

RESEARCH BRIEF

Impact of Technical and Vocational Skills Training (TVST) Intervention under the EU-SUCCESS Programme

The Technical and Vocational Skills Training (TVST) intervention under the EU-SUCCESS Programme aims to create and carry out demand-driven training programmes that enable individuals to generate income through the skills acquired, through either access to local labour markets or their own initiative. TVST is offered to men and women from SUCCESS enrolled households with PSC 0-23. This intervention is further reinforced with Enterprise Development (ED) trainings and market linkages through the establishment of Business Development Groups (BDGs).

The importance of the TVST lies in the fact that, if successful, it can lead the beneficiaries towards better jobs or self-employment and thus, a sustainable source of income. Eventually, it can graduate the beneficiary families from poverty. The training programme is intended for persons with limited or no access to the formal training system, including school dropouts, the unemployed, and marginalised/deprived groups such as the poor, women and youth for starting income-generating activities through (self)-employment; and, livestock owners and farmers, for adopting improved farming practices to enhance their food security and nutrition.

Outreach of TVST as of October 2022



43,545 women and men trained in Technical and Vocational Skills



50% of TVST beneficiaries are involved in income-generating activities



658 women Business Development Groups (BDGs) formed



24,736 women members of Business Development Groups (BDGs)

About SUCCESS Programme

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 Rural Support Programmes Network (RSPN) and its three member RSPs—National Rural Support Programme (NRSP), Sindh Rural Support



Organization (SRSO), and Thardeep Rural Development (TRDP), implemented the 89-month (2015-2023) programme at the local level in eight districts of Sindh (TRDP).

The Rural Support Programs' (RSPs) social mobilisation strategy for community-driven development (CDD) served as the foundation for the SUCCESS Programmes' design. Social mobilization approach is based on the belief that poor people have the innate ability to manage their few resources and help themselves. if provided with the right technical and financial assistance from a support system like the RSPs

About the Study

This research brief outlines some of the major findings of a recently conducted study Assessment of Technical and Vocational Skills Training (TVST) and Enterprise Development (ED) components of the SUCCESS programme, conducted by Mera Maan Private Limited. For the collection of primary and secondary data a multi-stage stratified sample technique was created, and the sampling frame was stratified by the several trades in which beneficiaries were trained. The sample was further divided across the several trades in a proportion that matched the number of beneficiaries in each trade. The strategy ensured that the sample that was chosen was representative of all the trades undertaken in the SUCCESS components under review. Primary data was collected through Key Informant Interviews (KIIs) and Focus Group Discussions (FGD). In total 2890 KIIs were collected with beneficiaries respectively divided into 32 Talukas of eight districts and in the 12 trades along with 48 FGDs with BDGs, Six FGDs with LSOs, 3 FGDs with the implementing RSPs, 12 FGDs with Employers of Beneficiaries of SUCCESS Programme, and 3 FGDs with the 3 training providers.

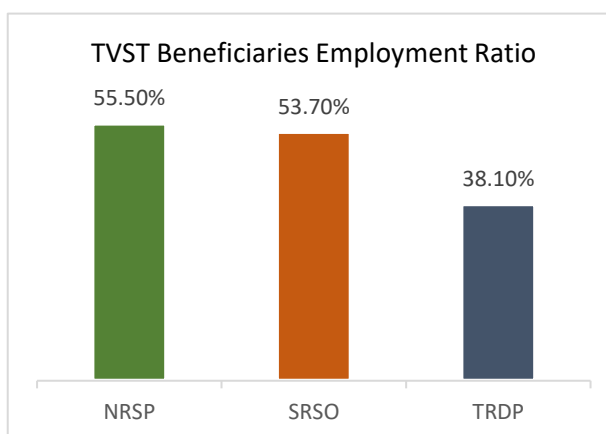
The full report can be accessed at: <https://success.org.pk/wp-content/uploads/2022/12/Assessment-of-TVST-and-ED-Component.pdf>.

