteem, dignity, and self-respect. On a collective front, empowerment has enabled women collectively to take control of their own lives, to set their own agenda, to organise each other and make decisions for economic change. The SUCCESS programme has attempted, and succeeded, at enhancing the individual as well as the collective empowerment of its beneficiaries.



Graph 4-7: Beneficiaries Rating for Improvement in Life Skills

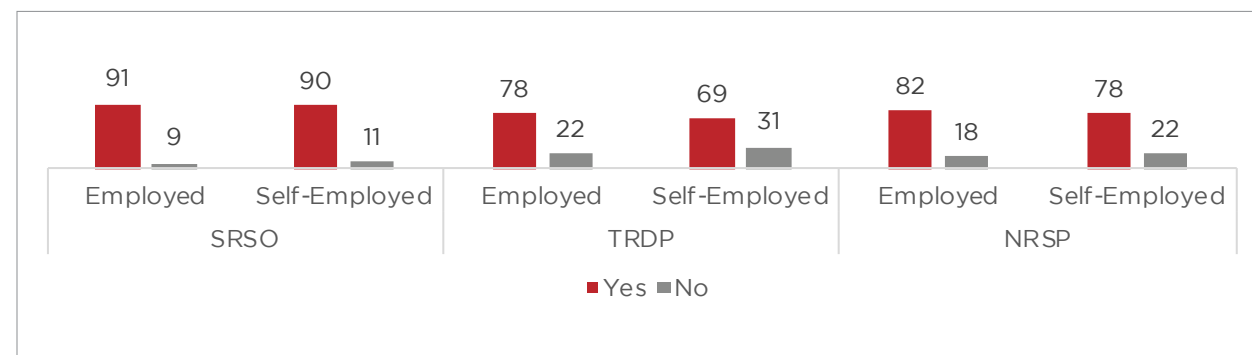
During the survey, many beneficiaries cited that they felt a sense of accomplishment and fulfillment after participating in the TVST and ED components. Respondents across the 8 districts stated that receiving certificates for the skills training was empowering. It has given them confidence to apply for relevant job placements, build market linkages, connect with customers, and take up a leading role in enhancing their economic conditions.

Those who have started earning or have increased their current income have started contributing to their household income. The females' contribution to the household income is comparatively more, which has given them credibility within their families. Respondents cited that they were now consulted in family matters. The graph below highlights the impact of the TVST and ED components on the enhancement of life skills for the beneficiaries.

4.5. Relevance of TVST

Of the total 43,545 beneficiaries, around 25% were trained before the Mid-term review. The remaining 75% received TVS and BDG training after the MTR. As a result of changes introduced in the TVS and BDG training by MTR, and the more market led approach to skills identification, the TVS training was more relevant and market-oriented post MTR. Through the training providers, the IPs conducted market studies, developed teacher trainer material, and used their certified trainers to impart training closer to the beneficiary's village to prevent absence and drop-outs. All the IPs introduced post training support such as career counseling, handholding and mentoring, market linkages, job placements, order procurement, and participation in exhibitions. Such changes occurred for all districts, though as the Survey indicates, some districts performed better than others.

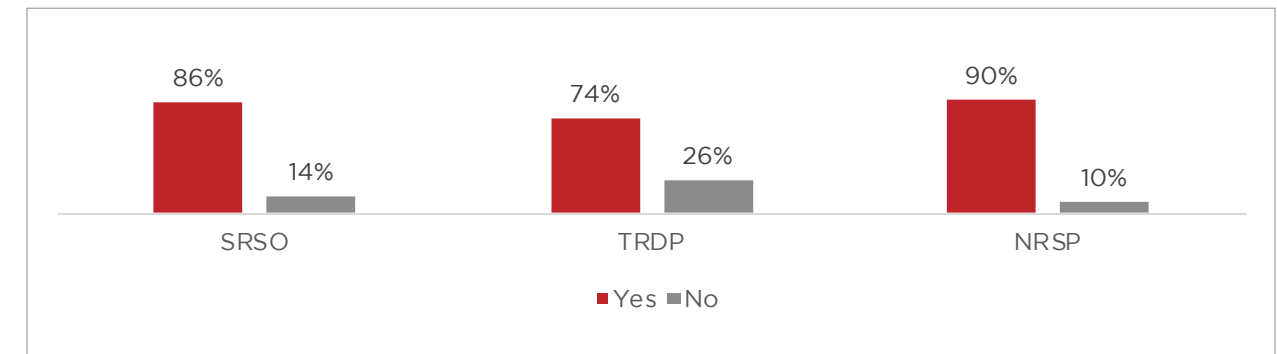
According to the below graph, the beneficiaries reported that skills learned/gained during the TVS training were relevant. Overall, more than 70% beneficiaries reported the skills to be relevant to the market demands.



Graph 4-8: Relevance of Skills Gained Through TVST

Beneficiaries were also asked to indicate the extent to which they were currently using the acquired skills. On an average around 85% of the respondents said they are currently using the skills they received, which means that their skills were market relevant, and have helped them secure an earning opportunity. Around 15% said that what they are doing now is different from the skills acquired. Upon inquiring the reason for not being able to find work for themselves, they mentioned that; their financial condition does not allow them to invest in their work (40%); they could not find employment relevant to

skills acquired (20%), they do not have material/equipment (16%); however, most of the unemployed females said they are not allowed to go out of the house to work (3%). The table below consolidates the responses for all three IPs.



Graph 4-9: Beneficiaries Currently Using Skills Acquired During TVST

5. OPPORTUNITIES AND RECOMMENDATIONS

TVST/BDGs/CIF/IGG are important skills development and income generation interventions, which, if designed and implemented effectively, would have the potential to reduce and even overcome household poverty. These combined collective inputs can potentially empower women's lives in meaningful ways. Below are some conclusions and recommendations that may prove helpful to effectively wrap up the TVST/BDG/CIF/IGG interventions of the SUCCESS programme, institutionalize some of the programme achievements into other ongoing initiatives, and apply lessons learnt to future such programmes.

5.1. Opportunities to Enhance Income

Recommendation #1: Form follows function. Any future TVST/BDG/CIF/IGG initiatives in a programme as large, ambitious and complex as SUCCESS, should bring together considerable expertise from the NGO and private sectors, that could provide:

1. Skills to mobilise the male and females in the community for economic empowerment so that a change can be promoted with regard gender roles, i.e., what a man and a woman can do, can be and can have.
2. Expertise in accessing national and international markets so that local skills and products can be commercially produced, packaged, profitably and sustainably marketed. Economic upliftment of 105,000 by and large home-based females in 8 districts requires an entrepreneurial strategy in what TVS training to impart and how. Training should include how to access equipment that will allow efficient production. Processes and procedures should be introduced to support commercially viable large-scale production. Training should link BDGs and other trained entrepreneurs to sources of cheaper and better-quality raw material, to be purchased in bulk.
3. Ability to build the knowledge, skills and attitude of not only the female producers, but also the male and female change agents who would work at village and community levels, and a cadre of male and female business development service providers (BDSPs) that would assist the female community-based entrepreneurs, for a fee, in bookkeeping, opening bank accounts, social media marketing, developing promotional material, product delivery, etc.

Recommendation #2: One of the indicators to measure the success of any TVS training is to see how many beneficiaries increase their income after receiving training. This is too generic an indicator and should be qualified with a realistic but adequately challenging target, e.g., 'increase income by at least 100% within one year'. The target should be set in consultation with key stakeholders. It may be different for different groups by factoring in variables such as existing baseline, economic opportunities in the area, existing skill sets (or lack of), market links (or lack of), etc.

Recommendation #3: As follow-up support to SUCCESS, develop a cadre of 5-business development service providers (BDSPs) in each of the eight districts as local consultants to support individual entrepreneurs and BDGs. Train these individuals in a one-month Enterprise Development Training of Trainers (TOT) programme, where they are trained as follows:

- How to conduct enterprise development training for individual entrepreneurs
- How to conduct enterprise development training for business groups
- Develop accounts and bookkeeping systems, calculate monthly and annual profit, return on investment and sales, etc.
- How to develop identity, visibility, credibility and connectivity of entrepreneurs and enterprise groups (including how to register a business entity and create NTN)
- How to connect with major markets and resources in Faisalabad, Gujranwala, Lahore, Karachi, Sialkot, Islamabad/Rawalpindi, Multan
- How to connect and leverage key institutions in the economic eco-system, e.g., with SMEDA, the various Chambers, TDAP, buying houses, wholesalers, retailers, distributors, exporters

Recommendation #4: Adult literacy, financial literacy, numeracy, and digitalisation should be an integral component of any TVS training and Enterprise Development programme. While both males and females need such orientation, it is significant for female beneficiaries. Access to SMART phones is now a business requirement for economically active women. There should be an intervention whereby such phones can be made available at discounted prices. Access to SMART phones would allow women to transact and outreach national and international markets, e-commerce platforms to purchase supplies and set up shop, and as a tool to research new designs and products.

5.2. Opportunities to Enhance Employment

Recommendation #5: All IPs should develop an EXIT plan that includes a strategy for how those who received TVS training, and are currently unemployed, can be supported to find a job or order work. A Naukri Ya Karobar (NYK) Committee may be formed at the village level, to guide and support the unemployed. The Committee may comprise of members of the VO/CO, 4-5 individuals' alums of TVST who are gainfully employed, and representatives of LSOs so that the CIF can be accessed where viable. A SUCCESS TVST Alumni Platform may be developed in all villages where this programme was launched.

As per the survey, the average percentage of income for those employed and self-employed ranges from 12% to 25%. If one assumes an existing income base of Rs. 10,000, the rise in income works out to Rs. 11,200 – 12,500. Of course, there would be some outliers earning quite well. However, the point to ponder is that while there is an increase in the before and after income for the employed and self-employed beneficiaries, is this

percentage change adequate, sufficient and justifiable of the inputs provided by the SUCCESS Programme?

Recommendation #6: Successful implementation of market-led interventions for programmes such as TVS training, Enterprise Development, and strengthening of Business Development Groups require two sets of expertise. The ability to mobilise the community for sustainable economic upliftment. And two, knowledge or competence to connect with the economic eco-system stakeholders such as industries, enterprises, and markets. Future programmes should ensure that the onboarded staff have relevant expertise, experience and connections.

5.3. Opportunities to Enhance Women Empowerment

Recommendation #7: In future TVS training and BDG programmes, encourage an Energy-Experience combination amongst skilled rural women, i.e., group older women with younger women, so that the mobility and experience of the older women is combined with the education and digital knowhow of the younger, and perhaps more educated younger women. Younger women could be trained to produce, while the aged women are taught to market the products to towns or cities. Older women have greater mobility, can bring orders, and engage more assertively with the markets.

5.4. Overall Review

Relevance of TVST Interventions

The TVST/BDG/CIF/IGG were a clustered package for females which together had the potential to reduce and even overcome household poverty and empower women's lives in meaningful ways. What should have been clear from the start was that SUCCESS was a female focused programme, and the intended beneficiaries were unique, i.e., women from households with a PSC of 0-23, most likely uneducated, with some inherited skills, mobility constraints, disconnected from markets, and little or no access to technology. Given the special features of this beneficiary group, and the large target in hand (at the time 105,000), the conceptualisation, design and the onboarding of the resource pool for this programme should have incorporated the following:

- Private sector market-led approach so that there could be regular and continued work opportunities for the beneficiaries and the BDGs
- Social mobilisation of males and females so that female beneficiaries selected for this programme could become sufficiently empowered to challenge the status quo and move towards a more balanced and improved life

- Identification and intensive capacity building of male and female locally based change agents who could serve as the bridge between the RSP, beneficiaries and external actors and stakeholders, including markets
- Development of local business development service providers (BDSPs) to provide technical and management-related inputs for community businesses

Effectiveness and Impact of TVST

After the MTR in 2019, the TVST/BDG/IGG component of the SUCCESS programme was revised. The target beneficiaries were reduced from 105,000 to 43,545. It was agreed that the TVST/BDG and IGG would also be offered to males from PSC 0-23 households upon verification and endorsement by the LSO/VO/CO. All TVS training would now be finalised after a detailed market assessment to ensure job placement or market link for raw material or finished products. And enterprise development training would also be offered to self-employed beneficiaries.

To their credit, all three IPs and training providers worked hard to achieve the TVST and BDG formation and training targets. However, according to the assessment and discussions with the IPs, it can be assumed that around 50% of the beneficiaries of the TVST/BDG initiative are still unemployed or underemployed.

Relevance of Enterprise Development Interventions

The TVS training was reviewed and revised after the MTR, making it more aligned with market demand. NRSP extended the duration of the training from 18 days to 45 days. The training provider for SRSO developed trainer's manuals to ensure the consistency and quality of training delivery. Community-based experts were identified as potential technical trainers and certified by the training provider so that the technical training could be offered to beneficiaries at their doorstep. Unfortunately, the design and implementation of Enterprise Development (ED) did not benefit from similar insight and rigour. It remained a weak and watered-down input in the overall programme.

Efficiency and Sustainability

After the MTR, the TVS training changed. It was no longer seen as an end (input to be delivered) but rather as a means to an end (to facilitate a job placement or market order). The IPs indulged in some interesting practices, e.g., finding local entrepreneurs and skills experts and certifying them to conduct the skills training. A dual advantage was that most experts also accepted trainees as apprentices for on-the-job training. Expert trainers were also identified from close factories and invited to conduct training. Again, a dual advantage was that the trainer found job placements for promising participants. Yet another organic method to promote TVS training was to identify a trainee with exceptional skills and hire the person as a skills trainer. Other possibilities that could have been leveraged include using social media, online training, and financial arrangements with industries and larger enterprises to provide state-of-the-art skills training. Future TVS training initiatives should build EXIT into ENTRY. The programme should create

multiple pathways for the community to access skills training. Instead of pinning the IP down with one training provider, any future programme should allow the implementing partner to arrive at efficient, effective and sustainable solutions for TVS training that can continue beyond the programme's life.

Annex-1: TVST & ED Findings - SRSO

This annex explores the impact of TVST and ED interventions as implemented by SRSO.

Sindh Rural Support Organisation (SRSO)

When the SUCCESS programme was first initiated, Sindh Rural Support Programme (SRSO) allowed potential TVST beneficiaries to choose their trade and subsequent skills training. For some, it was an opportunity to strengthen existing skills. While for others, it was more an opportunity to select a skill they had observed in someone else at the community level (e.g., stitching, plumbing, electrician, embroidery). While the community demand approach seemed participatory, responsive and need-based, the absence of an expanded market led to unhealthy and unnecessary local competition. However, the SUCCESS Programme Mid-Term Review (MTR) report (June 2019) demanded that all future skills provision through TVS training be market-led. This revised approach would lead to better jobs and increased income. The MTR also recommended that more males from female beneficiary households be allowed to access TVS training and ED. Unfortunately, because of the COVID pandemic, SRSO could not take immediate action on these recommendations. However, in August 2021, SRSO contracted an external firm to survey and assess the market demand for skills and trades. The survey aimed to identify opportunities through which BDG members could generate and respond to market demand and connect with externally available resources. The survey covered 4-districts, i.e., Kambar Shahdadkot, Larkana and the entrepreneurial and industrially vibrant Sukkur and Ghotki. One-on-one meetings were held with leading companies, industries and enterprises to understand the demand for skills. SRSO staff (30) were also trained to create market linkages and find orders. MoUs were signed with industries, organisations, vendors and buying houses to support employment and self-employment.

1. Outcomes of TVST & ED Components

As per available records, SRSO's initial target and eventual achievement for TVS training are as follows:

Description	Targeted		Achieved		Total
	Kambar Shahdadkot	Larkana	Kambar Shahdadkot	Larkana	
Male	8939	5661	553	373	926 (6%)
Female			8515	5608	14123 (94%)
Total			9068	5981	15049

Table 1: Targeted and Achieved TVST Targets

SRSO has trained 15,049 men and women in TVS training, of which 6% are men and 94% are women. The numbers of beneficiaries trained before and after the MTR are as follows:

TVST for	Before MTR	After MTR	Total
TVST for	Before MTR	After MTR	Total
Male	1,394 (13%)	8,108 (25%)	9,502 (22%)

Table 2: Number of Beneficiaries Trained

184 Business Development Groups (BDGs) were formed and supported by SRSO as follows:

District	Male BDG	Women BDG	Total
Kambar Shahdadkot	2	98	100
Larkana	2	82	84

Table 3: Number of Business Development Groups (BDGs) formed

SRSO introduced Enterprise Development training as an intervention in 2021-22, both as a stand-alone intervention and mainstreamed by SZABTech as a mandatory part of TVST. After the MTR, approximately 3096 beneficiaries were provided Enterprise Training by SZABTech, whereas 338 were trained in Enterprise Development through SRSO staff and community-based trainers.

2. Impact of TVST & ED Components

Most respondents indicated that before the TVS training, they were engaged in sporadic or seasonal work, which did not bring in regular income. Before the TVS training, female respondents were involved in home-based embroidery or stitching/ralli work. In contrast, most men worked on farms, construction, or daily wage labour. To assess the Impact of TVS training on employment, personal and household income, the survey team assessed 773 respondents with a gender-wise breakdown as follows:

	Kambar Shahdadkot	Larkana	Total
Male	106	72	178
Females	337	258	595
Total	443	330	773

Table 4: Gender-wise Breakdown of Assessed Beneficiaries

Impact on Employment

As shown in Table 4-4, the KII with 773 TVST beneficiaries in Kambar Shadadkot and Larkana found:

- 56% of the sample beneficiaries are gainfully employed (having regular daily or monthly income) and the remaining 46% are either underemployed (having irregular daily or monthly income) or still looking for work (unemployed).
- Among the gainfully employed 31% of the sample with 25% among women and 48% among men have regular wage income and 23% of the sample with 27% among women and 11% among men are self-employed (having their own micro business with regular daily income).
- Larkana with 75% sample beneficiaries having gainfully employment outperformed Kambar Shadadkot with 37% gainfully employed. Many women in Larkana work as farm labourers and have salaried arrangements for home-based processing and packaging. However, many women in Kambar Shahdadkot currently do not have a means of regular income.

Employment Status	Kambar Shadadkot			Larkana			Grand Total		
	Wom-en	Men	Total	Wom-en	Men	Total	Wom-en	Men	Total
Employed	15	29	18	39	76	47	25	48	31
Self Employed	21	12	19	33	10	28	27	11	23
Underemployed or Unemployed	64	58	63	28	14	25	48	40	46
Total	100	100	100	100	100	100	100	100	100

Table 5: District and Gender wise employment status of sample TVST beneficiaries (%)

Impact on Personal Income

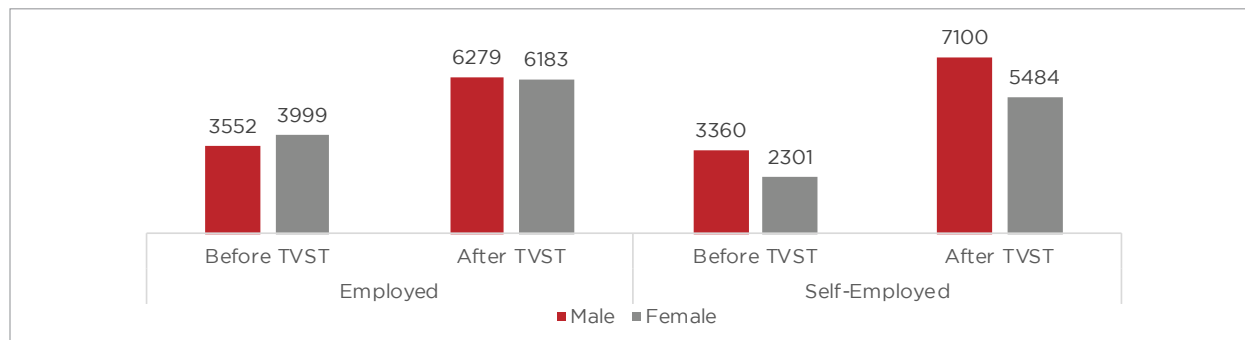
As per the survey, the average monthly income of TVST beneficiaries in SRSO programme districts was found to be same for employed and self-employed beneficiaries. In addition, the gender disparity in average monthly income of beneficiaries is also close to zero as both male and female beneficiaries were found to be earning nearly equal i-e PKR 16,410 and PKR 16,366 respectively.

Employment Status	Women	Men	Total
Employed	16,765	15,959	16,473
Self Employed	15,985	18,350	16,251
Total	16,366	16,410	16,377

Table 6: Average Monthly Income per TVST Beneficiary

Contribution to Household Income

The assessment further probed to see whether an increase in personal income resulted in an increased contribution to household income. The graph below highlights that made, the contribution by employed males and females to household income increased by 43% and 35%, respectively. The income contribution of self-employed males and females to household income increased by around 53% and 58%, respectively.



Graph 1: Beneficiaries' Contribution to Household Income

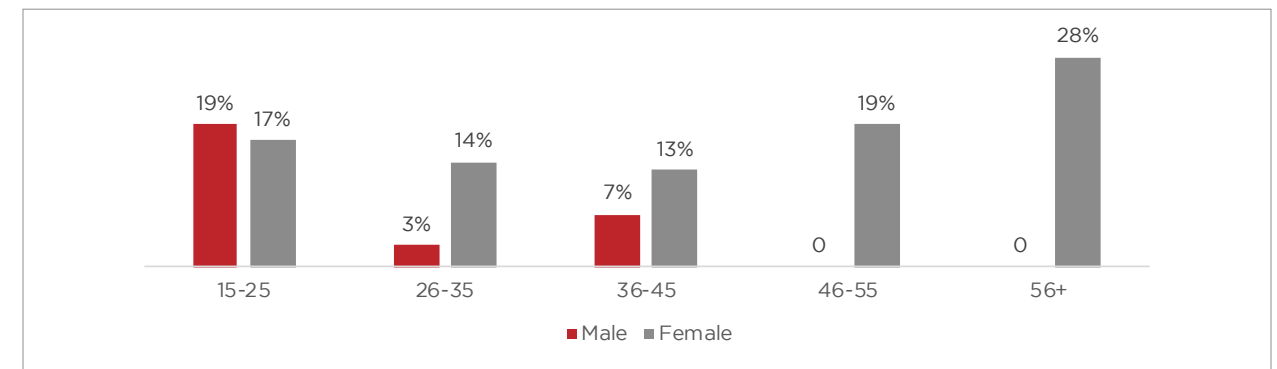
One reason cited why employed females contributed less to household income than employed males was the higher transportation costs they had to bear to commute to and from work.

Impact on Income (Age Group-wise)

SRSO offered TVST to beneficiaries in various age groups. Around 95% of the respondents (male and female) were below 45 years of age, while only 5% of respondents (female) were more than 45 years old. The survey was drilled down to see if a correlation existed between income and age. The table below captures TVSTs effect on the income of various age groups.

