

CRAFTING CONNECTIONS

THE IMPACT OF TRAININGS ON EMPLOYABILITY, HOUSEHOLD INCOME, AND PARTICIIPATION IN DECISION-MAKING

A REVIEW OF INTERVENTIONS FROM 2013 TO 2015

By Monitoring & Evaluation Department



Kaarvan Crafts Foundation
Crafting Livelihoods

Disclaimer: This impact report is a preliminary exercise in understanding data trends and has been produced by our in-house Monitoring and Evaluation Team. As data collection continues, updated reports shall be released accordingly. The trends in this report are in no way understood to be binding.



SUMMARY

The Monitoring & Evaluation (M&E) department at Kaarvan Crafts Foundation (KCF) carried out a project to 'Craft Connections' with its alumni trainees wherein its beneficiaries from various projects were engaged through in-depth phone call interviews. Crafting Connections was initiated to extract maximum information of the past trainees that could be acquired and used for analysis. The most necessary information to be extracted was considered to be their involvement with the skills taught through KCF, economic status (in terms of personal & household income) along with usage of skills that were taught & their employability for income generation/income saving activities. (The tentative questions asked have been documented in Appendix A). Crafting Connections was a success with a responsiveness rate of **27.78%**. According to the sample, **66%** of the respondents were employing the skills they had learnt in income generating & income saving activities. The average monthly income of the respondents is Rs. **1,666**. The respondents' proportionate contribution to household income (in terms of income generation and income saving) has increased from **0.892 % to 13.855%**. The average monthly income saving that occurs because of skills being employed for household usage is Rs. **1020**. The number of respondents reporting some form of household participation were around **37%**. Out of the cohort of respondents demonstrating participation, **78%** were involved in income generating/ income saving activities.

60 women were randomly selected to be called from each of the following 6 projects: HNSA Outreach Project, SFM Round 2 2013-2014 Bahawalpur, SFM Round 3 2013-2014 Bahawalpur, SFM Gujranwala Round 1 2014-2015, SFM Additional Trainees 2014-2015 and SFM Round 1 Sheikhpura Round 2014-2015. (The details of the projects are in Appendix B). Therefore, a total of **360** women were taken as a sample.

RESPONSIVENESS RATE:

One of the challenges was ensuring connection of the calls. Common problems included; the phone was turned off, targeted respondent was temporarily unavailable or had moved, phone number was wrong or had changed, household males were hesitant for the respondents to talk etc. The calls connected were those who responded by giving a detailed interview. These calls were not replaced by other respondents in the pool as one of the purpose of the activity was to gauge percentage of responsiveness. The following table depicts the responsiveness figures according to each project and in totality:

PROJECT	SAMPLE NUMBER	CALLS CONNECTED
HNSA OUTREACH PROGRAM	60	21
SFM ROUND 2 13-14 BAHAWALPUR	60	13
SFM ROUND 3 13-14 BAHAWALPUR	60	16
SFM 14-15 (ADDITIONAL TRAINEES)	60	23
SFM ROUND 1 GUJRANWALA	60	16
SFM ROUND 1 SHEIKHUPURA	60	11
TOTAL	360	100

Accordingly, 360 calls were made out of which 100 calls were responsive. This means that the responsiveness rate is **27.78%**.