Findings

The study reveals that the TVST and ED components of the SUCCESS programme have impacted the targeted audience in the following aspects:

Impact on Employment

The data showed that within the sample of 2,890 TVST recipients, 50% are in employment. NRSP has the highest employment rate (55.5%), followed by SRSO (53.7%), and TRDP (38.1%). Among





the three Implementing Partners, NRSP has the highest employment rate of women beneficiaries (58%), followed by SRSO districts (52%), and TRDP programme districts (35.6%).

On the other hand, 50% of TVST beneficiaries have not found employment, at an equal ratio of male and female beneficiaries. TVST recipients' struggle in turning their abilities into marketable products or services, their inability to obtain the right job, and their reluctance to relocate for work to other cities are just a few factors that have been identified as contributing to their unemployment. The COVID-19 pandemic, however, was the most significant reason that resulted in unemployment of TVST beneficiaries, as many small businesses in rural Sindh were severely affected by the Pandemic due to the nationwide lockdown.

Income of Beneficiaries

According to the study's findings, a TVST beneficiary makes an average monthly income of PKR 18,108. Female TVST beneficiaries reported an average monthly income of PKR 17,063, whereas the male TVST beneficiaries in comparison reported having a higher monthly income of PKR 19,661. Additionally, employed TVST beneficiaries earned more than those who are self-employed.

Among the three Implementing Partners, the TVST beneficiaries from TRDP have reported the highest average monthly income of PKR 18,941, closely followed by NRSP (PKR 18,746). SRSO recipients reported the lowest monthly income, at PKR 16,377. Some potential reasons behind this variation in earnings, as noted by the study, include revamping of skills training and increasing the number of training days from 18 to 45 by NRSP; efforts to establish market linkages and give female-skilled beneficiaries market exposure, including participation in exhibitions in several cities; and creating business links between several BDGs and skilled beneficiaries.

Contribution by Beneficiaries to Household Income

A rise in personal income has resulted in beneficiaries increasing their contribution to the overall household income. Interestingly, in comparison to men, women beneficiaries contributed a larger portion to the household income. In the case of TRDP and NRSP, female beneficiaries made up 64–80% of the household income, a notable difference from male recipients who made up 25–61%. However, in the case of SRSO, the contributions of men and women to household income are essentially equal. According to this report, the goal of empowering rural Sindh's female population financially has been successfully attained because these women not only have more money but also the resources to improve the social and economic circumstances of their families.



Educated and Uneducated Beneficiaries

According to the results, both men and women with more education have performed comparably better in terms of utilising TVS training and increasing their income. The TVST recipients who have completed their university degrees had the highest income growth. While all of the male respondents in the NRSP performed well, those with middle, matric, intermediate, and graduate degrees earned well than those with no formal education or primary passes. Similar results were obtained for SRSO, where male responders with graduate degrees have greater incomes. The respondents' income growth in the TRDP example remained moderate. The income of educated respondents, from matriculation through graduation, remained significantly higher.

In the case of female recipients, SRSO and TRDP recorded the biggest income increases among female beneficiaries with only primary education, at 24% and 25%, respectively. For the NRSP, beneficiaries with relatively higher levels of education reported the highest increases in income.

Impact on Women Empowerment

Women historically in Sindh have had limited access to decision-making and income-generating activities. They have also had low levels of education and marketable skills, limited mobility, and little to no access to trainings or credit opportunities. Agricultural labour or low-paying jobs were the only options. The SUCCESS programme has made an effort to improve this condition by empowering and developing the skillsets of this socially excluded group. As a result, Individual and communal levels of empowerment were both evident. At the individual level, people—especially women—have reported an increase in self-confidence and self-esteem, as well as in their ability to think, act, and make thoughtful judgments. Collectively, beneficiary women's empowerment has allowed them to take charge of their own lives, define their own goals, and get organised and make decisions for economic change.

Recommendation

Through the SUCCESS programme, 43,545 beneficiaries in 12 trades received training. However, 50% of them were unable to find jobs. As the changing demands of the labour markets call for, high-paying skills should be made available. In addition, it is crucial to link self-employed beneficiaries with marketplaces where their products can be produced commercially. In addition, to providing stronger market connections for beneficiaries' employment, business development groups should be formed after training so that all participants, especially those who have trouble turning their skills into marketable products, can pick up advice from more experienced women to furnish their skills. To support large-scale production that is commercially feasible, processes and procedures should be applied.

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