Noticeably, while income increased across all age groups, the highest increase in income for males and females is amongst the 15-25 age group. This age group has a relatively higher level of education, is willing to accept new challenges, move to new locations, and

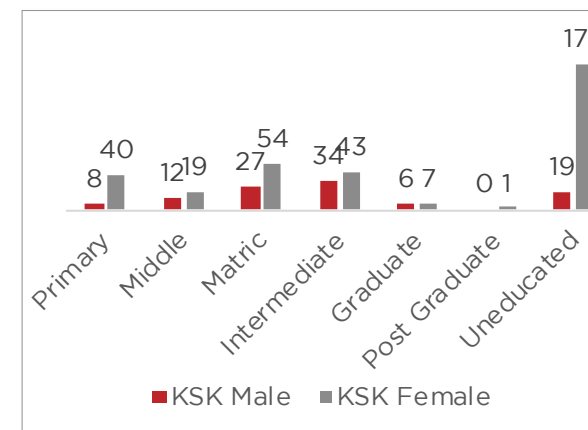
is digitally enabled. Men and women from this age group are engaged in community-level jobs such as roaming agents for JazzCash and EasyPaisa. Another interesting point to note is the increase in income amongst females aged 46 years and above. Interviews with these beneficiaries from this age group indicated that older women have fewer mobility constraints. A reason cited for this was that they were no longer expected to stay home and care for the family and could focus on generating a better income. These women were found to have complete support at home from daughters and daughters-in-law, as well as their sons; they could move unhindered within the community and the markets.



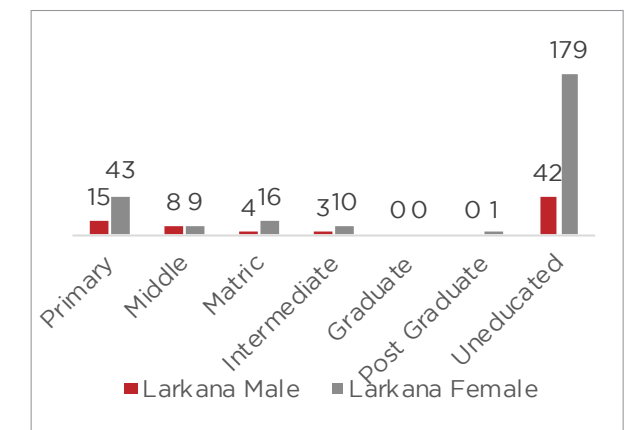
Graph 2: Effect of TVST on the Income of Beneficiaries of Various Age Groups

Correlation with Education

Of the 773 beneficiaries interviewed, 47% were educated/literate, while 53% were uneducated/non-literate. The following table depicts the education/literacy levels of the beneficiaries:

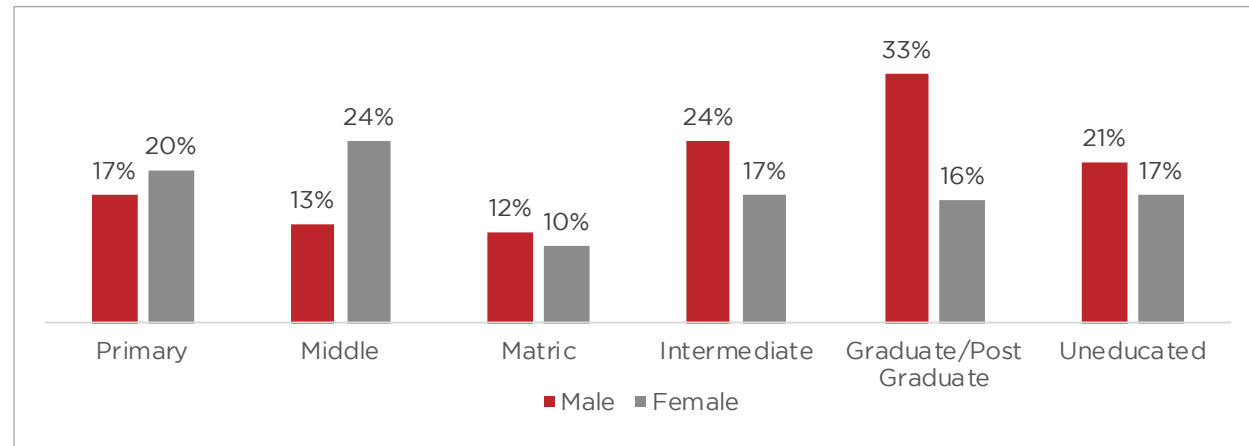


Graph 3: Number of Educated/Uneducated Beneficiaries (Kambar Shahdadkot)



Graph 4: Number of Educated/Uneducated Beneficiaries (Larkana)

SRSO extended TVST and ED training to educated and uneducated beneficiaries to make them more relevant to the job market or perform better as entrepreneurs. The following graph shows the correlation between TVST and ED training to respondents' income and education:

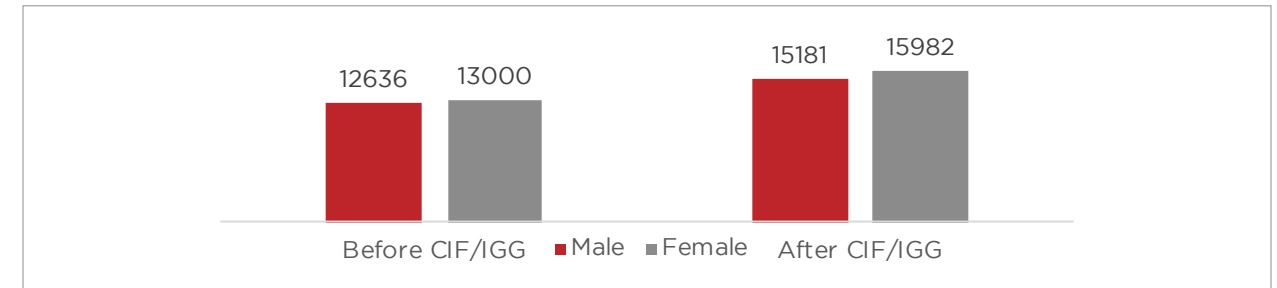


Graph 5: Correlation Between TVST, Income & Education

Noticeably, there is an increase in income across all levels of education. However, there seems to be a more significant impact of formal education (intermediate and graduation) on income for males. Probing revealed that men and women with intermediate or graduate level degrees could access jobs in organisations or institutions willing to pay comparatively higher salaries. Most could also find jobs that required some level of digitisation. However, slight income variation was observed across the different levels of education for women. Women with primary and middle-level education had higher incomes compared to uneducated women. Even though a women's home-based business depends primarily on her skills, those women with the ability to read and write seem to fare better.

Impact of CIF and IGG on the Household Income of Self-Employed Beneficiaries

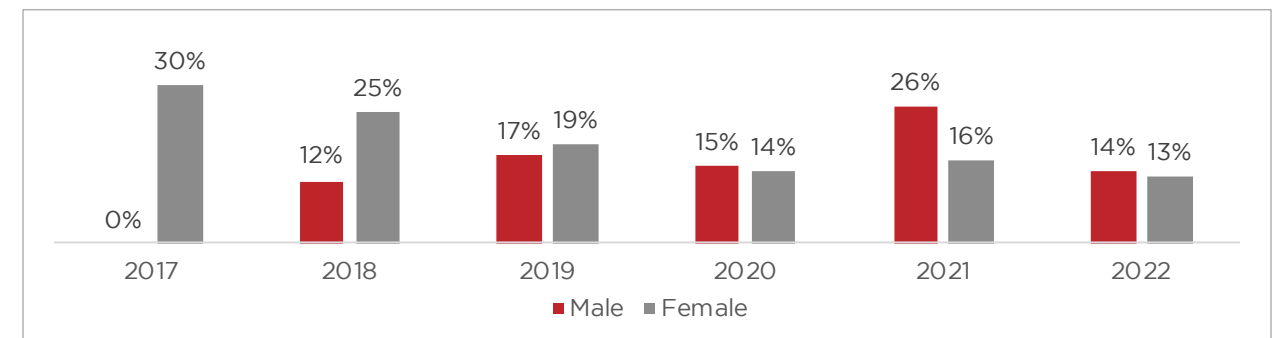
Out of the 178 self-employed beneficiaries selected as respondents for this study, 108 females and 11 males received CIF or IGG. The IGG ranged from Rs. 6000 to Rs. 58000. Only 95 beneficiaries prepared a business plan out of the selected sample, which the relevant LSO endorsed, and later verified by the ED Committee. The following table illustrates the Impact of IGG and CIF on the beneficiaries' income. Noticeably, the change in income before and after receiving CIF or IGG is around 17% for males and 19% for females.



Graph 6: Impact of CIF/IGG on Beneficiaries' Income

Correlation of Year TVST Received and Income

The TVS training of beneficiaries began in 2017 and continued till June 2022. The following graph highlights that the average increase in income of those female beneficiaries who received TVS training in the initial years is higher than those who received training in later years. Most women were trained in textiles or garment/ralli making. Those trained in 2017, 2018 and 2019 have had time to perfect their craft and develop mature skills. These women have also had considerable handholding and support from SRSO regarding product design and market exposure and have participated in exhibitions or conferences. The women trained in 2020 were affected by the COVID pandemic. Those trained in 2022 are yet to realise the TVS training and complementing support benefits fully. There is a definite upward spike in income for male respondents trained in 2021. Based on further probing, it was found that most of these respondents were placed in jobs immediately after TVS training, and many of them found jobs at a decent salary.



Graph 7: Correlation Between Year TVST Received & Income

3. Relevance of TVST Skills for Beneficiaries

Most people in rural and remote areas have inherent skills and trades handed down within the family or learn to do jobs that others are doing around them. Much of this work is laborious and often sporadic and seasonal. In rural Sindh, most women inherit the skills to stitch, sew, embroider, and make ralli products. When the SUCCESS Programme

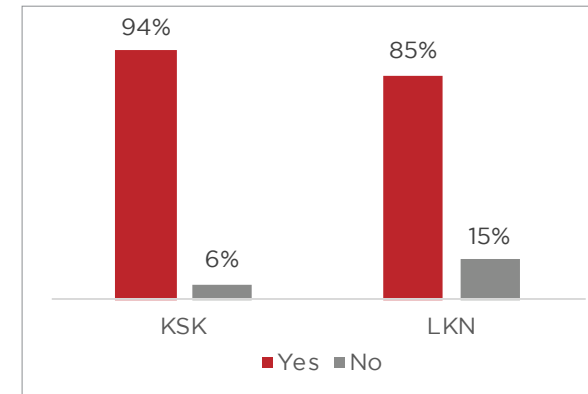
was first initiated, females were asked what TVS training they wanted to receive. The overwhelming request was to enhance existing skills in stitching, sewing, embroidery and making ralli products. As a result, SRSO trained large numbers of women in these skills. In the absence of demand from markets external to the community, the available supply of such skills and products far outstripped local demand. The scenario resulted in a saturated local market, adversely affecting women who previously earned well through this business.

After the MTR, SRSO' changed its TVS training strategy for females. The training focus shifted from providing skills for production to developing skills for market-based production. SRSO staff continued working with women home-based workers, encouraging previous trainees to expand their group to include and train more producers. After the MTR, the focus was more on developing cluster leaders, and exposing them to markets, raw material supply sources, new designs, new buyers, costing and pricing, digitisation, and how to check and control quality production. Most of this training was undertaken in-house and with the assistance of established local entrepreneurs. In addition to remodelling the TVS training for home-based women workers, SRSO staff undertook district-based market surveys. SRSO also worked closely with SZABTech, their onboarded TVS training provider, to take forward the report's recommendations on market assessment for TVS training.

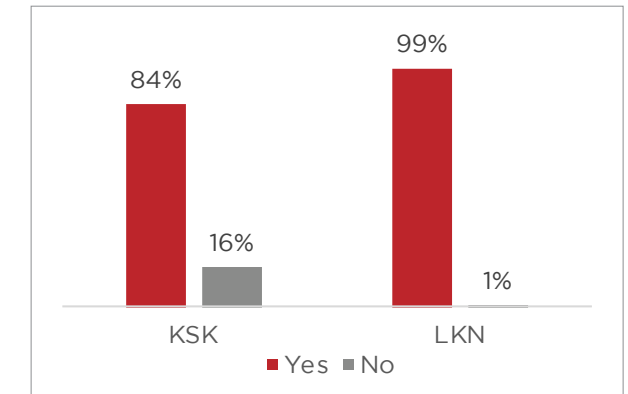
After the MTR, SZABTech took some specific steps to make the TVS training more relevant for the beneficiaries:

- Screening trainees to ensure a proper match between them and the TVS training.
- Developing and distributing simple handouts and learning material to the TVS trainees.
- Developing session plans for the trainer to maintain the quality and consistency of delivery.
- Identifying job or apprenticeship opportunities, and linking trainees with the same, even before the conclusion of TVS training.
- Offering ED training to those beneficiaries that opted to start a business.
- Assisting those beneficiaries that want to start a business to develop a business plan.
- Providing additional support to the TVS trainees, such as career guidance, link to a potential employer, and assistance in purchasing raw materials.

As per this Assessment, approximately 50% of the beneficiaries trained were able to secure employment/self-employment. Respondents were still asked to vote on the appropriateness of the TVS training material, i.e., regarding the handbook, handouts, teaching and learning aids, tools, equipment, and raw material in the case of technical courses. The table below reflects the response to this question, separately analysed for those who are employed and self-employed. A large majority of the respondents found the training material appropriate.



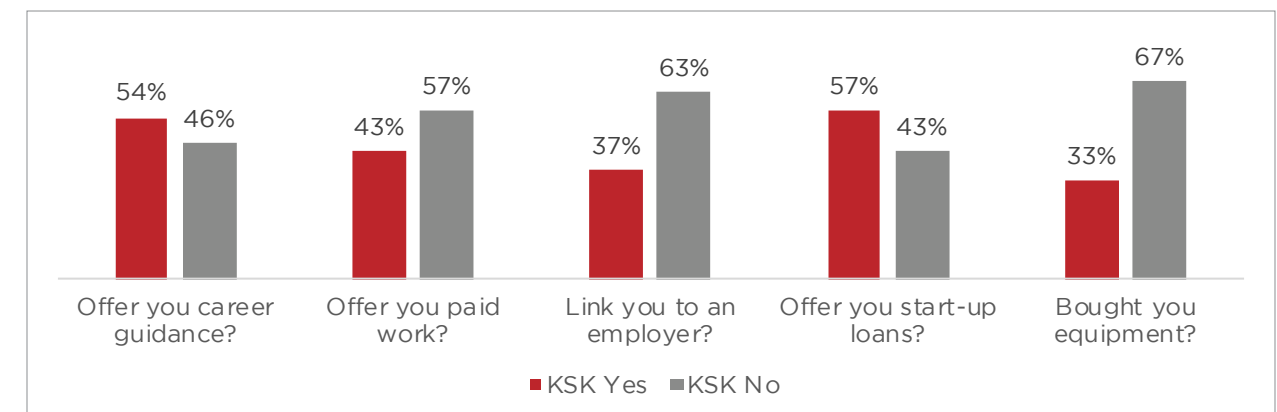
Graph 8: Appropriateness of Training Material (Employed Beneficiaries)



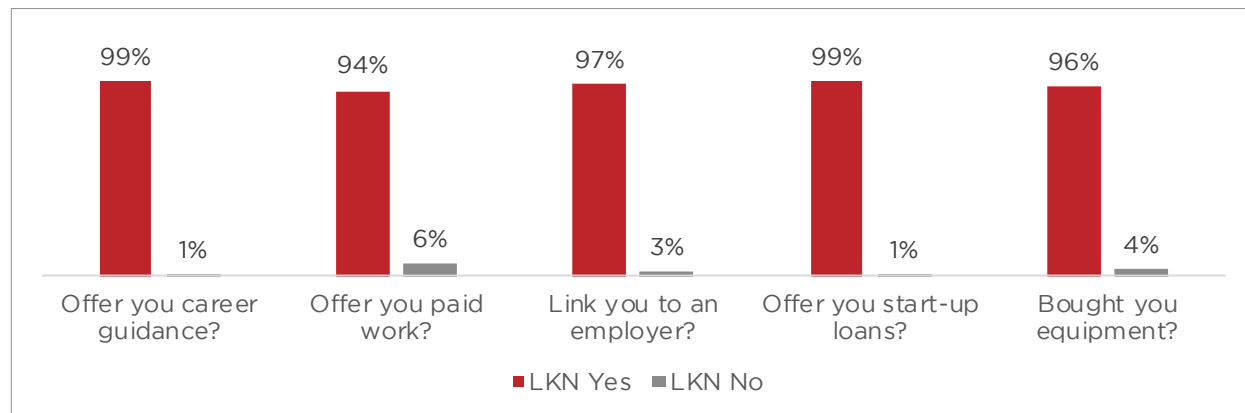
Graph 9: Appropriateness of Training Material (Self-Employed Beneficiaries)

Additional Support to the Beneficiaries

SZABTech has extended additional support to the beneficiaries through career guidance, links to paid jobs, linkages with potential employers, access to start-up loans, and assistance in purchasing equipment and raw materials. Respondents were required to validate this claim and were asked to reflect on their impression of the additional support they had received in their pursuit of employment/self-employment. The following figures indicate that additional support was provided more extensively to Larkana beneficiaries than those in Kambar Shahdadkot. Some reasons found during interviews were that the number of beneficiaries in Larkana was fewer and that the team managing TVS training in Larkana was more capable than the one in Kambar.



Graph 10: Impressions of Additional Support (Kambar Shahdadkot)



Graph 11: Impressions of Additional Support (Larkana)

A significant change in the delivery of TVS training was also observed. Initially, the technical courses were delivered at the SZABTech institute in Sukkur, where invitations for training were given to nearby beneficiaries. Due to the COVID pandemic, SZABTech established training hubs in various areas within target districts so that beneficiaries in remote areas could also benefit from TVS training. SZABTech expanded its training pool by identifying, training and hiring local trainers to impart training to beneficiaries. Such initiatives allowed SZABTech to engage and retain beneficiaries in TVS training despite the challenges posed by the COVID pandemic. Noticeably, beneficiaries had no stipend to compensate for lost or compromised wages.

Respondents were also asked if they were presently using the skills learnt during the TVS training. The collation of responses informs us that 86% of the employed and 82% of the self-employed beneficiaries use the skills they gained from TVS training. This significantly high response indicates that the TVS training was relevant, practical, and oriented towards real-world skills. The survey team also interviewed employers to determine the impact of the additional support provided to the beneficiaries.

4. Impact on Business Development Groups (BDGs)

SRSO formed and enhanced the capacity of 184 BDGs, 100 (98 female and 2 male) in Kambar Shahdadkot and 84 (82 female and 2 male) in Larkana. Along with the capacity-building initiative, an assistance package was also made available, which included an IGG and CIF. All female BDGs in Kambar Shahdadkot and Larkana are linked to Textile and Garments. Of the two male groups in Kambar Shahdadkot, one is linked to textile while the other relates to livestock fattening. In comparison, the two male groups in Larkana are linked to agriculture and construction.

To assess the social and economic impact of forming and developing the BDGs, the survey team conducted Focus Group Discussions (FGDs) with 16 BDGs.

Total BDGs (16)		Kambar Shahdadkot (8)		Larkana (8)	
Male	Female	Male	Female	Male	Female
3	13	0	8	3	5

Table 7: Focus Group Discussions (FGDs) with BDGs

The BDGs shortlisted for the FGDs were related to the following trades:

Beautician (2), tailoring and garments (2), embellished embroidery (4), textile and garments (3), agriculture and livestock (2), IT (1), electrical (1), and hospitality (1). The number of members per BDG varied from 7 to 35.

A summary of the key findings from the FGDs with the BDGs is as follows:

Formation and Strengthening of BDGs

SRSO followed a step-by-step process to establish and strengthen each BDG. These steps included:

- Identifying a group of individuals in an area engaged in a similar trade
- Orienting and motivating them to the advantages of working together to achieve economies of scale and improve market access and linkages
- Grouping those willing to work together
- Providing them with relevant Technical and Vocational Skills training under the SUCCESS Programme
- Offering them enterprise development training and ED Fund (where relevant)

Previously, SRSO allowed the participants to choose the trade for which TVST would be provided. After the MTR, the training provider conducts a training needs assessment. Based on market demand and area needs, it announces a menu of courses for the community. The TVS training duration varies from one week to eight weeks, depending on the training requirements for the trade. Since the COVID pandemic, the TVS training is also organised in hard-to-reach areas to enable trainees to reach the venue easily. All TVS training is conducted by community-based trainers certified by SZABTech and IMST.

Once the courses are announced, the LSO/VO/CO seeks nominations from community members for the TVS training, focusing on beneficiaries from households with PSC scores from 0-23. In most instances, community beneficiaries from the same area and same trade receive TVS training before becoming members of the BDG. During the training or immediately after, the participants are encouraged to form a Common Interest Group (CIG) and benefit from economies of scale, including backwards-forward linkages. Once

BDGs are formed, they are encouraged and facilitated to appoint a leader as a signatory and one member as a co-signatory.

Registration

None of the BDGs is formally registered as a business entity. They, therefore, do not have a formal bank account. In order to make payments to the BDG, SRSO has made arrangements with Allied Bank Limited. SRSO can issue a crossed-cheque to a particular BDG in its name along with a letter to Allied Bank Ltd stating that the BDG group is registered with SRSO. The letter also mentions the names of all group members and the names of the two people who can receive and cash the cheque with their dual signature. This process of informal banking is limited to receiving payments from SRSO. There is no way to accept deposits or use the banking system for transactions with the market.

Access to CIF/IGG/ED Fund

SRSO made the Enterprise Development Fund (EDF) available for BDGs. According to SRSO staff, the ED Fund ranges from Rs. 20,000 to Rs. 500,000. Presently, around 80% of the BDGs have availed this facility. Of the 16 BDGs with whom FGDs were held, 7 had received the Enterprise Development Fund, while only 1 had availed the CIF. The BDGs that received financial assistance after TVS training indicated a higher degree of business success than the rest. Also, as a general observation, the BDGs trained 3-4 years ago seemed more mature and settled than those trained more recently.

Formal and Informal BDGs

The FGDs also aimed to validate whether all members of the BDG received TVS training in their respective trades. It was discovered that there are two types of BDG groups, i.e., formal and informal. A formal BDG is where the group members come together, choose one leader, and develop and benefit from a joint business plan and shared profits. An informal BDG is where a focal person is like a sole proprietor but attached to other producers with whom s/he can engage as and when. It was evident that none of the BDGs was registered with any governing body. Most did not have a business name or a bank account in their business name.