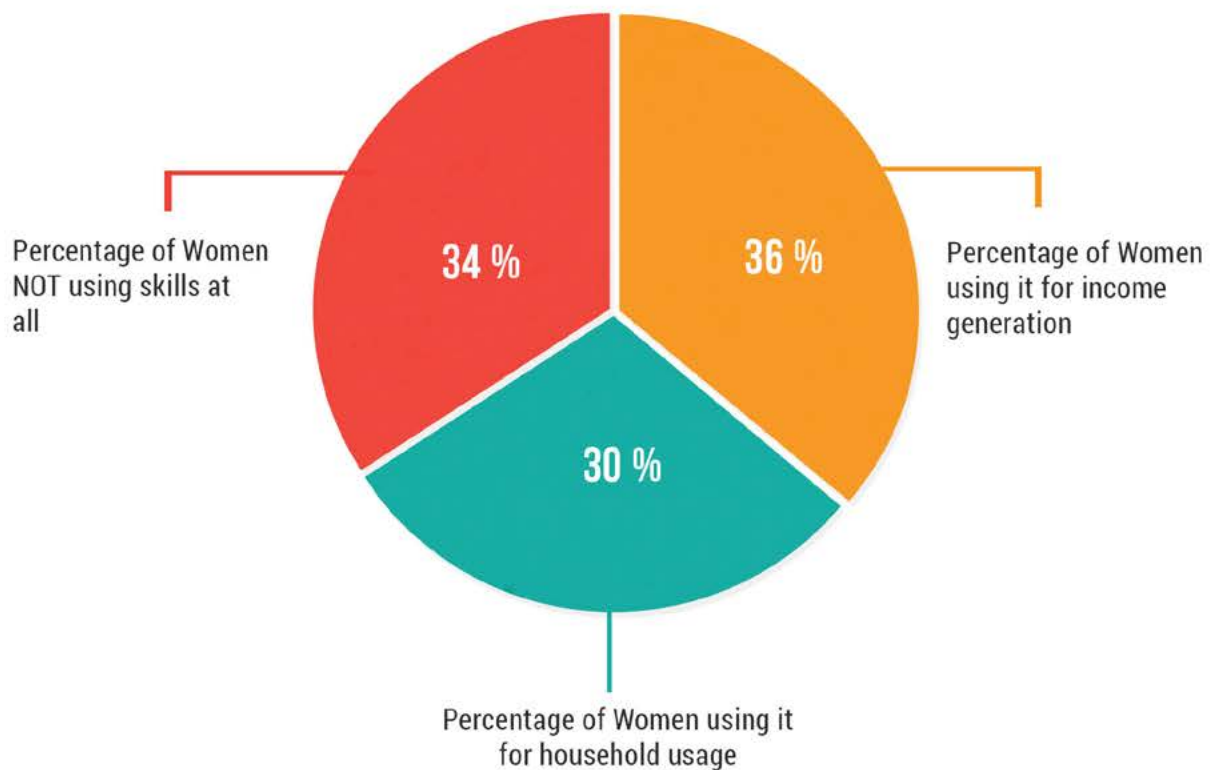
RESULTS

Employability of skills

One of the purposes of this exercise was to assess the extent to which the trained women continued with employing skills that they are trained in. Questions were asked to assess if they are using it for income generation, income saving (in terms of using it for household purposes) or are not being employed at all. The number of respondents in each category are following:

NUMBER OF WOMEN USING SKILLS FOR INCOME GENERATION	36
NUMBER OF WOMEN USING SKILLS FOR HOUSEHOLD USAGE	30
NUMBER OF WOMEN NOT USING SKILLS AT ALL	34

EMPLOYABILTY STATUS



The percentage of respondents using their skills for both income generation & household usage is 66% whereas 34% are not using the skills at all.



AVERAGE INCREASE IN MONTHLY INCOME

Monthly personal income and monthly household income at initial level were present for each project. Trainees were asked their current profession, use of skills and the amount they save owing to using their skills for household usage. The data for current incomes was considered to be the most important information to be derived from the interview. It is understood that this data may either be overstated or understated due to the biases of the respondents. The data recorded has been kept after probing in with questions regarding their expenditures & individual incomes to ensure maximum authenticity. The variable calculated through this data is Average Increase in Monthly Income. **The average increase in monthly income is Rs. 1,666.** The increase in income according to the programs has been specified in the table below.

PROJECT	NUMBER OF RESPONDENTS	AVERAGE MONTHLY INCREASE IN INCOME (PKR)
HNSA OUTREACH PROGRAM	21	4157
SFM ROUND 2 13-14 BAHAWALPUR	13	900
SFM ROUND 3 13-14 BAHAWALPUR	16	1563
SFM 14-15 (ADDITIONAL TRAINEES)	23	1528
SFM ROUND 1 GUJRANWALA	16	294
SFM ROUND 1 SHEIKHUPURA	11	182
TOTAL	100	1666

