

# HOPE'87

Hundreds Of Original Projects for Employment

**Women Skills Training Centre,  
Dhulli, Nar Sher Ali Khan, Bagh, AJK.**

## INTERIM REPORT

**Session: August 2006 – January 2007**

**”Skills Training Centre to Support Rehabilitation Phase in Azad Kashmir“**



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## Technical Report

### "Skills Training Centre to Support Rehabilitation Phase in Azad Kashmir"

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**2. Title of Project:** " Skills Training Centre to support Rehabilitation Phase in Azad Kashmir"

**3. Country:** Pakistan/AJK.

## **Concrete measures for Rehabilitation:**

### **a. The Idea / Objective:**

The earthquake disaster of 8th October 2005 has left many tragedies behind, adding to the miseries of the poor and has brought down middle income class to lower income levels. There were not much opportunities available even before the earthquake with the situation getting worse now.

Being a mountainous terrain, villages in the area are scattered over the mountains, and there is no direct road access to most of the villages.

Due to the difficulty of logistics and lack of facilities both men as well as women need to travel over long distances for basic needs like food, education and clothing etc. The miseries of the local people are compounded due to low literacy rate as people of the region cannot exploit other avenues apart from physical labor for income. The literacy rate of the women is even lower than the men, because of the above mentioned lack of infrastructure such as road access, longer distances and in addition to cultural attitude of less importance to female education in general.

In the Union Council (U.C) of N.S.A.K and Swanj there is only one Girls Intermediate College and for further studies female students have to go to the city of Bagh, often not encouraged by their families being away from their villages.

There is no skills training centre for girls or boys in U.C Nar Sher Ali Khan, which has a population of about 12,000. Now, especially after the earthquake when every household is badly affected with loss of lives and property there is an even stronger need than ever that women shall also take part in the development of society and shall take an active role in sharing the financial burdens of the household expenses.

Realising this need, HOPE'87 planned for the women of the area to get some vocational training so that they also start to shoulder the financial burden by contributing towards the family income. Amongst the various options available and debated for the vocational training, a proper training for tailoring for women locally was considered to be a valuable training to be imparted that would not only be culturally acceptable as it would save women folk from travelling from long distances from their homes to far off market places but also will reduce the cost of clothing for them.

It was therefore decided to impart proper training of tailoring to women of the area along with a start micro credit grant in kind so that they can set up a tailoring facility in their homes upon completion of the training. Furthermore, it was decided to impart this training to village level women at a nominal/token money cost to them through locally skilled women trainers. The imparting of training through locally skilled women trainers, on one hand is culturally acceptable as well as on the other hand is a source of income for the skilled trainers.

### **b. Beneficiaries**

The current initiative targets the female segment of the community in U.C Nar Sher Ali Khan and Swanj.

All the families interested in getting some skills training and to use these skills to make their earnings are the targeted beneficiaries.

### **c. Site and Facilities:**

Dhulli is a small town about 16 kilometres from Bagh city in the north east, District Bagh, Azad Kashmir. Dhulli is a hub for commercial activities for Union Council Nar Sher Ali Khan.

The HOPE'87 camp office at Dhulli, District Bagh Azad Kashmir was selected as the location for the Women Skills Training Centre (WSTC).

The centre is equipped with 10 sewing machines and 2 Embroidery Machines along with the necessary office furniture for staff and students. These include low height tables for sewing machines, cutting tables for fabrics etc.

The facility has been set up in a big hall of 17.5' x 32' which is spacious enough to accommodate 20 students at a time for learning and doing the practical work. The Hall has two big cutting tables and appropriate ventilation and lighting facilities.

All the related raw materials like fabric, thread, buttons, card boards, scissors etc are being provided to each individual student for learning purposes at no cost. The raw materials are sourced in Bagh city with the aim to support local enterprises.

#### **d. Methodology:**

##### **Recruitment and selection of students:**

The recruitment of staff and selection of students for the WSTC was advertised by placing banners at various pivotal locations in U.C Nar Sher Ali Khan and Swanj, through word of mouth and by distributing the pamphlets in the area.

On 29th of July 2006 a walk in interview was arranged at camp office of HOPE'87.

HOPE'87 sought the advice and guidance from local experts and government department in setting up WSTC. In this regard, Mrs. Safida Naik, the head of Dar-ul-Falah, with an experience of more than 20 years in this field was invited and she was kind enough to spare the time in helping us in recruitment of teachers as well as the selection of students for WSTC. Mr. Ikram-ul-Haq, director for Department of Social Welfare and Women Development, Bagh, was briefed on objective and activities of WSTC. The department encouraged and supported us every step of the way in setting up of the Women Skills Training Centre.