Of the 16 respondent BDGs, only six had developed their Business Plans. Two groups had a business plan in the name of an individual member (focal person). In order to avail the ED Fund, all business plans must be endorsed by the LSO/ED committee.

Impact of TVST/ED on income

Most BDG respondents said they were not involved in income-generating activities before becoming a group member. While most learn embroidery at a young age, they apply their inherited skills to make clothes for themselves. Members who were engaged in some economic activities before becoming members of the BDG made irregular income through agriculture, embroidery, and stitching. According to the respondents, TVS training polished their existing skills to the extent that they could translate them

into more sustained income. BDG members quoted examples of how they became more conscious of where to purchase their raw materials. They were exposed to new designs and colour combinations through market visits and exhibitions. BDG members learnt to be practical in their costing and pricing techniques and remain linked with their customers through digital tools. Most emphasised that the TVS training had a positive impact on their income. Findings from the survey data indicate that income is comparatively better for participants who completed TVST and ED before 2019.

Description	Minimum Income	Maximum Income
Before TVS Training	0	3000
After TVS Training (New participants)	1000	8000
After TVS Training (Old participants)	8000	20000

Table 8: Correlational of Year TVST Revised and Income

When asked how they spend their increased income, the BDG members highlighted that their priority is to fulfil the food intake requirements for their household. After that, they focus on asset creation, where the priority is to build income-earning assets that can improve the family's living conditions and generate additional income. Almost all the respondents identified solar panels, fans, and water coolers as another priority. In addition, purchasing a battery that is charged through the solar panels to generate reserve electricity for the night. Higher-income participants bought goats (animal fattening), and some purchased gold and other household assets.

Below is the list of assets mentioned by the participants that they procured at various stages:

Stage 1	Stage 2	Stage 3
Solar Plate + Fan	Battery for Solar	Goat / Sheep
Crockery	Mobile Phone	Washing Machine
Water Cooler	Khat (Charpai)	Fridge
Bedding	Iron	Almirah
	Sewing machine	

Table 9: Assets Procured by Beneficiaries at Various Stages

88% of the participants believe that TVS training can reduce poverty. According to the respondents, the skills gained through TVS training can increase household income. The increased income can meet basic nutrition requirements, resulting in a healthy family. Once the marginalised families can reduce their expenditure on health, they can begin

saving and investing. The families can thus become more energetic, work more efficiently, and generate additional income sources.

Impact on Market Linkages

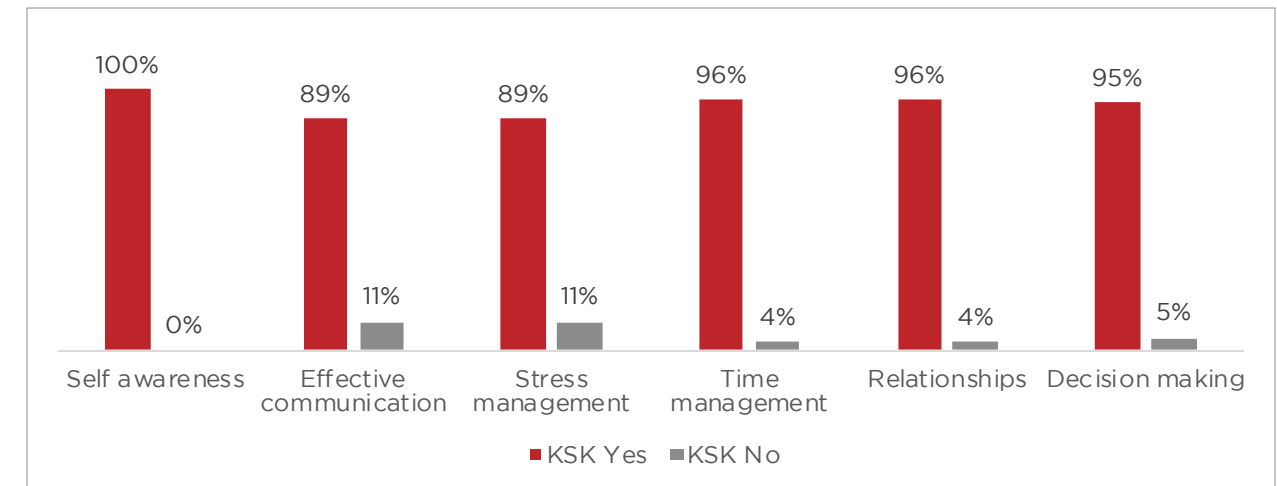
Some BDG members indicated that they had established market linkages for raw materials and finished products. Others highlighted how SRSO supports them in obtaining orders from the markets, families, and friends. In this regard, SRSO's staff's facilitation focused on embroidery, tailoring, and food items (AACHAR). Participants in mechanical, electrical, and beautician trades indicated that they had developed business relationships/linkages with input suppliers. Beneficiaries with more experience and expertise in dealing with markets informed the enumerators that they were now ordering input supplies remotely, i.e., via mobile phone and home delivery. More recent graduates of TVS training highlighted how they are trying to establish similar trustworthy business relationships with the market.

5. Impact of TVST and ED on Beneficiaries' Lives

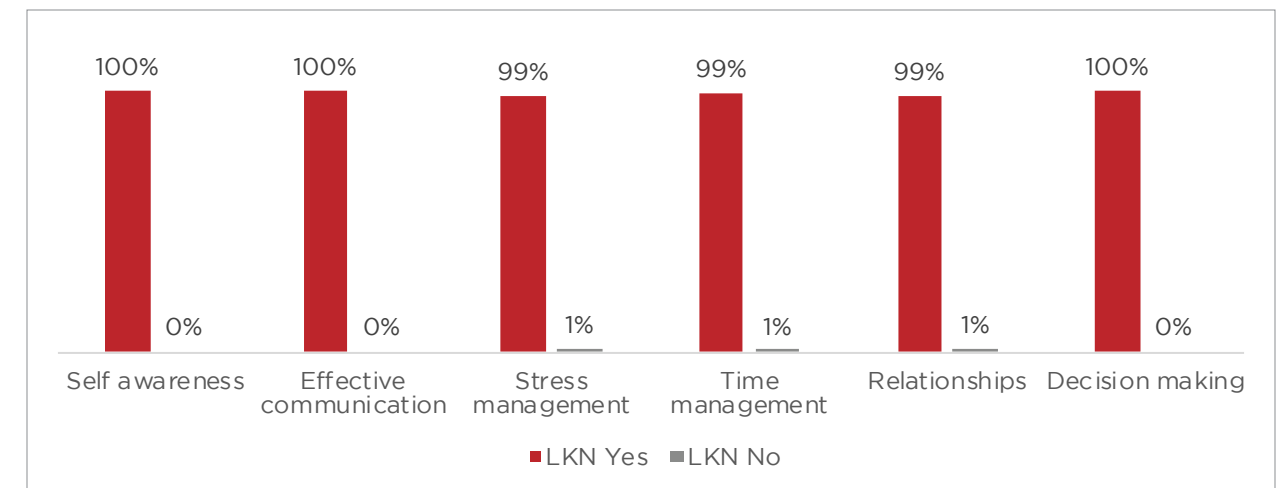
Farida, a resident of Resham Gali Larkana, has traversed traditional barriers to become a noticeable breadwinner for her household and a role model for women in her community. During the KII, Farida informed the enumerators that after taking part in the TSVT, she felt self-confident and was motivated to open a shop in her local market. At the time, no other shop was owned or operated by a woman; this was the first shop run by a female in the area. Farida faced many challenges but was extremely grateful to the other shopkeepers in the market; they motivated and helped her in many ways. She was adamant that she could only take the step after participating in the TVST. She credits the TSVT for bolstering her confidence, decision-making, and risk-taking abilities. Unfortunately, as with many other young entrepreneurs, COVID-19 set her back. Farida was forced to close up her shop and subsequently developed health issues preventing her from returning to the saddle. Farida highlighted that she would love to re-join a business if her health holds up. Regardless, her efforts were quite commendable and were covered by many documentaries.

Much like Farida, other respondents interviewed painted a similar picture of the positive impact of the TVST component. For many, the training helped them overcome traditional bearers and provided them with the opportunity to gain skills that could strengthen their ability to earn a better living. Respondents also highlighted that in addition to enhancing

their income-generating abilities, the TVST component enhanced various life skills. These responses are highlighted below:



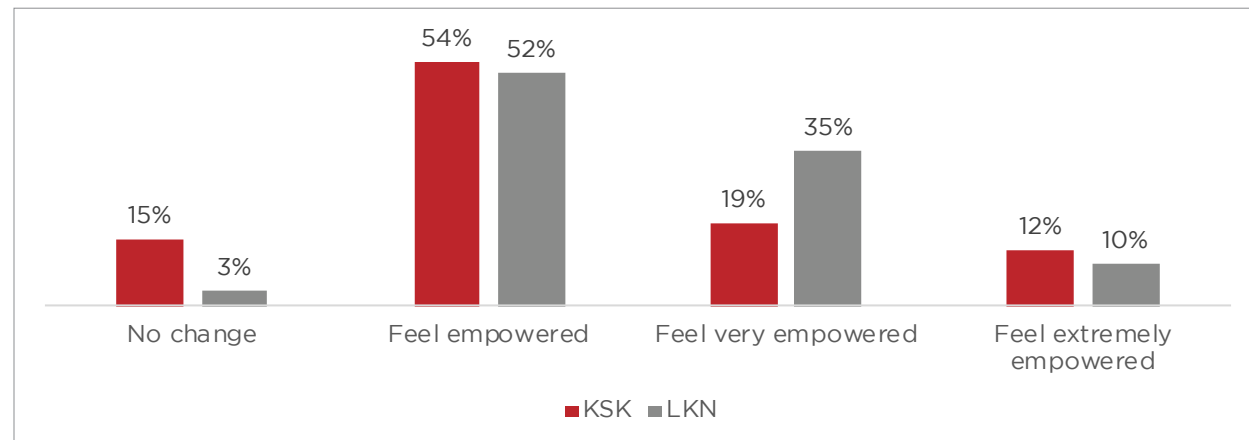
Graph 12: Beneficiaries Rating for Improvement in Life Skills (Kambar Shahdadkot)



Graph 13: Beneficiaries Rating for Improvement in Life Skills (Larkana)

In the last decade, and more significantly under the SUCCESS programme, the IPs have focused on improving livelihood opportunities for their beneficiaries. Even though several organisations (government and non-government) have undertaken capacity-building initiatives for both men and women (to impart technical and enterprise development skills and assist them in setting up or improving their businesses), respondents indicated that very few opportunities had been available to them. Responses from all target districts indicated that the TVST programme was the first programme that offered them a recognised certificate/diploma that could enhance their ability to earn a better living. Most respondents could not access formal training and reside in hard-to-reach areas. However, the SUCCESS TVST programme allowed these beneficiaries to improve

their ability to find work, progress in current employment, and establish enterprises. Respondents expressed that attaining the certificate had given them gratification and self-worth and empowered them to pursue employment or entrepreneurship.

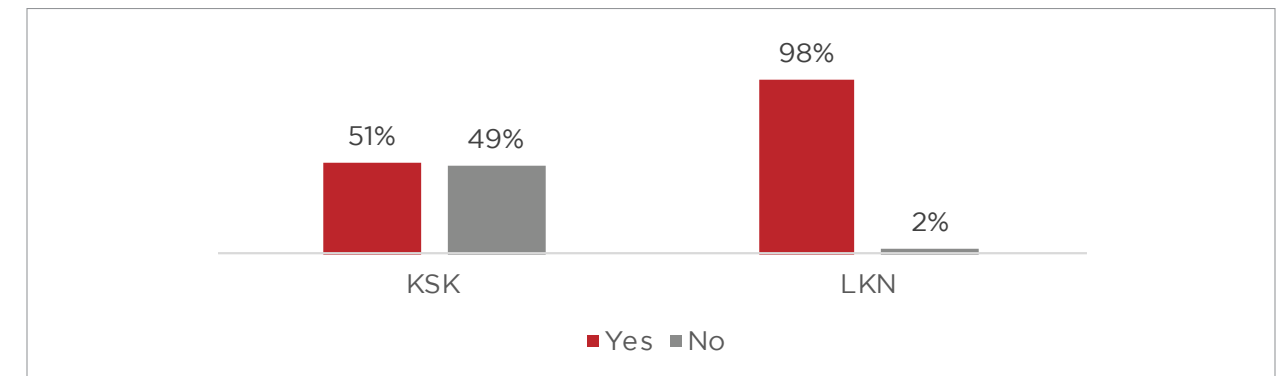


Graph 14: Level of Empowerment After TVST

Ms Anila Channa had inherited her family's skills in operating a loom machine. During the TVS and ED training (held two years ago), she understood the significance of having exceptional production skills combined with the ability to run a business successfully. With newfound confidence, Ms Channa decided to tackle raw material and finished product markets herself. Today she has direct orders from the market and personally visits Faisalabad to purchase thread. She is also registered as a technical expert and trainer with SRSO and SZABTech, and provides training and mentoring to two other looms.

In retrospect, restricted mobility was identified by respondents as a significant challenge affecting women's participation in the economy. The prevailing cultural, traditional and structural norms and practices severely restricted women's mobility, affecting their daily lives, including their ability to set up a business. However, there is palpable energy, enthusiasm, and a newfound focus amongst the male and female youth in the target areas. The stemming cause for this was attributed to the SUCCESS programme. Respondents claimed that the TVST and ED components helped foster leaders and role models that proved instrumental in guiding those around them.

The training and opportunities that beneficiaries received were a major cause for a shift in the attitude of family members. Most respondents stated that they were now allowed to move into the market to search for employment or obtain their businesses' proceeds. Many beneficiaries responded that their mobility restrictions were lessened and that they could roam the market without fear of harsh repercussions. Highlighted below is the number of respondents who answered positively regarding their mobility. Around 51% of respondents in KSK and 98% in LKN stated that they were now able to freely roam the market to search for a job or their business.



Graph 15: Mobility of Female Respondents

Annex-2: TVST & ED Findings - TRDP

This annex explores the impact of TVST and ED interventions as implemented by TRDP.

Thardeep Rural Development Programme

Thardeep Rural Development Programme (TRDP) implemented the SUCCESS programme in two districts of Sindh, i.e., Dadu and Jamshoro. To effectively implement the TVST and ED components of the programme, TRDP trained its implementing staff in Community Management Skill Training (CMST) and Leadership Management Skills Training (LMST). They also oriented the LSOs/VOs/COs in the target communities of Dadu and Jamshoro on how to identify and select appropriate beneficiaries for the TVS training programme.

As indicated earlier, when the SUCCESS programme was first initiated, the training provider, i.e., SZABTech, provided a menu of courses based on an assessment of the skills that would be most viable in the area. The beneficiaries (individuals and members of the Business Development Groups) were given an option to apply for the TVS training that they thought would generate an income. This supply-driven approach was amended after the Mid-Term Review. A consulting firm was hired to undertake a market study. Following this, the TRDP management and staff revamped their approach to TVS training. TRDP made efforts to understand the industry's human resource skills requirements so that the beneficiaries may be trained in appropriate trades. TRDP also developed linkages and signed MoUs with industry leaders and employers, Chambers of Commerce and Agriculture and Livestock Departments so that the TVS training could be tailored to market demand. Particular efforts were made to link self-employed entrepreneurs, especially women, to local and national exhibitions to increase their products' sales and build B2B (business2business) connections. As a result of these efforts, the employment ratio of beneficiaries increased to around 50%, compared to the employment status before the TVST was provided.

1. Outcomes of TVST & ED Components

As per available records, TRDP's initial target and eventual achievement for TVS training were as follows:

Description	Beneficiaries Trained	
	Target	Actual
Male	15041	4720 (40%)
Female		7080 (60%)
Total		11,800

Table 1: Targeted and Achieved TVST Targets

TRDP has trained 11,800 men and women in TVS training, of which 40% are men and 60% are women. The numbers of beneficiaries trained before and after the MTR are as follows:

TVST for	Before MTR	After MTR	Total
Men	295	4425	4720
Women	3589	3491	7080

Table 2: Number of Beneficiaries Trained

105 Business Development Groups (BDGs) were formed and supported by TRDP as follows:

District	BDGs
Dadu	64
Jamshoro	41

Table 3: Number of Business Development Groups (BDGs) Formed

TRDP introduced the Enterprise Development component towards the end of the SUCCESS programme through SZABTech and outreached 210 beneficiaries in all.

2. Impact of TVST & ED Components

Impact on Employment

As shown in Table 9-4, the KII with 848 TVST beneficiaries in Dadu and Jamshoro found:

- 38% of the sample beneficiaries are gainfully employed (having regular daily or monthly income) and the remaining 62% are either underemployed (having irregular daily or monthly income) or still looking for work (unemployed).
- Among the gainfully employed 38% of the sample with 21% among women and 29% among men have regular wage income and 14% among women and 12% among men are self-employed (having their own micro business with regular daily income).
- Dadu with 56% sample beneficiaries having gainfully employment outperformed Jamshoro with 48% gainfully employed. Before the TVS training, female respondents were involved in home-based embroidery or stitching/ralli work. In contrast, most men worked on farms, construction, or odd jobs (labour).

Employment Status	Dadu			Jamshoro			Grand Total		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employed	35	32	34	7	26	17	21	29	25
Self Employed	13	15	14	15	9	12	14	12	13
Underemployed or Unemployed	52	53	52	78	65	71	65	59	62
Total	100	100	100	100	100	100	100	100	100

Table 5: District and Gender wise employment status of sample TVST beneficiaries (%)

Impact on Personal Income

In TRDP districts, the employed beneficiaries have reported higher average monthly income of PKR 19,541 as compared to self-employed beneficiaries with an average monthly income of PKR 17,810.

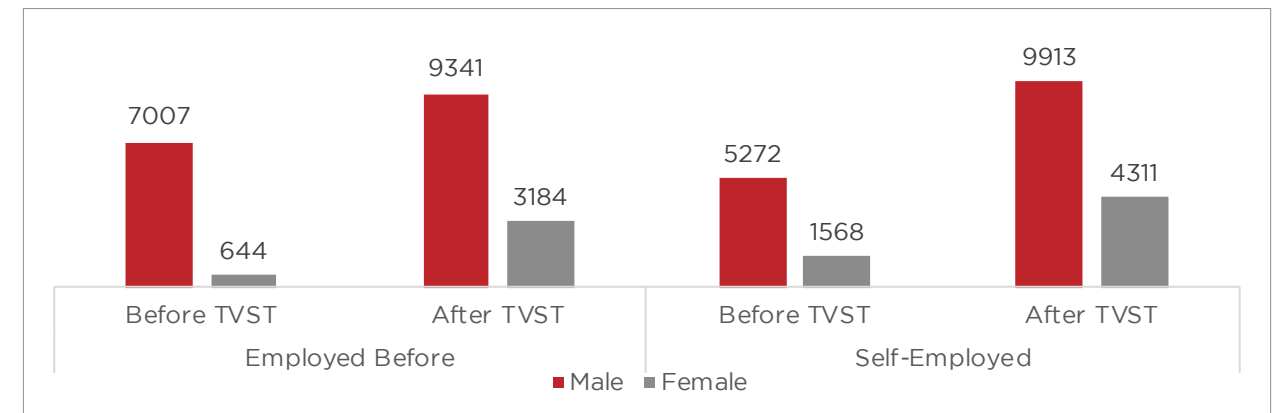
In comparison between male and female TVST beneficiaries in TRDP programme districts, male TVST beneficiaries have reported higher average monthly income of PKR 21,471 as compared to PKR 16,664 average monthly income of female TVST beneficiaries. Therefore, male beneficiaries are earning 22.3% more than female beneficiaries.

Employment Status	Women	Men	Total
Employed	17,876	21,159	19,541
Self Employed	14,753	22,196	17,810
Total	16,664	21,471	18,941

Table 6: Average Monthly Income Per TVST Beneficiary

Contribution by Beneficiaries to Household Income

This increase in income seems to have motivated respondents to contribute more to their households. Employed males and females contributed to their household income by 25% and 80%, respectively. In the case of self-employed males and females, this contribution to household income increased by around 47% and 64%, respectively. In both cases, economically active women contribute more to household income than men. The following table shows the level of beneficiary contribution to household income:

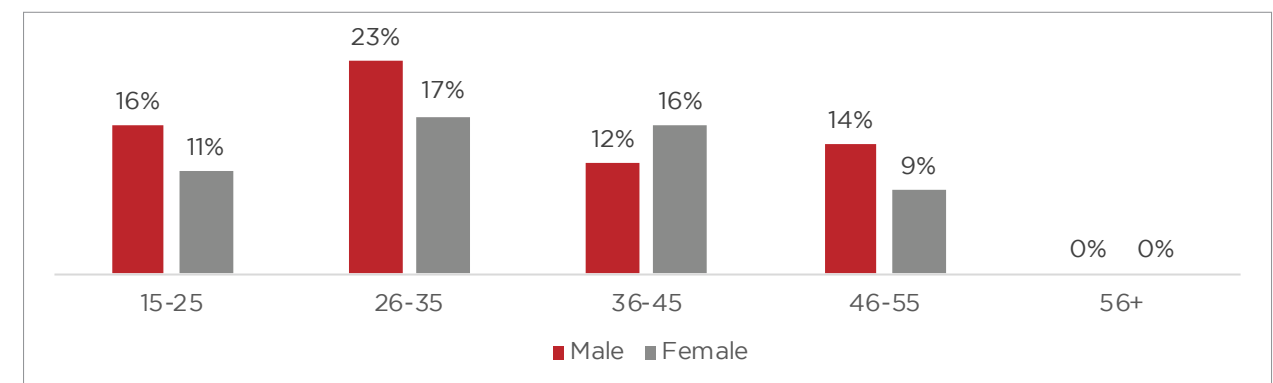


Graph 1: Beneficiaries' Contribution to Household Income

Impact on Income (Age Group-wise)

TRDP offered TVST to beneficiaries in various age groups. Around 59% were from the age bracket of 15 to 25 years, 22% were from 26 to 35 years, 16% were 36 to 45 years, and the rest were above 45 years old.