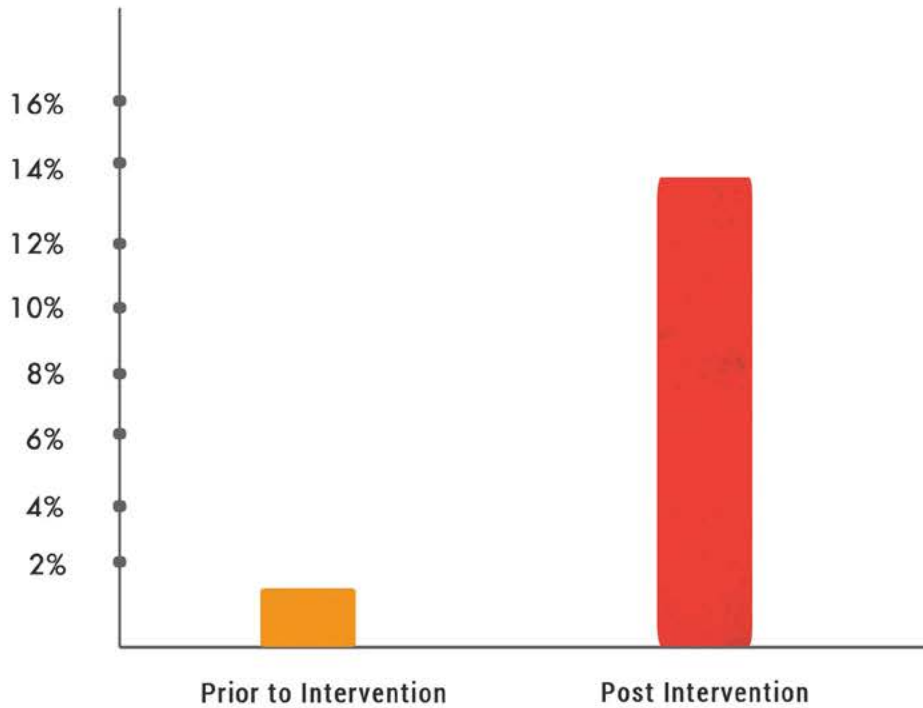
WOMAN'S PROPORTIONATE CONTRIBUTION TO HOUSEHOLD INCOME

This is an important indicator because it demonstrates the economic contribution of the woman in the household. **The women's average proportionate contribution to household income prior to the intervention was 0.892%. The women's average proportionate contribution to household income after the programs turned out to be 13.855% after the trainings.** It depicts that if a household is earning Rs.100 in a month, Rs. 13.855 is the contribution of the trainee woman in that household on an average. This variable has been calculated according to specific programs as well:

PROJECT	NUMBER OF RESPONDENTS	WOMEN'S AVERAGE PROPORTION OF CONTRIBUTION TO HOUSEHOLD INCOME
HNSA OUTREACH PROGRAM	21	22.964%
SFM ROUND 2 13-14 BAHAWALPUR	13	11.378%
SFM ROUND 3 13-14 BAHAWALPUR	16	12.991%
SFM 14-15 (ADDITIONAL TRAINEES)	23	12.689%
SFM ROUND 1 GUJRANWALA	16	7.202%
SFM ROUND 1 SHEIKHUPURA	11	9.122%
TOTAL	100	13.855%



WOMEN PROPORTIONATE CONTRIBUTION TO HOUSEHOLD INCOME (AVERAGE)



SAVINGS PER MONTH:

This variable depicts the amount of money saved from using the skills to make products for household usage. The saving is a significant one such that a woman, on average, is saving **Rs. 1020**. Segregated according to the programs, the savings are as follows:

PROJECT	NUMBER OF RESPONDENTS	AVERAGE SAVINGS/MONTH (RS.)
HNSA OUTREACH PROGRAM	21	742.86
SFM ROUND 2 13-14 BAHAWALPUR	13	461.54
SFM ROUND 3 13-14 BAHAWALPUR	16	360
SFM 14-15 (ADDITIONAL TRAINEES)	23	2095.7
SFM ROUND 1 GUJRANWALA	16	853.13
SFM ROUND 1 SHEIKHUPURA	11	1195.5
TOTAL	100	1020



PARTICIPATION IN HOUSEHOLD DECISION-MAKING:

Another essential variable that the Crafting Connections probed into was that of participation in household decision-making. Whereas this was qualitative information, it was acquired at a very basic level as to whether the respondent participates in household decision making or not. The result was such that **37** respondents showed some form of household participation which forms **37%** of the respondents.

SKILLS BEING EMPLOYED?	NUMBER OF RESPONDENTS WHO REPORT SOME FORM OF PARTICIPATION	% OF RESPONDENTS ACCORDING TO USAGE OF SKILLS
YES	17	45.95
HOUSEHOLD USAGE	8	32.43
NO	12	21.62

The table shows that of the 37 respondents showing some form of household participation, 17 respondents were earning an income by employing the skills taught by KCF (which forms of **45.95%** of the cohort). 8 out of those 37 respondents were employing it for household usage (**32.43%** of total cohort). This means that in total 25 of the 37, who responded of having some form of household participation, were employing the skills for income generation & income saving activities (This forms around **78%** of the total cohort). Out of the 37 respondents who reported some household participation, 12 respondents were not involved in any income generating & income saving activities (forms about **22%** of the cohort). This implies that **78% of those who are participating in household decision making are self-employed or are using their skills for household usage.**

The Crafting Connections project managed to connect back with a few of the women who have been part of KCF's projects. It produced results regarding their incomes, economic participation in the household along with participation in decision making in households. The M&E at KCF is carrying out other projects to track economic and social status of the women in the projects.