After the Walk-in interviews, a Principal and a Teacher were hired. Furthermore, 20 students were selected out of about 45 women who appeared for the interview. On 30<sup>th</sup> July 2006 the list of selected students was displayed at the gate of HOPE'87 Camp.

##### **Parents – HOPE'87 Meeting:**

On 3<sup>rd</sup> of August 2006, before starting the classes a meeting was arranged with the parents of selected students and they were updated on the objectives of centre. The suggestions of the parents were also accommodated. The Parents and the Guardians were informed about the rules and regulations of the centre which were agreed upon. Following items were discussed and decided,

- The centre timing will be from 8.30 am till 1.30 pm, with 30 minutes break in between, with Sunday as off day.
- Leave applications signed by parents must be submitted, within 3 days after the leave.
- Students will sign attendance register and will write the check-in and check-out time.
- Parents will submit the names of three family members and only those family members will be allowed to meet the students or to leave centre with, in emergency, if needed.
- Periodic parents/teacher and HOPE'87 meeting will be arranged to update all stakeholders on centre's progress.

HOPE'87 Women Skills Training Centre formally started its classes from 4<sup>th</sup> of August 2006.

#### **e. Staff:**

Keeping in view the local customs and traditions, a female Principal and a female Teacher were hired to impart the training. This raised the comfort level for both the female students as well as the community.

In the early days of the establishment of the WSTC, a female **Admin./Community Liaison officer** was also hired. She liaised with the community and spread the word around about the establishment and objectives of WSTC. In October 2006 She left the WSTC.

WSTC additional staff includes a Camp Manager, office staff and a security guard.(Annex I)

**f. No. Of Students:**

A total of 20 female students were selected to keep a reasonable and manageable strength for teachers. This enabled teachers to concentrate on each and every student.

In the month of August, two students dropped out due to domestic obligations and 2 new students were enrolled in their place. A third student dropped out later in the second month due to family obligations and she was replaced with another candidate from the walk-in interview. (Annex II)

**g. Fee:**

A very nominal fee of Pak. Rupees 100, was charged per student/month, with the aim to give a better sense of ownership and also to ensure attendance during the course.

**h. Courses and Teaching Methodology:**

Women Skills Training Center is offering a 6 months course on Tailoring, Hand Embroidery and Knitting.

Course material and design has been developed with the help from the Department of Social welfare and Women Development, Bagh. Mrs. Safida Naik Head of Dar- ul Falah, Bagh took keen interest and gave her input as well.

The skills learnt by Students include practice on Drafting, how to take measurements, Scheme, Cutting, knitting, Stitching, Embroidery, Crochet etc. Students also learnt how to stitch frocks, baby suits, women Shalwar Kameez suits, Cushions, Bed Sheets, Curtains and many other products.

During the 06 months training different teaching methods-modules were used, like learning and practice, group assignments, competition among groups and individual assignments.

**i. Examination and Results:**

At the end of 06 months training an examination was held and students were tested on Drafting, Cutting, Hand Embroidery, Knitting, Scheme and a viva was also conducted. Results were compiled and positions were announced. All students obtained passing marks, making it a 100% success. (Annex III)

**j. Certificate Distribution Ceremony:**

To announce results and award course completion certificates, a ceremony was arranged at the centre and students were invited with their parents. Mr. Shoaib Haider (Islamabad Representative) and Mr. Ahmed Abbas (Project Coordinator) participated in the ceremony from Islamabad.

Ms. Fumi Fujii, Project Manager for ANT-Hiroshima and Peace NGO's HIROSHIMA, Japan was invited as Chief of Guest. The highlight of the event was the announcement by Ms. Fumi Fujii that all the 20 students will be awarded a Sewing Machine to each student, to use the skills they have learnt.

Students delivered speeches, recited poems thanking HOPE'87 and its management for providing such facility for the women of the area as a great opportunity to learn and be more skilful.

**k. 2<sup>nd</sup> Batch:**

On 24<sup>th</sup> of January walk-in interview was arranged for 2<sup>nd</sup> batch (February 2007 to July 2007). For the seats of 20, about 80 women showed up and it was a tough selection. Keeping in view the high demand, no. of students is increased to 22 from 20, for 2<sup>nd</sup> batch.

Also, this time the idea of 2<sup>nd</sup> group was introduced, in which about 8 women were selected, who already have some basic skills of tailoring and they will be trained for one month on their deficiencies like cutting, Emb. Knitting etc.