Around 95% of the respondents (male and female) were below 45 years of age, while only 5% of respondents (female) were more than 45 years old. The survey was drilled down to see if a correlation existed between income and age. The table below captures the percentage increase in household income of various age groups as a result of the TVST:



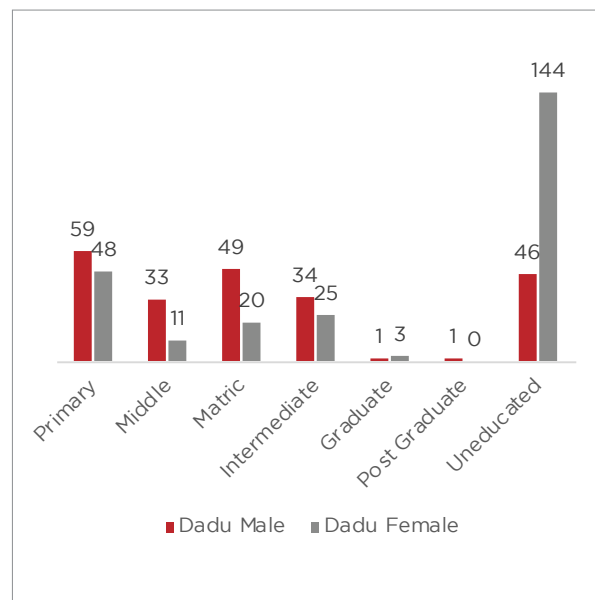
Graph 2: Effect of TVST on the Income of Beneficiaries of Various Age Groups

Of the 848 respondents, most were youth and of a workable age. Further probing revealed the Impact of TVST and ED training on the household income of the various age groups. Individuals between 26-35 have observed the highest increase in household income. The household income for the age group 15-25 and 36-45 almost remained the same, i.e., around 27 to 28%. The increase in income of respondents over 45 years is insignificant

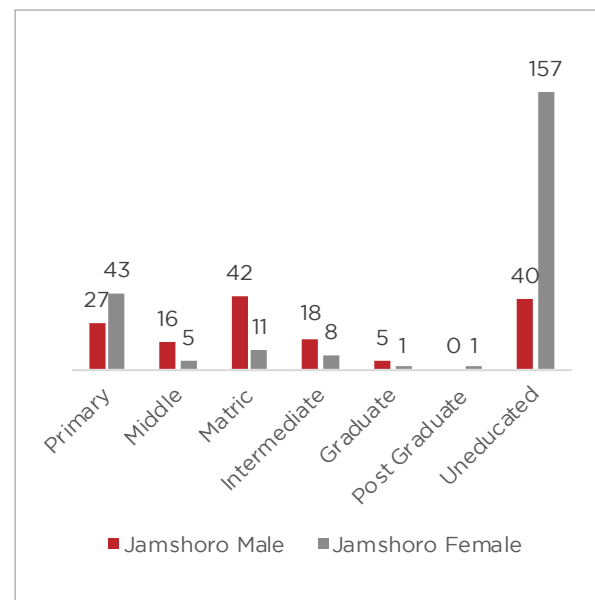
because very few were selected for the program from that age group (only 22 from the age group 46 to 55 and only three from the 55+ age group).

Correlation with Education

TRDP’s TVS training outreached both educated and less/uneducated beneficiaries. As to be expected, the majority of those who are uneducated are women. Of the 848 respondents, 478 (54%) are educated (from primary – postgraduate), while 390 (46%) are uneducated. The following figure depicts the education/literacy levels of the respondents:



Graph 3: Number of Educated/ Uneducated Beneficiaries (Dadu)

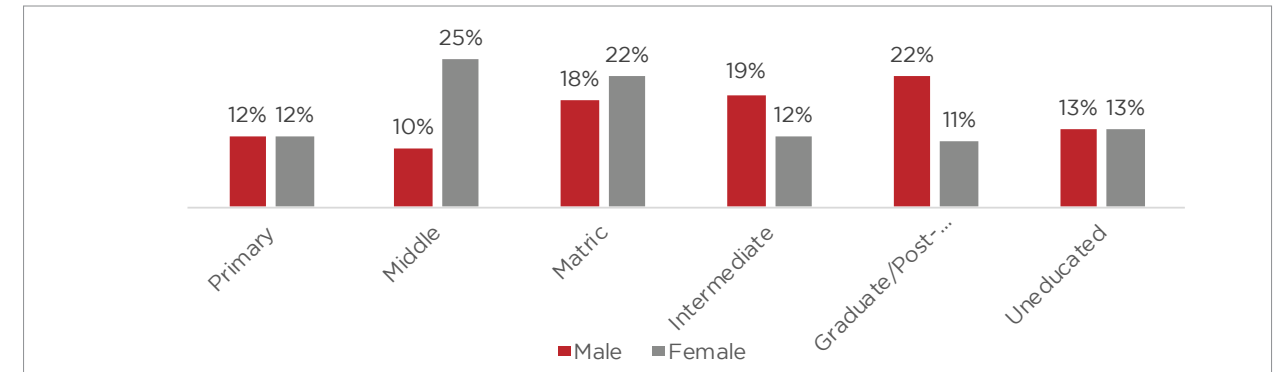


Graph 4: Number of Educated/ Uneducated Beneficiaries (Jamshoro)

It is generally assumed that formal education and skills training enhance income earning capacity. The graph shows the correlation between TVST, income and education. The figure below indicates the percentage increase in income for various educational levels.

It is interesting to note that there is an increase in income across all levels of education. However, it should also be noted that the household income of females with school-level education increased more than males. In contrast, the household income of males with college-level education increased more than that of females. Probing revealed that this may be because men with formal degrees can access jobs in organisations or institutions willing to pay comparatively higher salaries. It should also be noted that a sharp rise in income for females with middle or matric education. Further probing indicates that the females felt heightened confidence after receiving the TVS training. They can then find district-based work as enumerators and field researchers with government and local

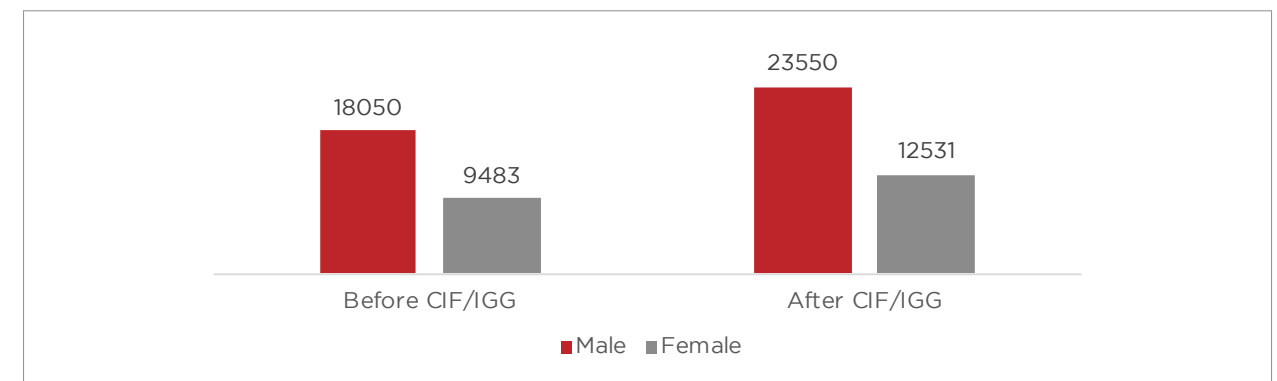
NGOs. Those females with middle or matric education also learn how to use their mobile phones effectively.



Graph 5: Correlation Between TVST, Income & Education

Impact of CIF and IGG on the Household Income of Self-Employed Beneficiaries

Out of the 112 self-employed male and female respondents surveyed, TRDP extended IGGs to 36. The survey revealed that the grant/fund ranged from Rs. 18000 to Rs. 70000. Business plans were prepared by 32 selected beneficiaries. Of these, 27 business plans were endorsed by LSO and verified by ED Committee. The following figure illustrates that approximately 23% of male and 24% of female beneficiaries witnessed an increase in household income after receiving the CIF and IGG.

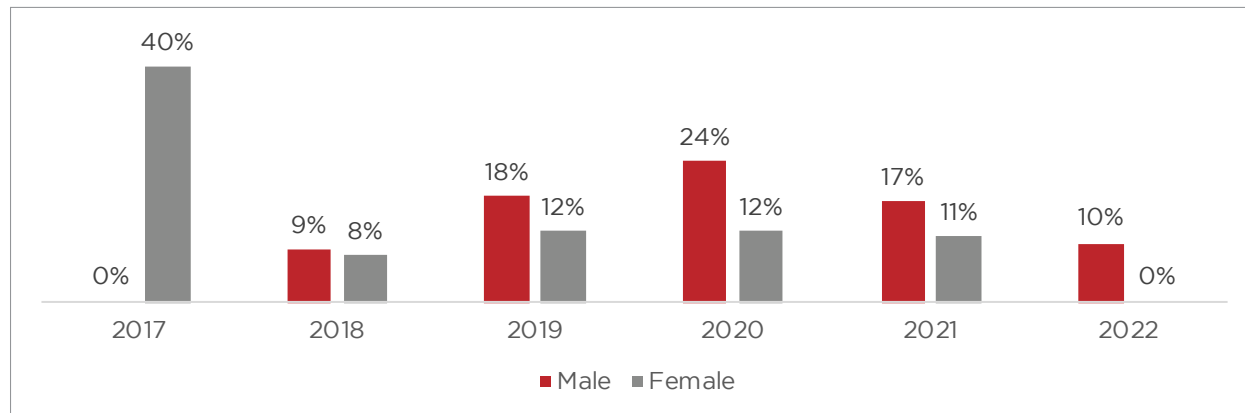


Graph 6: Impact of CIF/IGG on Beneficiaries' Income

Correlation of Year of TVST received and Income

Of the 848 respondents assessed, only one female received TVS training in 2017, while no female was included in the 2022 batch (all TVS trainees in 2022 were men). The figure below highlights that those respondents who received TVS training in 2019, 2020

and 2021 witnessed a higher average increase in income. As per stakeholder responses, one key reason for this is the greater emphasis placed on providing skills training per market demand. Rapid job placements complemented this approach, and self-employed entrepreneurs were guided on how to strengthen linkages for their businesses.



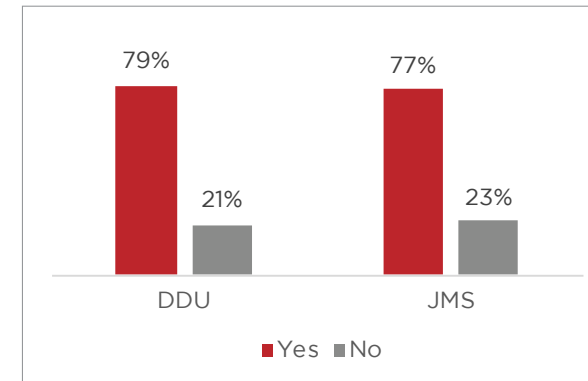
Graph 7: Correlation of Year TVST Received & Income

3. Relevance of TVST Skills for Beneficiaries

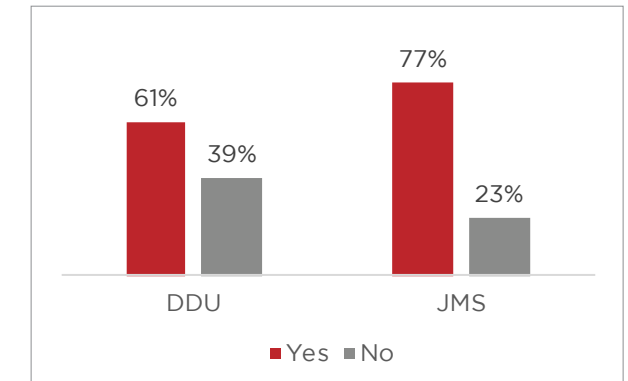
As with other Implementing Partners, TRDP's initial approach to TVS training was to respond to community demand. This allowed the TVST beneficiary to select a trade that they thought would be viable for them. At the time, the TVS training primarily focused on women. After the Mid-term review, TRDP revised its approach for TVST, looking for more market-demanded skills and trades. It also planned to focus its TVS training equally on men and women from households with PSC 0-23.

TRDP's contracted provider for TVS training was SZABTech, which adopted an approach similar to the one used for SRSO. This involved a market assessment of skills and trade in demand, assessing beneficiaries' interests and competence, and finally, matching them with an appropriate course. SZABTech also provided Enterprise Development training to those beneficiaries who opted to start a business. Where requested, SZABTech assisted TVST beneficiaries in preparing business plans for IGG or ED Fund. As a result, the survey shows that around 40% of the beneficiaries became employed/self-employed.

The assessment also captured respondents' feedback regarding the appropriateness of the skill training provided, which was separately compiled for employed and self-employed beneficiaries. The following table consolidates their responses, showing that approximately 75% of the respondents were satisfied with the quality of training. However, 25% were unsatisfied for various reasons. These included responses like no stipends were given to overcome the daily wages lost due to training, training did not meet expectations, or the training did not result in the desired outcome.



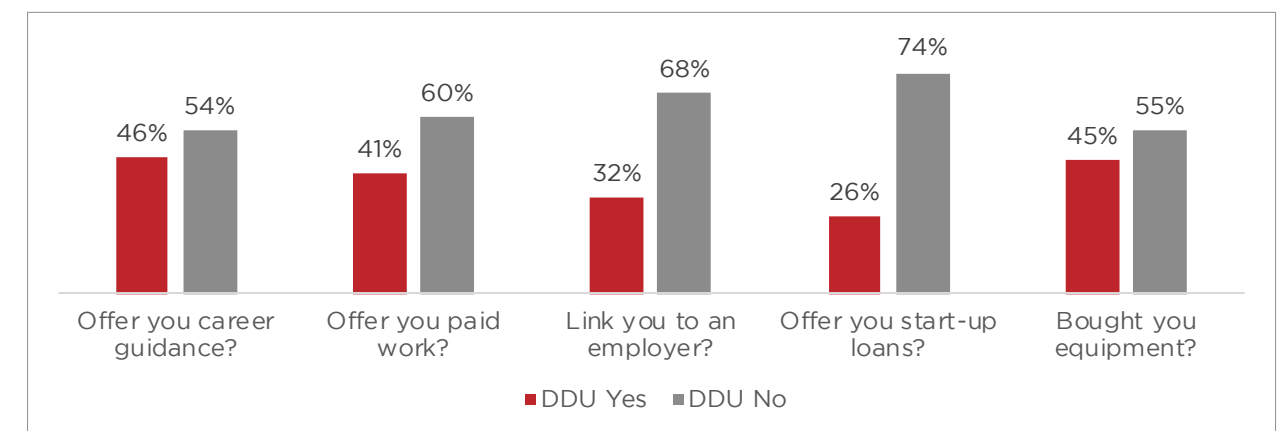
Graph 8: Appropriateness of Training Material (Employed Beneficiaries)



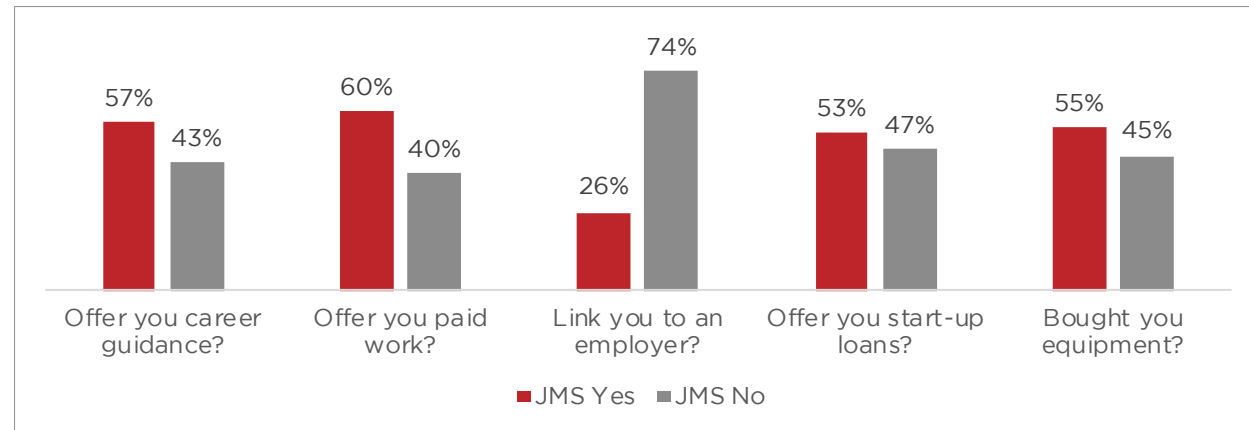
Graph 9: Appropriateness of Training Material (Self-Employed Beneficiaries)

Additional Support to the Beneficiaries

According to the training provider, SZABTech provided additional support to TRDP beneficiaries through career guidance, paid jobs, linkages with potential employers, access to start-up loans, and guidance in purchasing raw materials or equipment. The interview with respondents aimed to validate this claim. More than 50% of the respondents (employed and self-employed) in both Dadu and Jamshoro refuted this claim. A follow-up discussion with TRDP and SZABTech to better understand this situation was explained as follows; those who benefitted from the TVS training and ED component accept receiving such support, while those who could not find job placement for themselves deny receiving additional support. It is also possible that some beneficiaries could not be reached for the provision of additional support.



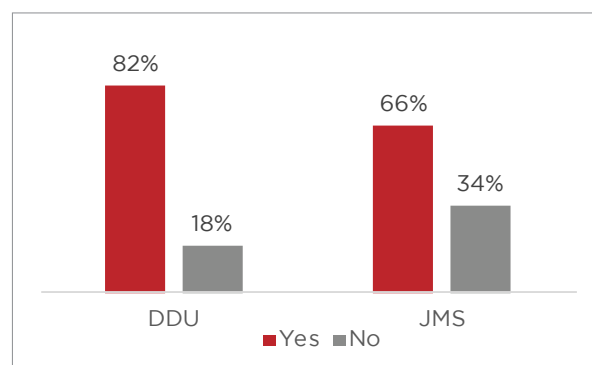
Graph 10: Impressions of Additional Support (Dadu)



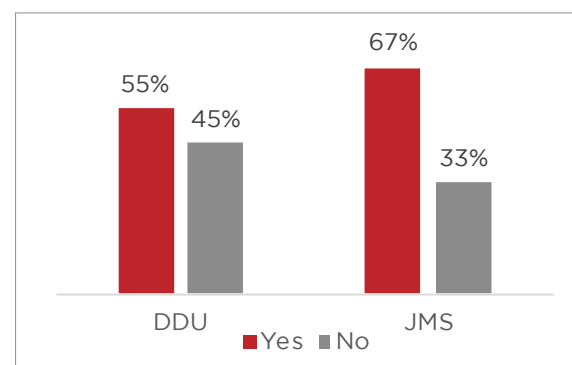
Graph 11: Impressions of Additional Support (Jamshoro)

After the MTR, TRDP conducted a market study to prioritise areas for their TVS training to ensure that the trainees find viable jobs and effective market linkages. Based on the outcome of this study, TRDP reworked its approach for TVST and ED components. The TRDP management and staff developed market linkages to guide beneficiaries and assist them in their search for employment or in starting and improving their businesses. SZABTech was requested to align their training provision accordingly and develop training manuals on the market-demanded skills training.

In Dadu, 82% of employed respondents said they are using the acquired skills. However, 34% of the respondents from Jamshoro said they are not using the acquired skills. Upon probing, most respondents who have been unable to use the skills said that they lack the financial resources to purchase the required resources or are unable to find relevant jobs.



Graph 12: Currently Using TVST Skills (Employed)



Graph 13: Currently Using TVST Skills (Self-Employed)

In the case of self-employed participants, 45% of respondents in Dadu, and 33% in Jamshoro, said they are not using the skills acquired. Some reasons quoted for this included: the skills were not relevant to my profession (21% & 32%); the received skills

were inadequate (24% & 31%); no funds were provided for me to purchase the items needed (24% & 19%).

The market survey of employers was conducted in Jamshoro districts, where around ten employers were interviewed. Employers (such as Ali Nawaz, Bulri Shah Karim, Tando Muhammad Khan, and Beenish Qadri in Hyderabad) engaged the beneficiaries of the SUCCESS Programme. In their opinion, the beneficiaries knew the work, but their skills were not adequately polished. The employers hired them at marginal salaries, which they expect will rise over time and with increased experience and expertise. An important point to note is that District Dadu has many industrial areas. While these links could have been tapped more aggressively, the time constraint was deeply felt. Work had slowed down for nearly two years, and everyone felt pressured to deliver on numbers. Therefore, the primary strategy was to place the TVST graduates as apprentices with local entrepreneurs or the technical trainers hired by the training provider to conduct the skills training.

4. Impact of TVST and ED Components on BDGs

TRDP formed 105 BDGs in two of its target districts, of which 64 are based in Dadu, and 41 are based in Jamshoro. These BDGs are formed around various trades such as self-grooming, mechanical engineering, hospitality industry, agriculture & food, construction, electrical & light engineering, textile & garments, and livestock & poultry. To strengthen their enterprise, the inputs given to the BDGs included TVS training and ED, and access to finance through IGG, MEG (micro-enterprise grant) and CIF.

To assess the social and economic impact of forming and supporting the BDGs, the consulting team conducted Focus Group Discussions (FGDs) with 16 BDGs as follows:

Total BDGs (16)		Dadu (8)		Jamshoro (8)	
Male	Female	Male	Female	Male	Female
5	11	2	6	3	5

Table 7: Focus Group Discussions (FGDs) with BDGs

The BDGs shortlisted for FGD were related to trades such as beautician (2), tailoring and garments (2), embellished embroidery (4), textile and garments (3), agriculture and livestock (2), IT (1), electrical (1), and hospitality (1). The number of members per BDG varied from 2 to 6.

A summary of the key findings from the FGDs is as follows:

Formation and Strengthening of BDG

TRDP used the following process for forming and strengthening a BDG:

- Announced 5 to 6 technical training through its LSOs/VOs/COs.
- LSO/VOs/COs asked for applications from the beneficiaries and made a list of interested applicants.
- Later, a team from TRDP conducted a training needs assessment of the identified beneficiaries and, based on the outcome, finalised a list of trainees.
- During the training, the trainees were encouraged and guided to form a BDG.

Access to CIF/IGG/ED Fund

The CIF and IGG facilities were introduced at the start of the project, where CIF was a revolving loan, and IGG was a one-time grant available for beneficiaries with PSC 0-12. The ED Fund was introduced much later, meant for self-employed beneficiaries to provide them with easy access to finance facilities to boost and strengthen their business. The limit for CIF was initially Rs. 18000, which was later increased to Rs. 20,000, eventually to Rs. 22,000. The IGG limit was up to a maximum of Rs. 25000. As against the CIF target of Rs. 477,697,336, TRDP managed to achieve 1,027,628,669. This was due to the revolving of the loan fund. Against the IGG target of Rs. 523 million, TRDP managed to extend a grant equal to Rs. 489,783,923. During FGDs, respondents stated that the grant received was invested into their business, which has increased income, and that their businesses were performing well. However, the businesses that did not receive financial assistance performed moderately. The groups formed in the programme's early years were mature and performing well compared to those included in the latter part of the programme. The average income of their members later confirmed this claim.