KULSOOM TAHIRA – CRAFTING INSPIRATION, CHANGING LIVES



"Even though it was difficult, I did start my own center, and got my own teachers to come and inaugurate it. Today, I have more than 10 girls who look upto me and consider me a role model. That is enough for me for now."

Kulsoom Tahira joined Kaarvan Crafts Foundation as a trainee in the Skills for Market program 2013-2014 Gujranwala. Skills for Market (SFM), one of the programs run by Punjab Skill Development Fund (PSDF), was part of a national skills training drive whereby countless women were trained in various market oriented vocational skills. Kulsoom became a trainee at the SFM program at a time in her life when trouble was rife and solutions seemed scarce. Kulsoom was a single parent to a special child, and her husband was not in the picture. While she did have a place to stay at her parents, Kulsoom was still considered an outcast among her society. Thus, when she joined the SFM program, she slowly felt that she was gaining back the control she had lost over her life.

Kulsoom learnt a variety of skills in the program according to what was being taught by the curriculum. However, she also learnt other valuable life skills such as how to be at peace with herself, how to deal with outsiders and how to take charge of her future. As soon as she graduated, Kulsoom wasted no time in collecting all the information she had learnt and putting her grand plan into motion.

Today, a few months after her graduation from the Kaarvan program, Kulsoom has done what no other trainee has to date; she has managed to open up a training center of her own. Following the curriculum and the teaching methods and styles of the program taught at Kaarvan, Kulsoom has been running a localized training center where she is furthering the mission of Kaarvan Crafts Foundation. In the act of standing up and taking charge, not just of her life, but of the lives of every girl around her, Kulsoom believes that her center is working towards the cause of empowering women through educating them and making them into capable and empowered actors of society.

It is women like Kulsoom, and the power that they have to change the world which makes us believe in what we do. While Kulsoom started off as a social outcast, today, she has become a role-model in her society. She has embodied the inspiration to do, the will move forward and most importantly, the change that she wants to see in the world. Not only has she become a role model for her community, she has become an inspiration for us.





APPENDIX A

Questions

- Which trainings did you receive from KCF's projects?
- How was your experience with KCF training facility?
- What skills did you learn?
- Do you still employ those skills to earn an income? When was the last time you employed those skills?
- Have those skills been of value to you in order to generate income for yourself and your family?
- What occupation are you currently working in?
- What is your current income? What is your household income?
- Has your personal and household income increased after/because of the training? If yes, then how much?
- What is your household spending/expenditure? How much of the income do you save?
- Has your household participation changed after earning personal income? How has it changed?
- Who makes the decisions regarding your children? Their expenditures? Their health? Their future?
- Do you think your say in the household has increased because of your increased income?



APPENDIX B

	KPIS	HNSA OUTREACH PROGRAM	SFM ROUND 2 2013-2014 (BAHAWALPUR)	SFM ROUND 3 2013-2014 (BAHAWALPUR)	SFM 2014-2015 (ADDITIONAL TRAINEES)	SFM ROUND 1 2014-2015 (GUJRANWALA)	SFM ROUND 2 2014-2015 (SHEIKHUPURA)
WOMEN IMPARTED CAPACITY BUILDING IN SKILLS	198	500	500	410	555	555	
WOMEN IMPARTED CAPACITY BUILDING IN MARKET LINKAGES	0	30	30	44	30	30	
COMMUNITY-BASED SKILLS DEVELOPMENT CENTRES FOR THE PROJECTS	10	25	25	26	25	25	
VILLAGE OUTREACH	30	75	75	25	25	25	
DISTRICTS OUTREACH	1	1	1	2	1	1	
TRAINERS TRAINED	2	100	100	47	47	47	
TRAINING TYPES	Mukesh; Tarkashi; Product; Production; Pricing; Planning; Leadership skills	Domestic Tailoring; Literacy; Numeracy; Product; Production; Pricing; Planning; Leadership skills	Domestic Tailoring; Literacy; Numeracy; Product; Production; Pricing; Planning; Leadership skills	Domestic Tailoring; Literacy; Numeracy; Product; Production; Pricing; Planning; Leadership skills	Domestic Tailoring; Literacy; Numeracy; Product; Production; Pricing; Planning; Leadership skills	Domestic Tailoring; Literacy; Numeracy; Product; Production; Pricing; Planning; Leadership skills	