Formal and Informal BDGs

The BDGs formed by TRDP were smaller than those created by SRSO. The minimum number of members for a BDG by TRDP is 2, while the maximum is 7. The FGDs also aimed to validate whether all members of the BDG received TVS training in their respective trades. It was discovered that there are two types of BDG groups, i.e., formal and informal. A formal BDG is where the group members come together, choose one leader, and develop and benefit from a joint business plan and shared profits. The formal BDG also appoints a co-signatory so that the leader and co-signatory can withdraw money from a bank together. An informal BDG is where a focal person is like a sole proprietor but attached to other producers with whom s/he can engage as and when. In an informal BDG, the focal person interacts with the market to obtain and fulfil orders from the BDG group members. Any grants or loans are given to the focal person.

It was evident that none of the BDGs was registered with any authority or governing body. However, for the formal BDGs, a partnership was made on a stamp paper of Rs. 500, signed by all of the group members. In the past year, the BDGs were able to open a bank account under their BDG name in NRSP Microfinance Bank and U-Bank (Microfinance). The condition is that both signatories must be physically present in the bank to withdraw money. In the case of an informal group, only the focal person is required by the bank to honour a transaction. Group members from both formal and informal BDGs are eligible to apply for CIF on a need basis.

As mentioned earlier, 16 FGDs were conducted by the field officer in targeted districts. The consultant focused on the impact of TVS training on the members' income, formation of enterprise and use of acquired skills; the effects of TVST and ED training on the life of beneficiaries; and the sustainability of business development groups.

The members of the BDG were selected through a process with the help of formed LSOs/CSOs/VOs, as described earlier. After the training need assessment, those beneficiaries were selected whose PSC score was in the bracket 0-23. The TVST training was conducted in hard-to-reach areas by the SZABTech Institute. For this training, the beneficiaries were given certificates. The duration of the training was from one week to 8 weeks, depending on the trade requirements. All members of BDGs obtained technical skill training in their respective trades. Of the 16 respondent BDGs, 13 had developed a business plan that the LSO/ED committee endorsed.

Impact of TVST/ED on income

Most group members engaged in an income-earning activity before the TVS training. After receiving the TVST, they formally started a micro-enterprise as a business. Unmarried females said most were not involved in income-generating activities before the TVS training. In contrast, now they are formally involved in generating an income for themselves. Most women already engaged in income-generating activities before TVST and ED training were linked to embroidery, stitching, and agriculture. According to them, after setting up the BDG and formalising their business, they have seen a positive impact on their income.

For the participants who completed the skill training in the initial period, i.e., 2019, their income increase was comparatively better than the ones who completed their skill training in 2021-22. The following table shows the Impact of TVST and ED training on their income:

Description	Minimum Income	Maximum Income
Before TVS Training	0	3000
After TVS Training (New participants)	1000	8000
After TVS Training (Old participants)	6000	15000

Table 8: Correlational Year TVST Revised and Income

The participants in Dadu and Jamshoro also said that their priority for using their income was to fulfil their nutrition requirements. Their second priority was building household assets. The consultants observed that the beneficiaries were not guided to look for investments that could contribute to generating more income. Most of the items they purchased were for comfortable living. Below is the list of assets where they invested their savings stage-wise:

Stage 1	Stage 2	Stage 3
Solar Plate + Fan	Battery for Solar	Goat / Sheep
Crockery	Mobile Phone (touch)	Gold
Cloths	Khat (Charpai)	Dowery
Bedding	Almirah	House renovation

Table 9: Assets Procured by Beneficiaries at Various Stages

Solar plates, batteries, mobile phones, and goat/sheep can be income-generating assets. However, participants still require guidance to help better use their savings instead of making a dead investment. All participants were optimistic in their belief that TVST training can reduce poverty. The skills gained through TVST training would enable them to increase households' income, which would be utilised to fulfil nutrition requirements, resulting in a healthy family. As a result, the expenditures on medical costs would reduce, and family members could work more efficiently.

Impact on Market Linkages

Out of the groups contacted, only groups related to embroidery and tailoring said they were supported in creating linkages with the market. The rest of the trades attempted to develop their links with the market without the support of TRDP. In this regard, Gul Shah Autos in Thano Bullah Khan Tehsil of Jamshoro district was a success story. Mr Mukhtiyar and Gul-Bahar were in the Auto Mechanic group. After getting the training, they formed a workshop in tehsil Thano Bullah Khan, far from the central Jamshoro city. They created a link with a few vendors in the auto market of Hyderabad city. They order the required auto parts on the phone, which their vendors send them on a bus between Jamshoro and their village. Furthermore, they used to pay their vendors through accessible paisa accounts. He added that they developed these strong relations because they never defaulted on making timely vendor payments.

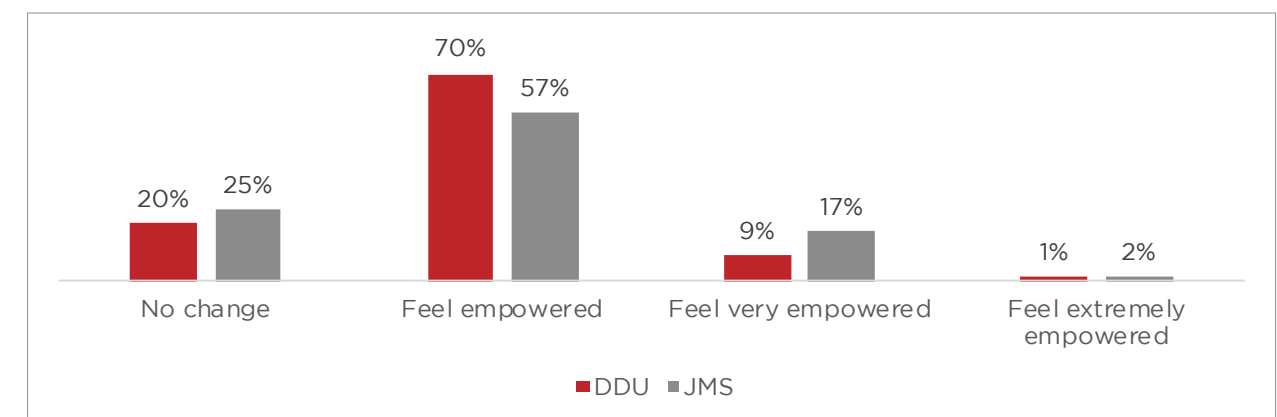
5. Impact of TVST and ED on Beneficiaries' Lives

According to the respondents, the TVST and ED component has positively impacted the participants' mobility. One BDG, "Noor Beauty Parlour," is a TRDP success story. During the Focus Group Discussion, the group leader shared how she received training as a beautician and remained a top learner. The SZABTech team picked her to conduct

beautician training in neighbouring villages of Dadu, which she completed. Observing her professional skills, TRDP gave her an Enterprise Development Fund of Rs. 300,000. With this money, she established a well-equipped beauty parlour in Dadu city, which is around 15 KMs away from her village. She formed a BDG and now has two female members working with her. All three females travel daily from their village to Dadu City. Their business is flourishing. According to her, the TVS and enterprise development training and the opportunity to become a trainer and earn an income developed her confidence and self-worth and convinced her family to allow her the freedom to travel to neighbouring villages and eventually to the city.

The beneficiaries of the TVST and ED components of the SUCCESS programme have managed to become skilled individuals. A considerable number have started to earn a reasonable income to support or contribute to the family income, which helps meet basic needs. Most of them have opened their bank accounts and said their self-confidence has improved, enabling them to sustain their income and look for more opportunities to increase their income. In addition, to becoming skilled workers, participants were guided to improve their knowledge of nutrition, health, and particularly government schemes, which will enhance their health and hygiene practices. Such knowledge will significantly benefit those involved in trades such as food services. It is anticipated that the Impact of TVST and ED training will also lead to a greater understanding of the importance of education and literacy.

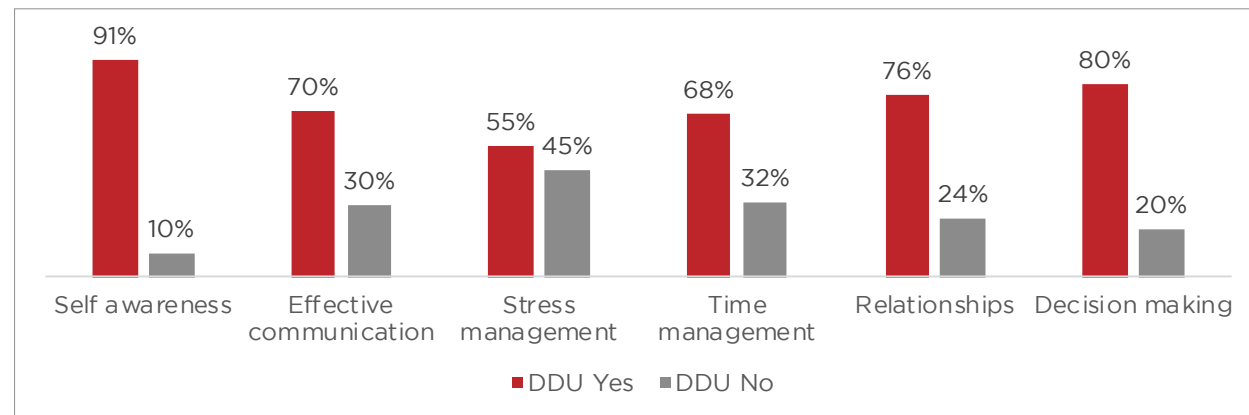
Apart from gaining technical skills, TVST participation provided young people opportunities for obtaining credentials, reputation, and social recognition. Most of the participants of TVST were from disadvantaged backgrounds with poor education histories and low confidence. The certificate has increased their sense of fulfilment, improved their faith in themselves, and empowered them. During the survey of the TVST and ED participants, a question was asked regarding their understanding of feeling empowered. Their responses are compiled below.



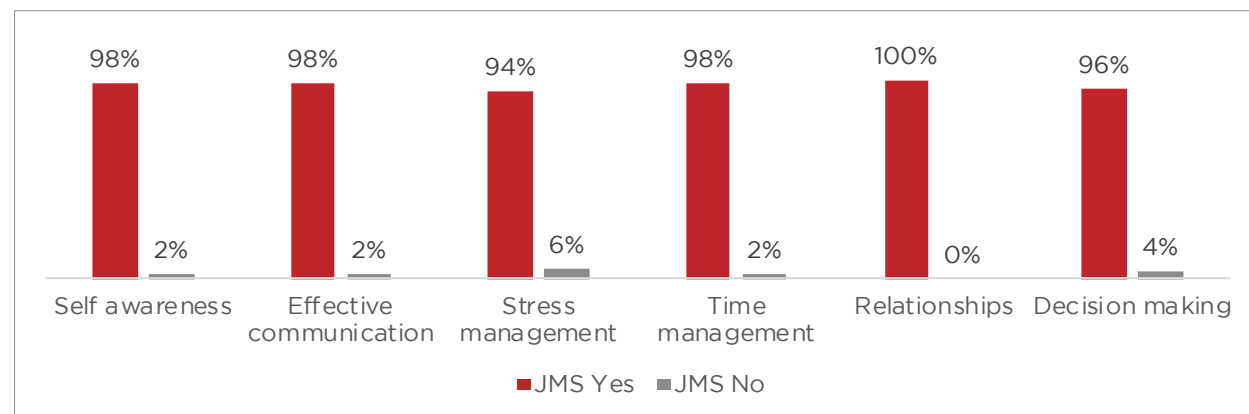
Graph 14: Level of Empowerment After TVST

Even though most of the respondents expressed that they feel empowered, a considerable number of respondents said that they do not feel any change, which means they require further support and career guidance.

The participants were asked to rate various attributes of life patterns which they feel were developed in them due to TVET and ED training and getting work opportunities. Their responses are shown in the following figures:



Graph 15: Beneficiaries Rating for Improvement in Life Skills (Dadu)



Graph 16: Beneficiaries Rating for Improvement in Life Skills (Jamshoro)

By becoming an earning hand or with increased income, it is likely that the family's reliance on that particular beneficiary may grow. People may sometimes be overwhelmed by their increased financial responsibility, which might put them back into poverty. More outstanding work is required for the participants who have not yet secured a job or started any business because this may discourage them or expose them to public ridicule.

It was encouraging to find out that the TVS training has opened the minds of the people in rural areas of Sindh, and the mobility issues of female beneficiaries are somewhat

lessened. Most females are now allowed to go to the market for their business and are also helped and supported by their spouses and other family members. People have started realising the importance of education, and now they have started sending their children to school, particularly girls, which is a promising shift in behaviour.

Annex-3: TVST & ED Findings - NRSP

This annex explores the impact of TVST and ED interventions as implemented by NRSP.

National Rural Support Programme

National Rural Support Programme (NRSP) implemented the SUCCESS Programme in four districts of Sindh, i.e., Sujawal, Matiari, Tando Allahyar, and Tando Muhammad Khan. Initially, NRSP's approach to TVS training was similar to that of the other Implementing Partners. After the Mid-Term Review, the NRSP and its training provider, i.e., the Institute of Rural Management (IRM), conducted surveys to identify the skills and trades more relevant to the market. Considerable efforts were put into developing links in the market. Before the MTR, there was a greater inclination to onboard female beneficiaries for the TVS training. However, since most females had mobility constraints, guiding many of them toward relevant jobs or enterprises was challenging. After the MTR, NRSP increased the number of males targeted for TVS training.

Moreover, to facilitate the large numbers of home-based workers, NRSP encouraged community women's participation in exhibitions organised in other cities. MoUs were signed with industry leaders and employers. The Institute of Rural Management (IRM) conducted a training needs assessment to develop a market-relevant curriculum for the beneficiaries. Enterprise Development training was made a part of the TVST curriculum. IRM also facilitated a 2-day TOT for NRSP staff by SMEDA to train them on how to conduct Enterprise Development training for selected beneficiaries.

1. Outcomes of TVST & ED Components

As per available records, NRSP's initial target and eventual achievement for TVS training are as follows:

Description	Beneficiaries Trained	
	Target	Actual
Male	16500	3856
Female		12840
Total		16696

Table 1: Targeted and Achieved TVST Targets

NRSP has trained 15,049 men and women in TVS training, of which 6% are men and 94% are women. The numbers of beneficiaries trained before and after the MTR are as follows:

TVST for	Before MTR	After MTR	Total
Men	925	2931	3856
Women	2755	10,085	12840

Table 2: Number of Beneficiaries Trained

369 Business Development Groups (BDGs) were formed and supported by NRSP as follows:

District	BDGs
Matiari	105
Sujawal	135
Tando Allahyar	74
Tando Muhammad Khan	55

Table 3: Number of Business Development Groups (BDGs) Formed

These BDGs comprised 2 – 7 members each. They were formed in trades such as stitching, mechanical engineering, agriculture and food, construction, electrical and light engineering, textile and garments, livestock and poultry.

Regarding the Enterprise Development Training, the Small and Medium Enterprise Development Authority (SMEDA) conducted an orientation session for the NRSP staff. This staff delivered ED to the beneficiaries in the field.

2. Impact of TVST & ED Components

Most respondents indicated that before the TVS training, they were engaged in sporadic or seasonal work, which did not bring in regular income. Before the TVS training, female respondents were involved in home-based embroidery or stitching/ralli work. In contrast, most men worked on farms, construction, or odd jobs (labour). To assess the Impact of TVS training on employment, personal and household income, the survey team assessed 1296 respondents with a gender-wise breakdown as follows:

Description	Matiari	Sujawal	Tando AY	Tando MK	Total
Male	221	120	143	125	609
Females	140	214	152	154	660
Total	361	334	295	279	1269

Table 4: Gender-wise Breakdown of Assessed Beneficiaries

Impact on Employment

As shown in Table 10-4, the KII with 1269 TVST beneficiaries in Matiari, Sujawal, Tando AllahYar, and Tando Muhammad Khan found:

- 58% of the sample beneficiaries are gainfully employed (having regular daily or monthly income) and the remaining 42% are either underemployed (having irregular daily or monthly income) or still looking for work (unemployed).
- Among the gainfully employed 38% of the sample with 28% among women and 47% among men have regular wage income and 20% of the sample with 33% among women and 8% among men are self-employed (having their own micro business with regular daily income).
- Tando Muhammad Khan with 87% sample beneficiaries having gainfully employment outperformed Tando AllahYar with 38% gainfully employed. Matiari showed the 33% sample beneficiaries as self employed representing the highest percent of self employed beneficiaries among the 4 districts.

Employment Status	Matiari			Sujawal		
	Women	Men	Total	Women	Men	Total
Employed	16	18	17	7	13	10
Self Employed	50	17	33	23	7	15
Underemployed or Unemployed	34	65	50	70	80	75
Total	100	100	100	100	100	100

Employment Status	Tando AllahYar			Tando Muhammad Khan			Grand Total		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employed	12	63	38	78	95	87	28	47	38
Self Employed	49	7	28	9	0	4	33	8	20
Underemployed or Unemployed	39	30	34	13	5	9	39	45	42
Total	100	100	100	100	100	100	100	100	100

Table 5: District and Gender wise employment status of sample TVST beneficiaries (%)

Impact on Personal Income

As per the survey, the average monthly income of employed TVST beneficiaries is PKR 18,470 whereas, the average monthly income of self-employed TVST beneficiaries is PKR 19,215. Therefore, the self-employed beneficiaries in NRSP have higher monthly income as compared to the employed beneficiaries.

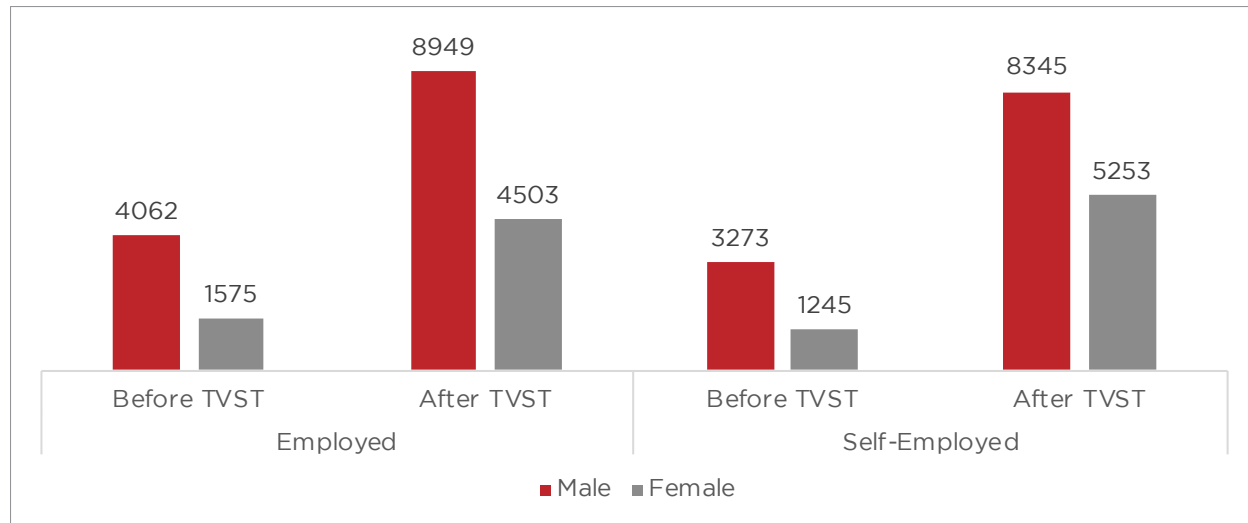
Overall, male TVST beneficiaries have reported higher monthly income of PKR 19,872 as compared to the female TVST beneficiaries with average monthly income of PKR 17,802.

Employment Status	Women	Men	Total
Employed	16,672	19,665	18,470
Self Employed	18,773	20,873	19,215
Total	17,802	19,872	18,746

Table 6: Average Monthly Income Per TVST Beneficiary

Contribution by Beneficiaries to Household Income

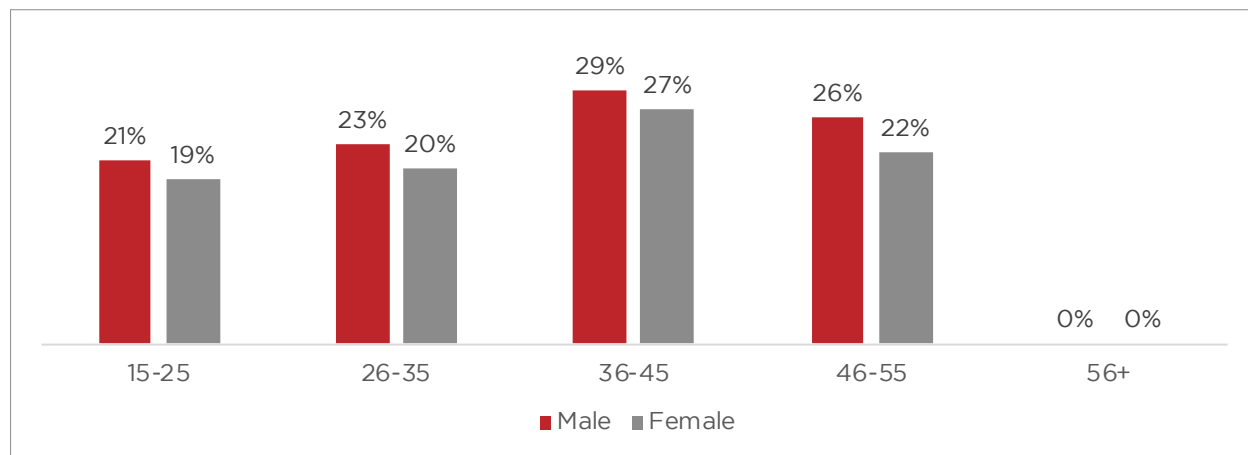
The increased household income also motivated the male and female beneficiaries to contribute more to the household income. The employed males and females' contribution to their household income also increased by 55% and 65%, respectively. In contrast, self-employed males and females' contribution to household income increased by 61% and 76%, respectively.



Graph 1: Respondents' Contribution to Household Income

Impact on Income (Age Group-wise)

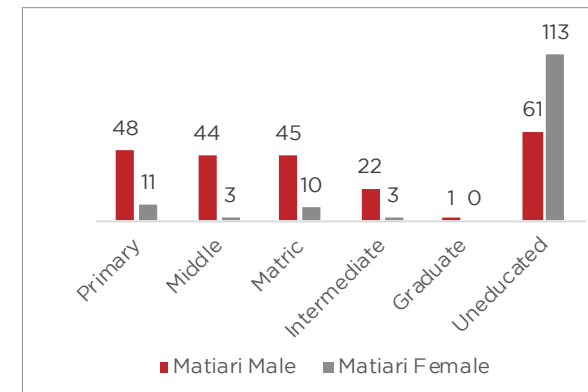
NRSP's mobilisation strategy seems more heavily inclined toward the youth. Out of 1269 respondents selected for the survey, 78% were in the age bracket of 15 to 35 years, 17% were in the age bracket of 36 to 45 years, and only 5% were more than 45. While the increase in income is consistent across all ages, it does seem more effective amongst both men and women of the 36-45 age groups. The 46-55 age bracket may be insignificant since the number of respondents was only 4%. Reasons cited included that the 36-45 age group fares better because they have been more receptive to handholding and mentoring. Also, beneficiaries of this age group have the confidence and maturity to advance market linkages and supplement their previous expertise and experience through the TVST and ED training. TVST's effect on age groups' income increase is depicted in the graph below:



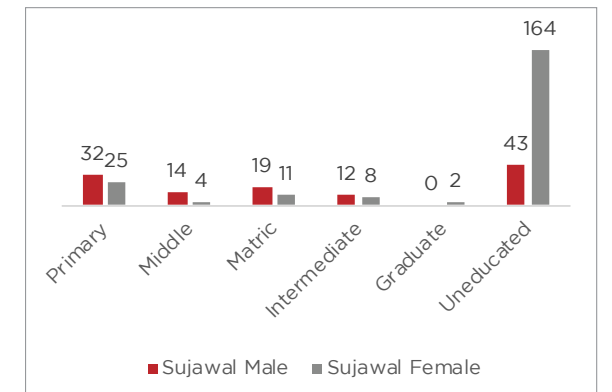
Graph 2: Effect of TVST on the Income of Beneficiaries of Various Age Groups

Correlation with Education

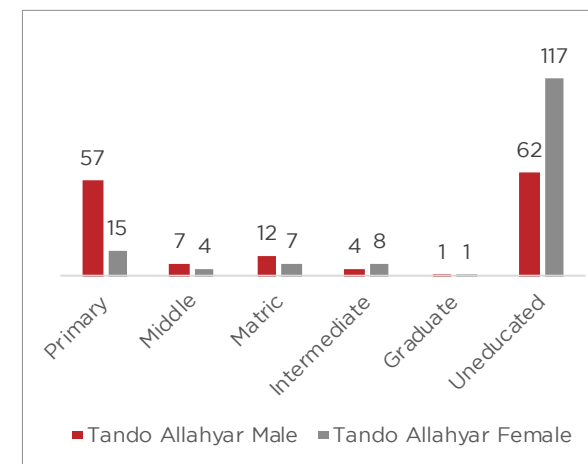
In all four targeted districts, an almost equal proportion of educated and uneducated respondents were selected for the survey. Of the 1269 respondents, 25% had primary education; 8% had middle; 10% had matric, and only 6% were intermediate. The graphs below illustrate the literacy level of selected respondents.



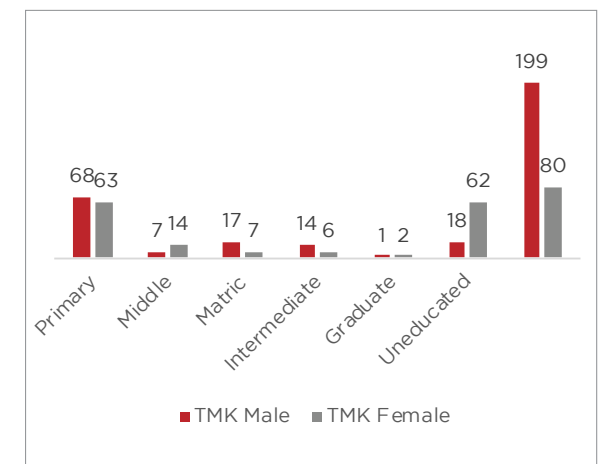
Graph 3: Number of Educated/Uneducated Beneficiaries (Matiari)



Graph 4: Number of Educated/Uneducated Beneficiaries (Sujawal)



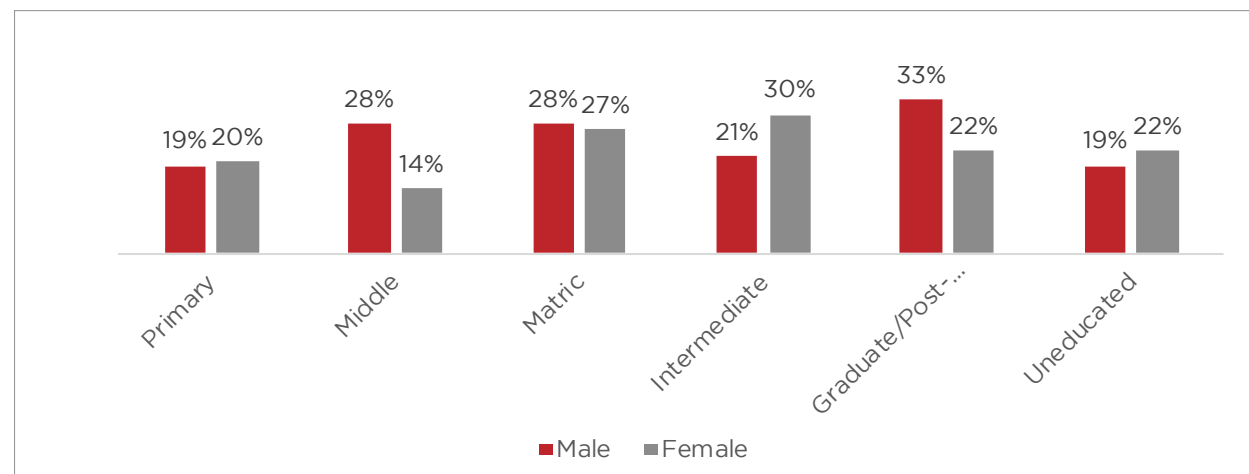
Graph 5: Number of Educated/Uneducated Beneficiaries (Tando Allahyar)



Graph 6: Number of Educated/Uneducated Beneficiaries (Tando Muhammad Khan)

The Impact of TVST and ED on the household income of employed and self-employed respondents is depicted in the following graph. Noticeably, the high percentage of income found among graduates should not be considered since these constitute a minimal number of beneficiaries in the sample. However, increased household income is

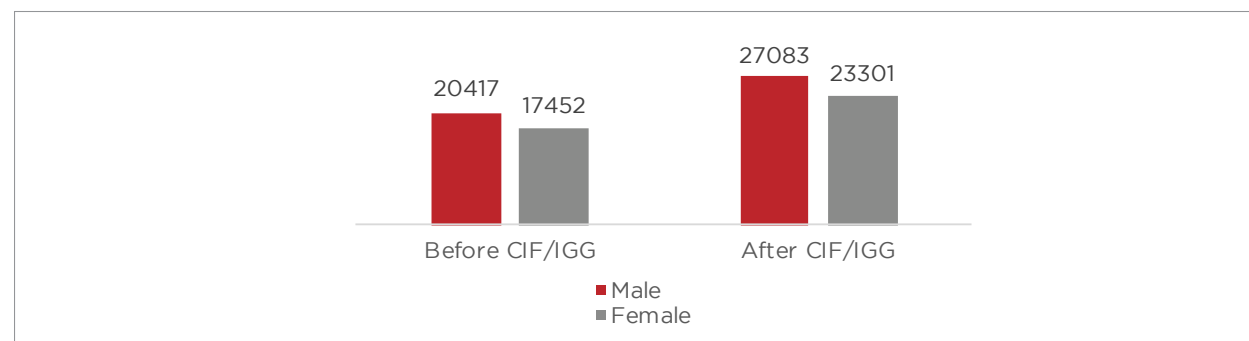
signification with educated respondents Matric and upward. In contrast, an increase in household income for the uneducated is also conspicuous. This finding demonstrates that the handholding undertaken across all levels of beneficiaries resulted in positive outcomes for the beneficiaries. It also demonstrates that education has had no conspicuous impact on the participants' household income, where all performed well.



Graph 7: Correlation Between TVST, Income & Education

Impact of CIF and IGG on the Household Income of Self-Employed Beneficiaries

Out of 206 self-employed respondents selected for the survey, NRSP extended CIF/IGGs to 86 male and female respondents. The amount of the extended assistance was a minimum of Rs. 6000 to a maximum of Rs. 50,000. The following graph shows the impact of this grant on the beneficiaries' income.



Graph 8: Impact of CIF/IGG on Beneficiaries' Income

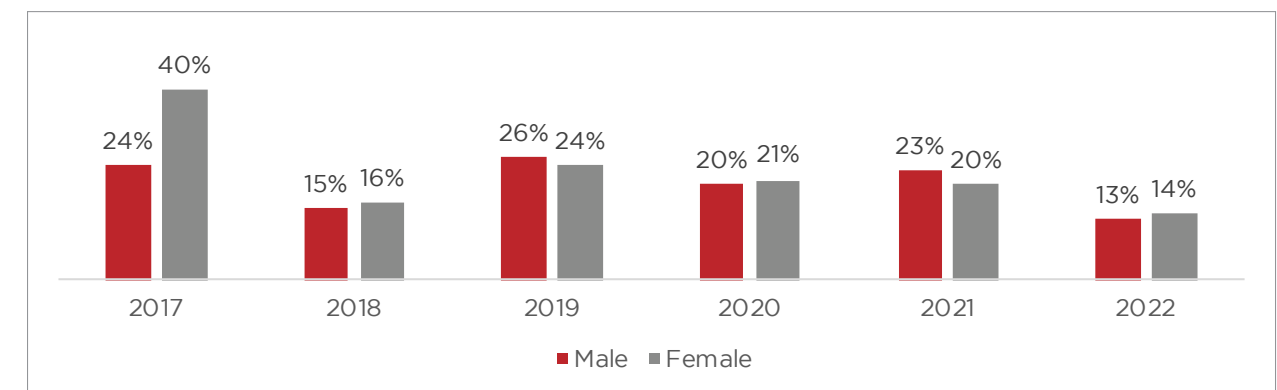
The above graph illustrates that the CIF/IGGs helped beneficiaries increase their household income. However, the survey also found that the average income of beneficiaries who did not receive a loan or grant had increased equally. A reason cited for this scenario was

that the beneficiaries who had received CIF or IGG were indigent and that the grant/loan allowed them to come to par with the other beneficiaries.

Correlation Between Year TVST Received and Income

The SUCCESS programme was initiated in 2017 when IPs began engagements with beneficiaries. However, a small number of beneficiaries from the year 2017 were selected for this survey. Hence, its relevance is insignificant. As per the graph below, noticeably male and female TVST beneficiaries trained in 2019, 2020 and 2021 all show a steady increase in income, despite the COVID pandemic.

Discussions with various programme stakeholders indicated that the TVS beneficiaries received various support. These included access to the Enterprise Development Fund, market linkages, enterprise development training, handholding by mentors, and access to the CIF and IGG. All of these were found to have contributed to an increase in income. The 2022 beneficiaries have been newly trained and may eventually show better progress.

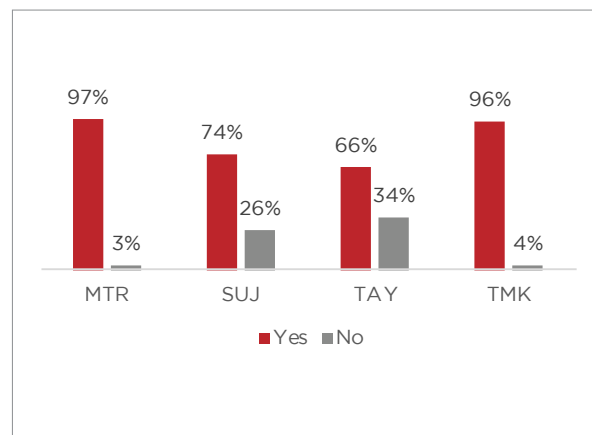


Graph 9: Correlation of Year TVST Received & Income

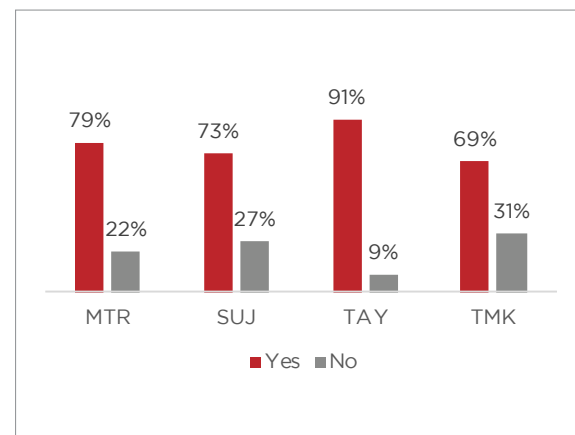
3. Relevance of TVST Skills for Beneficiaries

The Institute of Rural Management (IRM) designed and implemented the TVS training for NRSP. After the MTR, they first assisted NRSP in assessing required skills and competence in the market. They then conducted a Training Needs Assessment of potential TVST beneficiaries to identify and match those who would be most relevant for the identified market-demanded skills and trades. IRM also assisted the TVS training participants in developing business plans. They also provided post-training support, so trained participants could get a job placement in the market. During discussions with key stakeholders, the team was informed that the TVS training that IRM offered was initially planned for 18 days. However, realising participants' needs, the training was revised and extended from 45 to 60 days. Furthermore, because of this turnaround and considerable input expansion, the initially large target of around 35000 beneficiaries was adjusted to 16500 beneficiaries.

NRSP made many efforts to improve the TVST and ED components. As a result, 55% of the assessment respondents are gainfully employed/self-employed. Respondents expressed their views regarding the appropriateness of the skills training course. The responses of the employed and self-employed respondents were separately compiled and analysed. The following graph highlights their responses.



Graph 10: Appropriateness of Training Material (Employed)



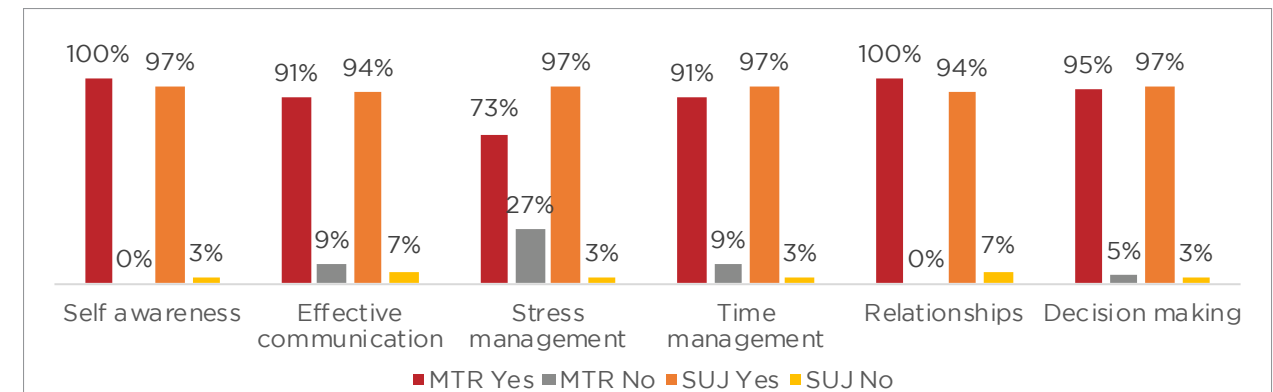
Graph 11: Appropriateness of Training Material (Self-Employed)

The above graph shows that a significant number of respondents expressed their satisfaction regarding the appropriateness of the training material. However, there are some districts where there is a high percentage indicating dissatisfaction. Upon probing, it was found that the reasons for dissatisfaction could be linked to expectations. For one, the trainees did not receive a stipend covering their opportunity costs. Some expected benefits in kind, e.g., raw material, machinery, and input supplies.

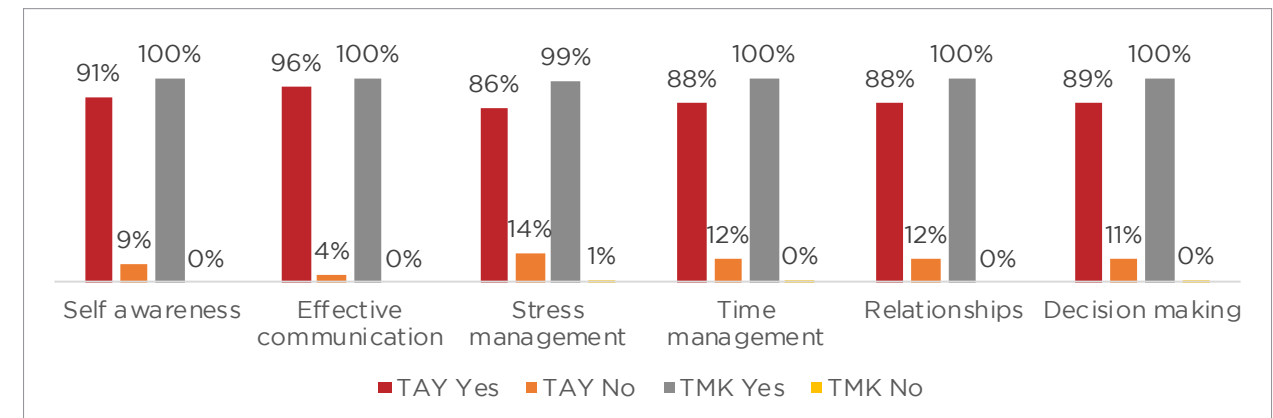
Additional Support to the Beneficiaries

Additional support was made part of the arrangement with training providers. The same understanding was developed between NRSP and IRM. IRM provided post-training support to the beneficiaries regarding career guidance, access to paid jobs, links with employers, loans, and assistance procuring appropriate raw materials and equipment.

The following graphs show that the beneficiaries were provided extensive post-training support, expressing satisfaction over the support received. Beneficiaries of Matiari and Sujawal were most satisfied as they said more than 90% satisfaction over aspects of the support received. However, few Tando Allahyar and Tando Muhammad Khan beneficiaries have shown some concerns. Upon probing, it was revealed that these beneficiaries could not find a job, and their comments were more of a reaction than a concern.



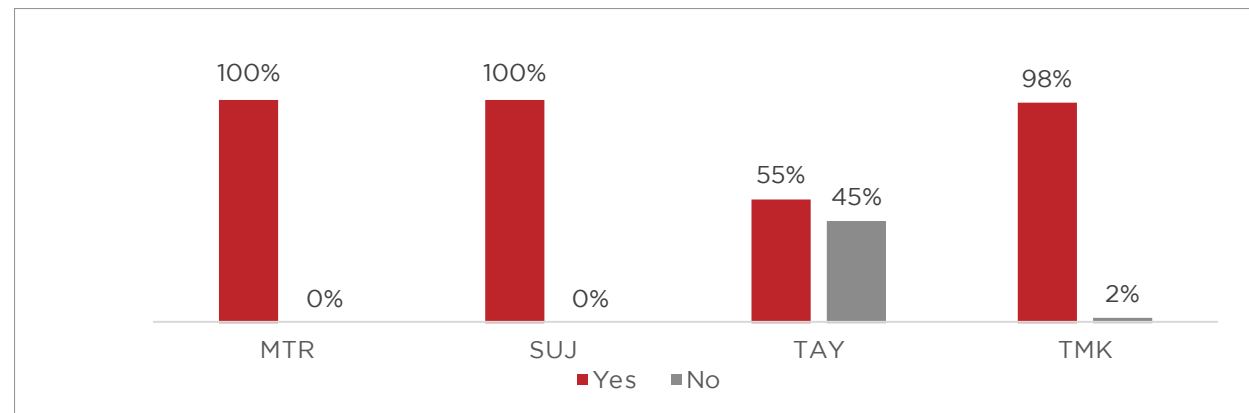
Graph 12: Impressions of Additional Support (Matiari & Sujawal)



Graph 13: Impressions of Additional Support (Tando Allahyar & Tando Muhammad Khan)

Due to Covid Pandemic, IRM organised technical training in the Union Council near their village. This initiative made their access to training an easy proposition. To provide quality training, IRM sent their certified trainers to the field.

After the Mid-term review of the SUCCESS Programme, concerns about the marketability of the skills given to beneficiaries were raised. It was suggested to conduct market research to identify the market demanded skills and trades to train the beneficiaries in the right skills and to make them placeable. For this, it was also suggested that males might be engaged more for the remaining assignment period. A private market research firm was engaged. Based on the outcome of the study and suggestions, the market-relevant TVS training courses were developed with the help of IRM, and the market linkages were established with the employers. MoUs were also signed with the employers to get their consent to support the graduates of the SUCCESS Programme. The following figure highlights the responses of beneficiaries on if they were currently using the skills acquired during TVST.



Graph 14: Currently Using TVST Skills

The results of the above figure are very encouraging and show the seriousness of the effort put in. In three districts, almost 100% of the respondents said that they were currently using the acquired skills. Only in Tando Allahyar did 45% of respondents say they are not using the skills acquired. When asked what the reason is, 58% of the respondents could not articulate a reason, 14% said they did not have the financial resources, and 2% said they could not use the skills because of their ill-health.

4. Impact of TVST and ED Components on BDGs

NRSP established 369 Business Development Groups (BDGs) in four districts, Matiari (105), Sujawal (135), Tando Allahyar (74), and Tando Muhammad Khan (55), in various trades. They were provided technical skill training in their relevant trade and financial assistance through CIG, IGG and MEG. These groups had to develop a business plan to be endorsed by the LSO and verified by Enterprise Development Committee before being eligible to apply for the grant/loan.

To assess the social and economic impact of forming and supporting the BDGs, the consulting team conducted Focus Group Discussions (FGDs) with 16 BDGs as follows:

Total BDGs (16)		Dadu (8)		Jamshoro (8)	
		Male	Female	Male	Female
6	10	2	2	1	3
Total BDGs (16)		Tando Allahyar (4)		Tando Muhammad Khan (4)	
		Male	Female	Male	Female
6	10	1	3	2	2

Table 7: Focus Group Discussions (FGDs) with BDGs

Consultants conducted Focus Group Discussions (FGDs) with 16 BDGs in four districts, Matiari (4), Sujawal (4), Tando Allahyar (4), and Tando Muhammad Khan (4). These Focus Group Discussions aimed to gather qualitative data to analyse the social and economic impact of TVST and ED components put on these BDGs.

A summary of the key findings from the FGDs is as follows:

Formation and Strengthening of BDGs

The approach adopted by NRSP to form BDGs was as follows:

- Identified individuals with the help of LSOs/VOs/COs from the same area who were also related to the same trade.
- If all the identified members were willing to work together, their Business Development Group was formed.
- All the members were required to sign a partnership term, which was drafted on stamp paper.
- Subsequently, the Enterprise Development Committee endorsed a business plan for each BDG, which the LSO verified.
- Subject to the approval of the Business Plan, the sanctioned loan/grant was divided among the members of each group and disbursed to them individually.
- They were then required to invest the given amount in their business.

Like TRDP, NRSP also formed BDGs with small numbers, i.e., minimum of 2 and a maximum of 5. As an exception, there is one BDG with 7 members. NRSP BDGs trades include self-grooming, mechanical engineering, agriculture & food, construction, electrical & light engineering, textile & garments, livestock & poultry.

For the TVST training, only those beneficiaries were selected who were in the ambit of PSC 0-23 and were members of any formed LSOs/VOs/COs. Due to the Covid situation, IRM mobilised their certified trainers to go in the field and extend training to target beneficiaries at their doorstep. These trainings were organised in UCs, where beneficiaries were called from nearby villages to gather for training. This training was conducted in the relevant trades of the beneficiaries. When Enterprise Development was introduced, they got their staff oriented through the Small and Medium Development Authority (SMEDA). Later the team was required to orient the relevant beneficiaries in the field.

NRSP has extended TVST and Enterprise Development Trainings to these groups for their capacity building to run an enterprise effectively. In this regard, the services of IRM were engaged. IRM made the ED part of their TVST training subsequently. During the FGDs, consultants focused on the impact of TVST and ED training on the income of BDG members, formation of enterprise and use of acquired skills, and sustainability of the business development group.

They also nominate one leader for each group, whose primary function was interacting with the market and other stakeholders. The money, however, is disbursed to all the members individually.

Access to CIF/IGG/ED Fund

For disbursement of funds/grants, NRSP has developed and signed an understanding with Habib Bank Limited. This arrangement is called “Cash on Counter.” Under this arrangement, NRSP initiates a request through email for disbursement to Habib Bank, which generates a code against this request. This code is then communicated to NRSP and the relevant group members. Group members reach the bank counter along with their ID Card. After showing the code and the ID Card, the bank disburses the requested amount to the group member. However, if any member does not have a mobile phone, he reaches out to the NRSP office to get the code before going to the bank.

The CIF and IGG were the features of the SUCCESS program available to beneficiaries since the start of the programme. However, MEG was included later when the Enterprise Development component was introduced. NRSP had a sum available for CIF amounting to Rs. 578 million, whereas, for MEG, they had a grant sum equal to RS. 58.8 million, which was extended to 2225 beneficiaries. As a rule, those beneficiaries who got IGG earlier could not access MEG. Furthermore, IGG could only be accessed by those who fell in the PSC score 0-12.

Out of 16 BDGs visited and interviewed, ten groups got MEG (average amount of Rs. 23000 per group). In contrast, three groups got CIF (average Rs. 20000 per group). It was observed that the groups who received the CIF or IGG were running their businesses successfully. Three male groups did not receive financial assistance and were not performing well. The reason cited for this situation was that the BDG members wished to expand their business but required financial assistance.

Impact of TVST/ED on income

Most of the members of the groups met were already involved in some income-generating activity. Most of them were associated with agricultural labour. However, the BDG members now formally ran the business and expressed a sense of belonging and responsibility towards their business. They said they are now satisfied with having a regular income, which they are trying to enhance daily.

To assess the impact of the TVS training on the BDG members’ income, respondents were asked to indicate their income before and after taking the TVS training. This information was then bifurcated into new BDG groups and old BDG groups. The following table highlights the effect of TVST and ED components on BDG members’ income.

Description	Minimum Income	Maximum Income
Before TVS Training	0	2000
After TVS Training (New participants)	2000	7000
After TVS Training (Old participants)	6000	20000

Table 8: Correlation of Year TVST Revised and Income

When asked how they prioritise their increased income, the beneficiaries indicated that their first call is to ensure they have sufficient food for today and tomorrow. Once secure, they save to invest in income-saving and generating products. When asked to prioritise their purchase of assets stage by stage, the participants elicited a list as follows:

Stage 1	Stage 2	Stage 3
Solar Panels + Fan	Solar Battery	Goat / Cow
Crockery	Mobile Phone (touch)	Gold
Cloths	Khat (Charpoi)	Dowry
Bedding	Almirah/Suitcases	House renovation
	Washing machine	Sewing Machine

Table 9: Assets Procured by Beneficiaries at Various Stages

The above assets include income-earning and income-saving assets such as goat/cow and sewing machine. Seeing that a few groups had saved enough money to reinvest in business expansion was encouraging.

CASE STUDY

“Rind Tailoring Group” in Tando Muhammad Khan. The members put together an initial saving of Rs. 5000, with which they bought and stored raw material. Gradually they used this raw material to produce finished products, and reinvested a percentage of the profits back into the business. Today they have over Rs. 40,000 worth of raw material in stitching centre. This demonstrates the BDG’s commitment to each

other, and their business, and their seriousness in generating more income for themselves.

Impact on Market Linkages

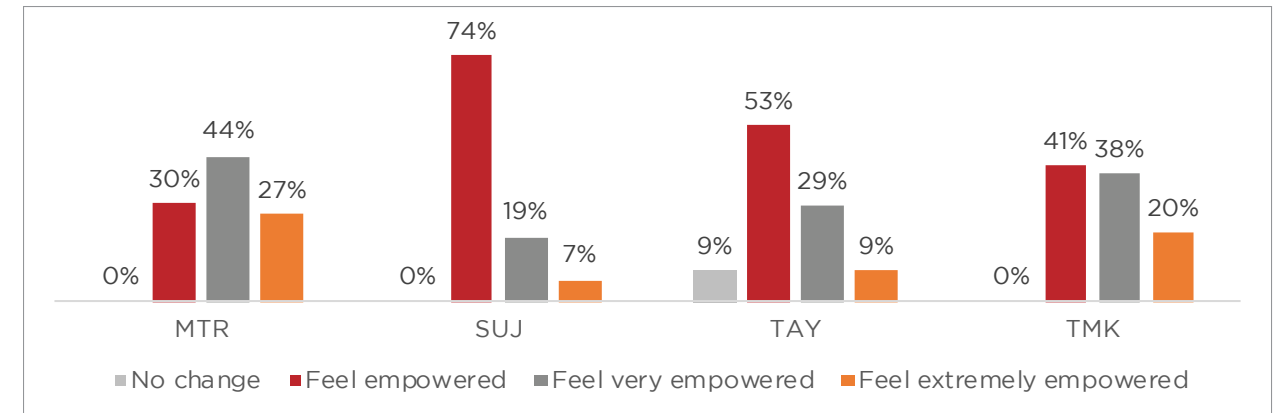
During the FGDs, it was clear that the BDG members had a good sense of the backward and forward links in the market, which may be a core reason for their success. The aforementioned “Rind Tailoring Shop” has established good business relations with their raw material providers, who send the raw material on a phone call. Also, because of her excellent relationships and reputation for quality and commitment, the business generates work from nearby cities, e.g., Tando Muhammad Khan. Similarly, motorcycle mechanic has developed links with vendors in Badin District. The vendors send him the spare parts through a local bus against an order placed on the phone. The entrepreneur pays online through EasyPaisa.

5. Impact of TVST and ED on Beneficiaries’ Lives

Upon being asked, the respondents said that they feel good and confident after becoming skilled people. They were used to doing labour work, which was not a continuous phenomenon and earning depended on work availability. During the survey of TVST beneficiaries, they said they had gotten the certificate of TVS training, which has enabled them to apply for the opening with confidence and proof of required knowledge. This empowerment has made them helpful members of the family and society. Those who found work said they are now contributing more to their family income, which has changed their lifestyle. They can now fulfil their nutrition requirements and have opted to buy clothing and other necessary assets.

Females were vocal about their usage of time. They cited that earlier they used to remain involved in the household chores most of the time. However, now they consciously spare time for their income-generating activities. This situation indicates that a sense of responsibility has developed among the beneficiaries. Due to their increased contribution to household income, their families’ confidence in their abilities has improved. Female respondents stated that they were now involved in domestic decision-making. Also, they could now move around and go to the market for raw materials, which was not the situation earlier, and were exposed to mobility restrictions.

The field officers asked the respondents how much they felt empowered after receiving the TVST and ED training. Their responses are compiled in the following graph:

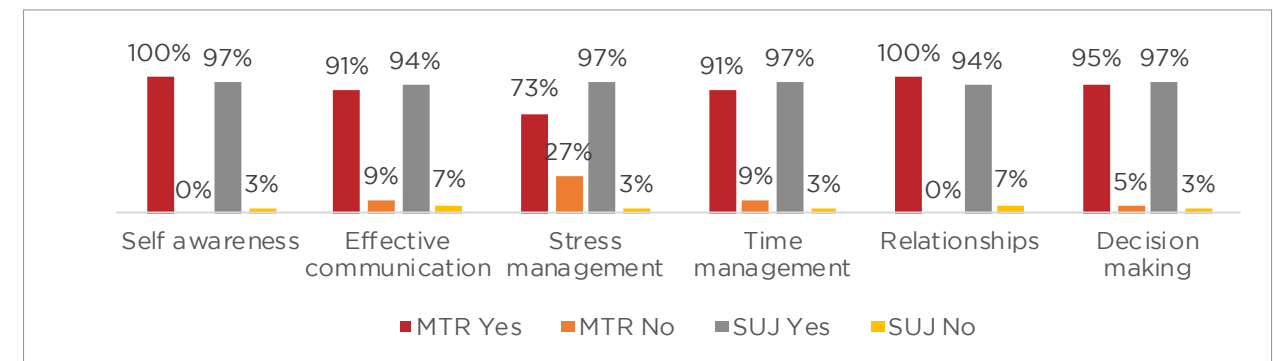


Graph 15: Level of Empowerment After TVST

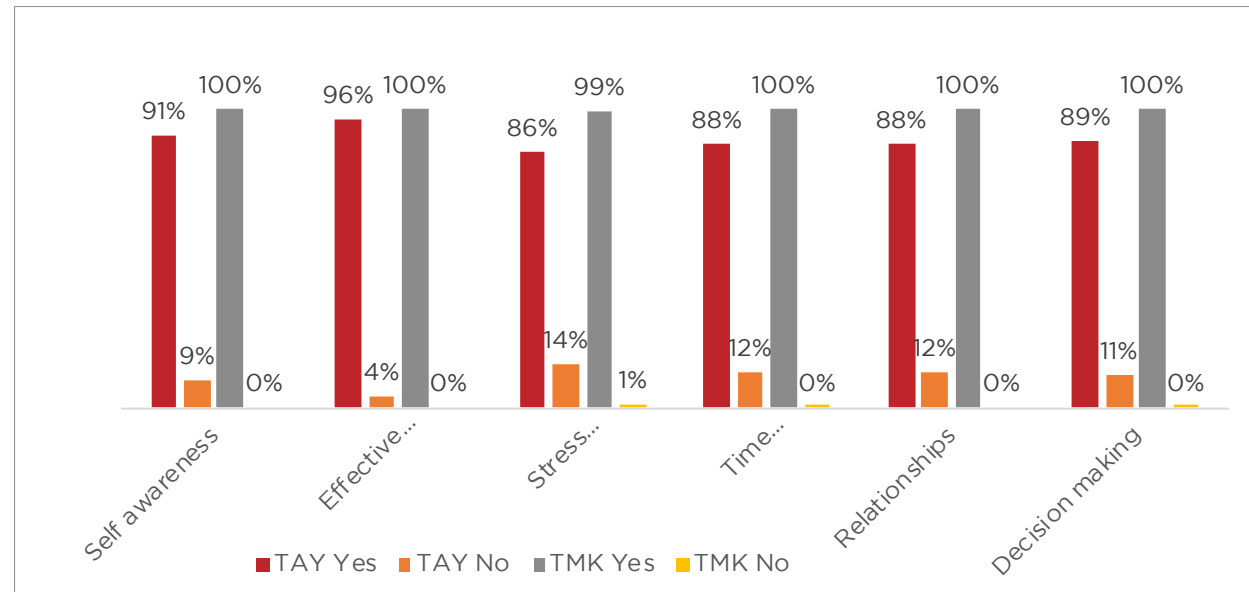
Noticeably, all respondents claimed to have felt some level of feeling empowered, and none of the participants said there was no change.

Respondents also said that their nutrition input has become better, which has had a good impact on their health, and they feel more energetic to work. However, a considerable number of participants are still looking for a job. These beneficiaries must not be forgotten. The project and IPs should continue their support to help them get job placements, which is achievable by strengthening relations with the leading employers in the target districts. NRSP has that reputation, knowledge, and ability to continue to support these beneficiaries.

Respondents were also asked to rate various attributes of life patterns, which they feel, were developed due to TVET and ED training. Their responses are shown in the following figures:



Graph 16: Beneficiaries Rating for Improvement in Life Skills (Matiari & Sujawal)



Graph 17: Beneficiaries Rating for Improvement in Life Skills (Tando Allahyar & Tando Muhammad Khan)

The situation shows the awareness of change felt by the respondents in them. They have given an excellent rating to all the attributes and expressed that they think this change occurred in them. Beneficiaries reported that the TVST and ED components provided them with income-generating opportunities but also impacted their lives to make them a changed person.

They said that their respect in their house and the village has increased. Their mobility restrictions have lessened, and now they can go to the market to deposit bills and school fees or renew their CNIC. In recent floods, females have played a role in helping the local government identify flood-affected people.

Annex-4: Questionnaire for TVST Beneficiaries

Introduction

Statement to be read at the start of the interview

RSPN has implemented the SUCCESS Program in eight districts of Sindh through three Implementing partners, i.e., SRSO, TRDP, and NRSP. RSPN seeks to assess the Technical and Vocational Skills Training (TVST) and Enterprise Development (ED) components of the SUCCESS Programme. The information you provide will be treated as confidential and will only be used to understand the programme's impact on target beneficiaries. Your candid responses will guide us to offer practical recommendations for future such initiatives.

IDENTIFICATION

Questionnaire # Date:

District: UC

Interviewee Name:

Marital Status: Single Married Widow Divorced

Address: _____

Sex: Male Female Contact #: _____

Trade in which training was received: _____

Which organisation trained you: _____

CNIC: _____ Education/Qualification: _____

Name of Interviewer: _____

Section 1: Eligibility Criteria for Selection of Beneficiaries		
No.	Questions	Codes
1.	Are you a member of a CO?	<input type="checkbox"/> Yes <input type="checkbox"/> No If yes, name of CO _____
2.	Does your HH fall in Poverty Score 0-23 on the PSC?	<input type="checkbox"/> Yes <input type="checkbox"/> No If yes, score? _____
3.	How old are you?	_____
4.	Do you have any disabilities?	_____
5.	Have you received any TVST before SUCCESS Programme?	<input type="checkbox"/> Yes <input type="checkbox"/> No If yes, what technical training did you receive? _____
6.	What was your source of income before receiving the training?	_____
7.	After training, what is your employment status?	<input type="checkbox"/> Employed <input type="checkbox"/> Self Employed <input type="checkbox"/> Unemployed
8.	If self-employed, answer the following. Otherwise, skip to Section 2.	
9.	Have you received CIF or IGG?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> If yes, amount: _____

10.	Did you prepare the business plan for your business Idea?	<input type="checkbox"/> Yes <input type="checkbox"/> No
11.	Was your business plan endorsed by relevant LSO and verified by ED Committee?	<input type="checkbox"/> Yes <input type="checkbox"/> No
12.	Have you signed an agreement with the relevant RSP for ED Fund?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Section 2: Individual's Motivation for Choice of TVST Course		
No.	Questions	Codes
13.	Which year did you complete your technical or vocational training program?	<input type="checkbox"/> 2017 <input type="checkbox"/> 2018 <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021 <input type="checkbox"/> 2022
14.	How did you come to know about these pieces of training?	<input type="checkbox"/>
15.	Which course did you receive?	<input type="checkbox"/> Self-Grooming <input type="checkbox"/> Mechanical Engineering <input type="checkbox"/> Hospitality Industry <input type="checkbox"/> Agriculture and Food <input type="checkbox"/> Construction <input type="checkbox"/> Electrical and Light Engineering <input type="checkbox"/> Textile and Garments <input type="checkbox"/> Livestock and Poultry <input type="checkbox"/> Others
16.	Who selected you for this course, and how?	

		#	Factors influencing Choice of Course	1	2	3	4	5
				17.	How did you select this particular training course? Mark (x) the extent to which certain factors may have influenced your decision to choose this course. 1 = Not influential 5 = Very influential	1	Opportunity for future employment	
		2	Personal interest and fulfilment					
		3	Role models					
		4	Parent					
		5	Relatives and friends					
		6	Own gender (male or female)					
		7	Need for the skill in the area					
		8	How do others see this skill?					
		9	Need for the skill (market demand)					
18.	Do you think that accessing TVST training can reduce poverty?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> If yes, how? <input type="checkbox"/> If not, why?						

Section 3A: Benefits Accruing from TVST for Beneficiaries (Employment)					
No.	Questions	Codes			
		#	Skill	Yes	No
19.	Mark with (x) what you learned from life skills	1	Self-awareness		
		2	Effective communication		
		3	Stress management		
		4	Time management		
		5	Relationships		
		6	Decision making		
20.	How empowered do you feel in matters of life after having received this training?	<input type="checkbox"/> No change <input type="checkbox"/> Feel empowered <input type="checkbox"/> Feel very empowered <input type="checkbox"/> Feel extremely empowered <input type="checkbox"/> Explain:			
21.	After the training, are you now allowed to go to the market or for a job search?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
22.	Which institutions, organisations, and people did you get a chance to develop relations with after receiving the training?				

Section 3A: Benefits Accruing from TVST for Beneficiaries (Employment)			
No.	Questions	Codes	
23.	Are you using the skills you gained during the training in your professional life today?	Yes No If not, why?	
		Reasons	1. Yes 2. No
		They do not apply to my profession	
		The received skills are inadequate	
	Others, specify		
24.	What social impact did the training have on your professional skills	Changes	1. Yes; 2. No. 3. Don't Know, 4. N/A
		Reasons for no change?	
		Social Impact	
		Learned how to make decisions on different levels.	
	Learned the importance of collective efforts and a sense of responsibility.		
	Learned how to plan and organise before starting any work		
25.	How did you find a job? Did the SUCCESS team help you access employment?	Yes No If yes, how?	
26.	What was your HH income before taking this training?		

Section 3A: Benefits Accruing from TVST for Beneficiaries (Employment)		
No.	Questions	Codes
27.	What was your contribution to HH income before taking this training?	
28.	What is the current HH income after taking this course?	
29.	What is your contribution to the total current HH income?	
30.	After the training, is your income source the same or has it changed?	
31.	Have you purchased any assets after the training?	
32.	Have you purchased any livestock after the training?	
33.	What changes has the training caused in the lives of your HH members, i.e., what are the things you do now that you could not do before?	
Section 4A: Relevance of technical, vocational and enterprise skills --- Quality and Design of Training (Employment)		
No.	Questions	Codes
34.	In your opinion, did the training equip you with the relevant skills needed for employment?	Yes <input type="checkbox"/> No <input type="checkbox"/>
34.	Did the training include placement in an industry or with other business people?	Yes <input type="checkbox"/> No <input type="checkbox"/>

Section 4A: Relevance of technical, vocational and enterprise skills --- Quality and Design of Training (Employment)					
35.	If yes, in 23 above, how long was the placement?	Two weeks One month For more than a month			
36.	Did the technical and vocational training provider or the programme staff:	#	Description	Yes	No
		1	Offer you career guidance?		
		2	Offer you paid work?		
		3	Link you to an employer?		
		4	Offer you start-up loans?		
		5	Bought you equipment?		
37.	If not employed, state why?				
38.	Are you currently using the skills that you gained from your training in your professional life today? (Explain)	Yes <input type="checkbox"/> No <input type="checkbox"/> If No, Why:			
39.	Was the training material appropriate to provide/develop the required skills?	Yes <input type="checkbox"/> No <input type="checkbox"/>			
40.	Did the training provider have the required equipment to provide quality technical and vocational training?	Yes <input type="checkbox"/> No <input type="checkbox"/>			

Section 4A: Relevance of technical, vocational and enterprise skills --- Quality and Design of Training (Employment)					
41.	What impact did the training have on your professional skills?	Changes	1. Yes; 2. No. 3. Don't Know, 4. N/A	Reasons for no change?	
		Technical and Vocational Training			
		1. Professional ability has improved.			
		2. Do more work in less time			
		3. Work more than before			
		4. The quality of work has improved			
		5. Work has become easier			
		6. Do work in a more organised way than before.			
		7. Gained control over work			
		8. The cost of work has decreased			
		9. Got employed			
		10. Profits have increased			
		11. Losses have reduced			
		12. Learned how to develop a budget			
		14. Maintain records better than before			
		15. Learned how to set the price of the produced goods.			
		16. Learned how to bargain			
		17. Gained more knowledge regarding the markets			
		18. Market linkages have increased			
42.	How relevant was the course offered to you to the job market?				

Section 4A: Relevance of technical, vocational and enterprise skills --- Quality and Design of Training (Employment)		
43.	Did you find employment opportunities in the market relevant to the skills acquired from TVST?	
44.	Do you think you have enough employability skills after the training to get a job?	Yes <input type="checkbox"/> No <input type="checkbox"/> If not, why? _____ _____ _____
45.	Were you able to access employment after completing the TVET course?	Yes <input type="checkbox"/> No <input type="checkbox"/> If No, Why: _____ _____ _____
46.	What change has the training caused in the lives of your HH members? What can you do now that you could not do before?	
47.	Have you observed any negative impact of such training in your HH/environment?	Yes <input type="checkbox"/> No <input type="checkbox"/>

Section 3B: Benefits Accruing from TVST for Beneficiaries (Self-Employment)						
No.	Questions	Codes				
48.	Mark with (x) what you learned from life skills	#	Skill	Yes	No	
		1	Self-awareness			
		2	Effective communication			
		3	Stress management			
		4	Time management			
		5	Relationships			
		6	Decision making			
49.	Mark with (x) the skills you gained in entrepreneurship.	#	Skill	Yes	No	Using
		1	How to start a business			
		2	How to market a business			
		3	Basic Bookkeeping			
		4	How to make savings			
50.	Why did you want to become an entrepreneur?					
51.	How did you identify the business opportunity?					
52.	Did you make a business plan before the start of the training?					
53.	From where did you arrange finance to start a business?	Own savings Family savings A loan from relatives/friends/CIF Bank financing Funding				

Section 3B: Benefits Accruing from TVST for Beneficiaries (Self-Employment)				
No.	Questions	Codes		
54.	Did you receive IGG or CIF from the SUC-CESS program?	Yes No If yes, how much _____		
55.	How empowered do you feel in matters of life after having received this training?	<input type="checkbox"/> No change <input type="checkbox"/> Feel empowered <input type="checkbox"/> Feel very empowered <input type="checkbox"/> Feel extremely empowered Explain: _____		
56.	After the training, are you now allowed to go to the market or for a job search?	Yes <input type="checkbox"/> No <input type="checkbox"/>		
57.	Which institutions, organisations, and people did you get a chance to develop relations with after receiving the training?			
58.	Are you using the skills you gained during the training in your professional life today?	Yes <input type="checkbox"/> No <input type="checkbox"/> If not, why?		
		Reasons	1. Yes	2. No
		They do not apply to my profession		
		The received skills are inadequate		
		Others, specify		

Section 3B: Benefits Accruing from TVST for Beneficiaries (Self-Employment)				
No.	Questions	Codes		
59.	What social impact did the training have on your professional skills	Changes	1. Yes; 2. No. 3. Don't Know, 4. N/A	Reasons for no change?
		Social Impact		
		Learned how to make decisions on different levels.		
		Learned the importance of collective efforts and a sense of responsibility.		
	Learned how to plan and organise before starting any work			
60.	What was your HH income before taking this training?			
61.	What was your contribution to HH income before taking this training?			
62.	What is the current HH income after taking this course?			
63.	What is your contribution to the total current HH income?			
64.	After the training, is your income source the same or has it changed?			
65.	Have you purchased any assets after the training?			
66.	Have you purchased any livestock after the training?			

Section 4B: Relevance of technical, vocational and enterprise skills --- Quality and Design of the training (Self-Employment)		
No.	Questions	Codes
67.	Was the training material appropriate to provide/develop the required skills to start a business?	Yes <input type="checkbox"/> No <input type="checkbox"/>
68.	Are you currently using the skills that you gained from your training in your professional life today? (Explain)	Yes <input type="checkbox"/> No <input type="checkbox"/> If No, Why: _____ _____
69.	Did the training provider have the required equipment to provide quality technical and vocational training?	Yes <input type="checkbox"/> No <input type="checkbox"/>
70.	In addition to the technical training, were you provided Enterprise Development training?	Yes <input type="checkbox"/> No <input type="checkbox"/>

Section 4B: Relevance of technical, vocational and enterprise skills --- Quality and Design of the training (Self-Employment)			
No.	Questions	Codes	
		Changes	1. Yes; 2. No. 3. Don't Know, 4. N/A
		Technical and Vocational Training	
		1. Professional ability has improved.	
		2. Do more work in less time	
		3. Work more than before	
		4. The quality of work has improved	
		5. Work has become easier	
		6. Do work in a more organised way than before.	
		7. Gained control over work	
		8. The cost of work has decreased	
		9. Got employed	
		10. Profits have increased	
		11. Losses have reduced	
		12. Learned how to develop a budget	
		14. Maintain records better than before	
		15. Learned how to set the price of the produced goods.	
		16. Learned how to bargain	
		17. Gained more knowledge regarding the markets	
		18. Communication and market linkages have increased	
71.	What impact did the training have on your professional skills?		

Section 4B: Relevance of technical, vocational and enterprise skills --- Quality and Design of the training (Self-Employment)

No.	Questions	Codes
72.	Was the skill acquired relevant to the business plan approved by the Enterprise Development Committee? (Probe the training obtained and the type of business conducted to assess the relevance)	
73.	Did you find self-employment opportunities in the market relevant to the skills acquired from TVST?	
74.	Do you think you have enough technical and business skills after the training to start a business?	Yes <input type="checkbox"/> No <input type="checkbox"/> If No, Why? _____ _____ _____
75.	Were you able to identify business opportunities after completing the TVET course?	Yes <input type="checkbox"/> No <input type="checkbox"/> If not, why: _____ _____ _____
76.	Were the skills you acquired helpful in your enterprise's day-to-day operations?	
77.	What change has the training caused in the lives of your HH members? What are the things you can do now that you could not do before?	
78.	Have you observed any negative impact of such training in your HH/environment?	Yes <input type="checkbox"/> No <input type="checkbox"/>

Annex-5: Questionnaire for FGDs with BDG

Date: Venue

of Participants Male Female

Interviewee Name:

Name of the BDG: _____

of members in BDG _____ Male _____ Female _____

BDG was established in _____

Trade(s) of BDG _____

Section 1: Employment Status		
No.	Questions	Codes
Question 1: Identify the change in employment status after attending TVST, reflecting the beneficiary's change in amount and source of income and their contribution to household income.		
1.1	When did you complete the TVST training?	<input type="checkbox"/>
1.2	Which training did you attend?	<input type="checkbox"/>
1.3	What was the duration of the training?	<input type="checkbox"/>
1.4	Were you earning before TVST training?	<input type="checkbox"/> Yes <input type="checkbox"/> No If yes, how much per month (income brackets) <input type="checkbox"/> Less than 10,000 <input type="checkbox"/> 10,001 - 20,000 <input type="checkbox"/> 20,001 - 30,000 <input type="checkbox"/> 30,001 - 40,000 <input type="checkbox"/> 40,001 - 50,000 <input type="checkbox"/> 50,000 and above

Section 1: Employment Status		
No.	Questions	Codes
1.5	What is your employment status now?	<input type="checkbox"/> Employed <input type="checkbox"/> Self-employed <input type="checkbox"/> Unemployed
1.6	If employed / self-employed, what are your monthly earnings?	(income brackets, same as above)
1.7	Has your contribution to HH income increased after TVST?	<input type="checkbox"/> Yes <input type="checkbox"/> No If yes, how much (in % terms)
<p>Question 2: Measure the demand and supply ratio of labour market skills. The number of trainees recruited by employers within the same industry as training obtained and the utilisation of the learnt skills in starting self-employment initiative will reflect the training appropriateness according to market demand. It will also require a focus on the design and curriculum of training sessions according to market demand for such skills.</p>		
2.1	Which TVST training did you attend?	<input type="checkbox"/>
2.2	Were others of those skills present in your area at that time?	<input type="checkbox"/> Yes <input type="checkbox"/> No
2.3	Is there room for other persons with the same skills in your area?	<input type="checkbox"/> Yes <input type="checkbox"/> No
2.4	Did you get the placement for the skills in the relevant field you learnt during or after the training	<input type="checkbox"/> Yes <input type="checkbox"/> No
2.5	If yes, for how long?	<input type="checkbox"/> 1 Week <input type="checkbox"/> 2 Weeks <input type="checkbox"/> 3 Weeks <input type="checkbox"/> More than 3 Weeks
2.6	Were you paid for the placement? Y N	<input type="checkbox"/> Yes <input type="checkbox"/> No If yes, how much
2.7	Are you satisfied with the skills you learnt?	(satisfied scale 1-5)

Section 1: Employment Status		
No.	Questions	Codes
2.8	The skills you learnt are the same as required by the market?	Scale (1-5)
<p>Question 3: Assess the number of beneficiaries who have opted for micro-enterprise through forming Business Development Groups (BDGs). Explore the relevance of receiving technical skills aligned with the micro-enterprise under consideration. Determine the impact of Enterprise Development (ED) training on the beneficiaries.</p>		
3.1	Which enterprise are you engaged in?	<input type="checkbox"/>
3.2	Are you running independently?	<input type="checkbox"/> Yes <input type="checkbox"/> No If no, how many members are in your enterprise?
3.3	If no, in 4.2, what is your role in the enterprise?	<input type="checkbox"/>
3.4	Are you using the skills learned in TVST training?	<input type="checkbox"/> Yes <input type="checkbox"/> No
3.5	Is everyone in your enterprise earning the same?	<input type="checkbox"/> Yes <input type="checkbox"/> No If not, who is earning the most and why. If yes, how much do you earn on average?
<p>Question 4: Explore the indirect impact of TVST and ED components on the life of beneficiaries, to be measured through improvement in participation of poor men and women in the labour market, future learning perspective, freedom and mobility of women, the role of women in household decision making, self-confidence, etc. These factors may impact the beneficiary household's Poverty Score (PSC), resulting in a change (increase or decrease) in poverty levels.</p>		
4.1	Were you allowed to move to markets for your desire before TVST training?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Section 1: Employment Status		
No.	Questions	Codes
4.2	Are you allowed now to move to market for inputs/outputs of your enterprise?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4.3	Are you independent in taking decisions about your enterprise?	<input type="checkbox"/> Yes <input type="checkbox"/> NO If No in 5.3, who takes the decision?
4.4	Before TVST training and involvement in an enterprise, were you allowed to participate in family/HH decisions?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4.5	If not (in 5.4), are you now involved in family/HH decisions?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4.6	If yes in 5.5, is this because of:	<input type="checkbox"/> Increase in HH income <input type="checkbox"/> Confidence level increased <input type="checkbox"/> Improved communication
4.7	Are you able to increase the enterprise assets over time?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4.8	If yes, in 5.7, which assets?	<input type="checkbox"/>
4.9	Are you able to increase the HH assets?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4.10	If yes in 5.9, which assets?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Question 5: Assess the sustainability of the TVST and ED interventions.		
5.1	Are your enterprise customers increasing?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Section 1: Employment Status		
No.	Questions	Codes
5.2	If yes in 6.1, what are some reasons:	<input type="checkbox"/> Good communication <input type="checkbox"/> Quality work/product <input type="checkbox"/> Time management <input type="checkbox"/> Location of enterprise <input type="checkbox"/> Improved skills <input type="checkbox"/> Improved marketing
5.3	Have you increased the fixed assets of your enterprise over time?	<input type="checkbox"/> Yes <input type="checkbox"/> No
5.4	If no in 6.3, are you planning to increase in future?	<input type="checkbox"/> Yes <input type="checkbox"/> No
5.5	If yes in 6.4, in how much time?	<input type="checkbox"/> One month <input type="checkbox"/> three months <input type="checkbox"/> six months <input type="checkbox"/> Nine months <input type="checkbox"/> One Year <input type="checkbox"/> More than one year
5.6	Do you look for new techniques/skills relevant to yours?	<input type="checkbox"/> Yes <input type="checkbox"/> No
5.7	If yes in 6.6, through	<input type="checkbox"/> NGO <input type="checkbox"/> TVST training institute <input type="checkbox"/> Market <input type="checkbox"/> Media (all types)

Annex-6 Guidelines for Interviews with the Staff of Implementing Partners

1. What was the overall objective of the SUCCESS Program?
2. Who were the core SUCCESS personnel in your organisation?
3. In your view, is SUCCESS progressing towards the completion of planned activities? Is it likely to achieve or exceed the expected outcomes? Will it achieve its objectives as per the schedule and cost-effectively?
4. Which institutions assisted you with TVST and ED interventions?
5. How were beneficiaries mobilised for the TVST and ED components of the SUCCESS Program?
6. What training did you conduct in-house regarding the TVST and ED components?

In-House	Training Organisation
1.	1.
2.	2.
3.	3.
4.	4.

7. How many beneficiaries were trained under the TVST and ED components?
8. Of the total beneficiaries trained, what percentage were employed? How did this employment come about?
9. Of total beneficiaries trained, what percentage were self-employed?
10. What trades were selected for the TVST training, and on what basis? How were the community training needs assessed?
11. Were the compiled training materials/manuals prepared according to the needs of the community?
12. How were the beneficiaries assisted/supported after the skills training?
13. Any notable success stories? Significant linkages made with market actors?
14. How did your organisation track the progress of TVST and ED beneficiaries?
15. In your opinion, did the training bring a change in the community? If yes, please explain and if no, why.

16. Did poverty decrease as a result of the TVST and ED training component? If yes, please explain.
17. Do you think that your LSOs/COs/VOs will be able to survive beyond the life of the project? If yes, how and if no, why?
18. In your opinion, have the given training caused an impact on the community (income generation, job creation, job placements, improvement of social status, resource distribution, IGG and MEG/ED grants).
19. To what extent were partnerships and market linkages encouraged and supported? Give some examples.
20. How were Government line departments involved in the SUCCESS program? Did such a connection directly benefit TVST & ED beneficiaries?
21. Are there financial, social or political risks, legal frameworks, policies and governance structures that may jeopardize the sustainability of project outcomes?
22. Are there ongoing activities that may pose an environmental threat to the sustainability of project outcomes?
23. What issues or challenges did you face during the implementation of the TVST and ED components? What are some lessons learnt that could guide similar projects in future?

Annex-7: Guidelines for FGD with LSOs/VOs/Cos

Name: _____

Location/Venue: _____

Date: _____ District: _____ UC: _____

of participants _____

Interviewers _____

No.	Questions	Codes
1.	Your LSOs/VOs/COs comprises how many people?	
2.	Why were your LSOs/VOs/COs formed?	
3.	What did you benefit from forming LSOs/VOs/COs?	
4.	Do your LSOs/VOs/COs work for other organisations besides SRSO/TRDP/NRSP?	
5.	How did you mobilise the beneficiaries of the TVST & ED components? Probe for selection criterion.	
6.	How many members of your LSOs/VOs/COs receive training during the SUCCESS Program period?	
7.	How many members of your LSOs/VOs/COs got employment after TVST training?	
8.	How many members of your LSOs/VOs/COs started their business after TVST training?	

No.	Questions	Codes
9.	What average %age income of your members increased after taking the TVST training?	
10.	What changes have you observed in your area due to the TVST and ED training?	
11.	What are the reasons for these positive changes?	
12.	Have people's financial conditions improved due to these TVST training in the last three years?	Yes No If Yes, How If not, why
13.	Has people's access to necessities improved due to TVST training? (Schooling, transport, housing, etc.)	Yes No If yes, how: If not, why:
14.	Has the social cohesions among people increased due to TVST and ED training? e.g., working collectively, helping each other, etc.	
15.	What is your plan for helping people acquire skills training after the SUCCESS program?	

Annex-8: Questionnaire to Interview Employers

Name of Employer Company/Organisation: _____

Name of Respondent: _____

Designation & Department: _____

How many people work in your organisation/company: _____

Union Council/District: _____

Phone #: _____ Address _____

Name of Interviewer: _____

Year of establishment: _____

Company/Organisation type: Pvt. Ltd. Co. Partnership: Sole Proprietor:

No.	Questions	Codes
1.	Are you satisfied with the program beneficiaries' quality of work?	Improvement Needed Satisfied Meets Expectations Exceeds Expectations Exceptional
2.	Do you think you are satisfied with the employees' profiles in terms of:	Vocational Profile Knowledge and technical skills Work attitude: _____ _____
3.	If no to Q.1, what kind of knowledge, skills, and attitude do you think you were looking for?	

No.	Questions	Codes
4.	What skills in SUCCESS beneficiary attracted you? and	
5.	Does the employee use work tools efficiently, showing improved skills over time?	
6.	At what level is the beneficiary working in your organisation?	Labourer Lower Management Middle Management Upper Management
7.	For how many months has the beneficiary been employed in your company?	
8.	Do you think the SUCCESS beneficiary you employed has a chance to continue working for you for a more extended period?	
9.	As you know, the program beneficiary got TVST training before joining your organisation. Please express your impression regarding:	Trainees gained the knowledge we needed.
		The training prepared the employees to meet our work demands.
		Trainee knew up-to-date equipment
10.	Do the beneficiary employed by you enjoy the following in your organisation?	Access to health insurance Access to social security Access to paid leaves Access to further capacity-building opportunities.
11.	Is the beneficiary working with you for a salary or on daily wages?	Salary Daily wages Internship/apprenticeship
12.	What monthly income does the beneficiary get from your company/organisation?	Less than 10000 10001 - 20000 20001 - 30000 30001 - 40000 More than 40000

Annex-9: Interview with Training Providers

Name of Training Institute: _____

Name of Respondent: _____

Designation & Department: _____

Union Council/District: _____ Phone #: _____

Address _____

Name of Interviewer: _____

Year of establishment: _____

Institute type: Private Trust Semi Govt. Govt. NGO

What courses were offered by you to the SUCCESS beneficiaries?				
#	Course Name	Duration (in days)	Conditions	# of participants trained
1.				
2.				
3.				
4.				

No.	Questions	Codes
5.	Do you think that the people of this district needed this training	Yes No If No, why: _____ If yes, why: _____
6.	Do the majority of the beneficiaries become capable of doing their own business or getting a job after the training provided by you?	Yes No
7.	Do your teachers and instructors go to businesses to learn about new technologies/services, etc.?	
8.	Do you think the training provided to the SUCCESS beneficiaries better matches the demand of the labour market in your service area	
9.	Do you keep employment records of your trainees? Probe for SUCCESS beneficiaries.	
10.	What %age of SUCCESS beneficiaries do you think are hired by the industry or have started their own business?	
11.	Did the SUCCESS beneficiaries mostly get jobs, start businesses in their areas, or migrate to other tehsils/districts, etc.?	
12.	Do you think the SUCCESS beneficiaries trained by you are working or doing business in their areas of expertise?	Yes No
13.	Do you think employers are satisfied with their employees' profile (that have taken training from you)?	Vocational Profile Knowledge and skills within the profile Work attitude: _____ _____ _____

No.	Questions	Codes
14.	Who designs the curricula you are using for various trades?	
15.	Does your institute help SUCCESS beneficiaries in getting them jobs?	
16.	Have these training programs improved the financial conditions of people Yes No If yes, how? _____ If not, why: _____	
17.	Due to these programs, is there any improvement in people's access to necessities? (e.g., school, dispensary, hospital, transport, etc.) Yes No If yes, how did the access of people to necessities improve? _____ If not, why? _____	
18.	Has community mobilisation among people increased due to these programs? (e.g., working together, helping each other, etc.) Yes No If yes, how? _____ If not, why? _____	
19.	Is there any SUCCESS beneficiary getting advanced training on his own in your institution? Yes No	

Annex-10: Sample Frame of BDGs

District	Tehsils	Union Councils	Beautician/Construction/Electrical	Embelshe d Textile	Food Processin g	IT	LightEngg	Logistics	Mechanical/Agriculture	Textile & Garment s	BDGs				
Dadu	Dadu	UC 40, UC 45 & UC 49	30	0	11	9	0	1	7	3	24	10	0	26	2
	Johi	UC 53, UC 55, & UC 61	30	0	11	8	0	2	7	3	23	11	0	26	2
	K.N. Shah	UC 22, UC 24 & UC 25	30	0	11	8	0	1	8	3	24	11	0	26	2
	Mehr	UC 6, UC 16 & UC 17	30	0	12	8	0	1	7	4	23	11	0	26	2
Jamshoro	Kotri	Allah Bachay Shoro, Dabhoon, Sindh University	15	0	5	9	17	0	4	13	9	5	1	15	2
	Johi	Amri, Menzoarabad, Umer Pur	14	0	5	9	16	0	5	13	9	5	2	15	2
	Schwan	Bajara, Bhambha, Jhangara	14	0	5	9	17	0	4	13	9	5	2	15	2
	Thano Bujia Khan	Mole, Sari, Toung	14	0	4	9	17	0	5	13	9	5	2	16	2
Kambar	Kambar	Panhwaro, Dost Ali, Poohar	6	3	11	2	10	17	1	2	2	2	6	5	1
	Miro Khan	Misri Khan Chandio, Gul Muhammad Chacho, Karira	6	2	11	2	10	17	1	2	2	2	6	5	1
	Nasirabad	UC Chaudero, Dhamraho, Moondar Lakha	6	2	12	2	10	17	1	2	2	2	6	5	1
	Qubo Saeed Khan	Hazawah, Bagodero, Dhori	6	2	12	2	11	17	1	2	2	2	7	5	2
	Shahdad kot	Jamali, Seelra, Atbar Khan Chandio	6	2	11	2	11	17	1	1	1	2	6	5	1
	Sijawal	Arzi Bhutto, Thouf Chousool, Sijawal Junejo	5	2	11	1	10	17	1	1	1	1	6	5	1
Larkana	Warah	Kalar, UC Warah, Junani	5	3	11	2	10	17	1	1	1	1	6	4	1
	Barkani	No. 26 Baqapur, No. 34 Faridabad, No. 36 Mahar Wada	7	1	3	16	12	0	0	7	3	8	8	9	2
	Dokri	Misri Khan Chandio, Gul Muhammad Chacho, Karira	7	1	3	16	12	0	0	8	3	9	8	8	2
	Larkano	No. 41 Seehar, No. 42 Samita, No. 46, Moen-jo-Dero	7	1	3	16	12	0	0	7	3	8	7	9	2
Matari	Ratodero	No. 15 Barochandio, No. 18 Mithodero, No. 23 Fatehpur	7	1	3	16	12	0	0	7	3	8	7	9	2
	Hala	No. 12 Waris Dino Machhi, No. 4 Tayab, No. 9 Bahman	7	1	4	15	12	0	0	8	2	8	8	8	2
	Matyari	Bhanoth, Bhit Shah, Fateh Muhammad Shah Ajnani	12	0	14	7	7	0	16	4	22	12	11	9	1
	Saeedabad	Muhammad Hussain Hingoro, Oderolal Station, Oderolal Vi	12	0	15	7	7	0	15	4	22	13	11	10	2
Sujawal	Jati	Faqeerabad, Shahmir Rahu, Sikanderabad	12	0	15	7	7	0	15	3	22	13	11	9	1
	Mirpur Bathoro	Gul Muhammad Baran, Kothi, Shah Kapoor	2	6	0	8	14	5	0	2	5	13	23	13	1
	Shahbunder	Kamaro, Lalkpur, Shah Muhammad Shah	2	5	0	8	14	5	1	4	5	13	24	14	1
	Sujawal	Chuhar Jamali, Goorganji, Jango Jalbani	2	6	0	8	14	5	1	2	4	14	24	13	1
Tando Allahyar	Chamber	Belo, Mirzo Laghri, Mirradpur	1	6	0	8	13	5	1	4	5	13	24	14	1
	Jhando Mari	Began Jawar, Daya Khan Meri, Rawat Laghari	9	0	8	15	3	0	2	0	12	18	22	10	1
	Tando Allahyar	Hingorani, Mail Mori, Sultanabad Station	9	0	8	15	2	0	2	0	12	18	22	11	2
	Buri Shah Karim	Dhugano Bozdar, Khokhar, Shaikh Meosa	10	0	8	15	3	0	2	0	12	19	21	10	1
Tando Muhammad Khan	Tando Ghulam Hyder	Allahyar Turk, Bale Dino Sathio, Qabool Pur	6	11	2	20	4	0	0	0	13	8	13	8	1
	Tando Ghulam Hyder	Haji Sobho Chandio, Jamal Din Lashari, Yousof Khan Chang	5	12	3	20	4	0	0	0	13	9	13	8	1
	Tando Ghulam Hyder	Rajo Mizamm, Shaikh Bhirkio, Shaikh Fareed	5	12	2	21	4	0	0	0	13	9	13	9	2

48 371 313 280 312 125 221 97 224 370 168 64 332 64

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