



PROJECT COMPLETION REPORT

LIP-2014 (LIVELIHOOD IMPROVEMENT PROJECT-NRC)



Funded By: Norwegian Refugee Council NRC – Pakistan
Implemented by: Organization for Community Services and Development
81 – A, Chaman Housing Scheme, Quetta – Balochistan
District: Quetta (Gausabad & Arbab Gali)

Project Summary

A	Project Title	Skills Development Vocational Training Project
B	Location	1. Ghausabad 2. Arbab Gali District Quetta - Balochistan
C	Funded By	Norwegian Refugee Council NRC, Pakistan
D	Implemented By	Organization for Community Services and Development OCSD Balochistan – Quetta
E	Contract No.	PKNRC/Vocational Training-BAL/180914/0115
F	Project Period	September 18, 2014 to December 31, 2014
G	Project Objective	To increase the vocational skills and income generation capacities of Afghan Refugees populated in urban areas of District Quetta by provision of market oriented skills training, business start-up toolkit and linkages to market.
H	Outcome	Anticipated to improve livelihood opportunities of Afghan settlers/migrants settled in Balochistan.
I	Direct Beneficiaries	Male- 76 Female- 74 Total 150
J	In Direct Beneficiaries	Male-600 Female-562 Total – 1162
K	Total Budget received	637,500 PKR
L	OCSD Contribution	398,300 PKR

OVERVIEW

Aimed at enhancing the livelihood potential of refugees –OCSD supported by Norwegian Refugee Council OCSD has established 2 skill training centers at Ghausbad and Arbab Gali, – located on the peripheries of Quetta and – . These centers would impart skill upgrading trainings comprising of Carpet weaving, tailoring, embroidery and mobile repairing . The centers are equipped with – sewing machines, mobile repairing and carpet weaving toolkits provided by OCSD. Trainers, co-trainers, center support personnel, were mutually assessed and recruited by OCSD and NRC. The trainers have extensive experience in their relevant fields and have the requisite abilities to deliver the trainings as per specified modules. Pre-selection of beneficiaries 74 female and 76 males, by NRC has greatly aided a timely and coherent implementation of the program. Preliminary tests to determine competency and demonstrated ability to receive training-were delivered with promising results.

We envisage the program will benefit the disadvantaged communities to reach a level of self-reliance through active application of skills acquired. A consistent support can be ascertained by establishment of a Display Center of products at a prominent location in Quetta with wide circulation through social media, regular emails to NGOs, pamphlets, brochures and . A one time start up grant to cover rent of premises for home based mobile repair units for POC's, EVI's can further strengthen the livelihood opportunities. To ensure that skills acquired are applied to support, supplement the income of beneficiaries, OCSD looks forward to establishing long term linkages with partners engaged in similar trainings to pool resources for a sustained, strengthened program that truly helps these communities – for years to come and to live with dignity and self-sufficiency in their host country-should they choose to return.

The burden on a province with 52 % poverty is excessive and has escalated in the recent years- refugee and host communities both stand to benefit from these programs and we are decidedly hopeful of the possibilities of economic uplift of these trainees ahead. We have to scale down expectations of what constitutes a good program in economically recessed areas, redefine, re-order our priorities by accepting the challenge of making a virtue out of necessity-we have to be willing to make changes in our pre-set perimeters of programs and incorporate changes of ground realities for that we have to make changes in ourselves if we have to bring lasting changes in lives that rely on us-we have to integrate programs with organizations running similar programs, share capacities, strengths, resources for the higher good of a very fragmented province. Lasting change does not happen overnight-lasting changes happen in infinitesimal increments-a day, an hour, a heartbeat at a time and the change that we are encouraging others to make is fundamental-to believe in the potential of every person who is struggling-to aid and assist and continue at it, irrespective of the challenges. 52% perhaps a higher % of this province needs help, let's all be prepared to answer that call for help -

Acknowledgement

OCSA received enormous support from NRC's dynamic personnel, who collectively bring with them decades of experience-pooled together, we were awed by their determination, dedication and remarkable community dealing, the sensitivity speaks volumes about their humanity and collective consciousness –that believes in making situations far above better than it already is. That believes in uplifting lives and re-defining destinities –that otherwise could never happen alone .

It would not be out of place to state for the NRC team – That no one should hesitate –in these times of despair, to give back to these refugees, a portion of their lost hopes and heart.

In support, recognition and complete regard for their services to the refugee and hosting communities we wish to express our highest gratitudes to..



Abdul Ahad Khan, Team Leader,FS

A force of nature, Ahad has laser sharp perceptions that looks at the world with a clarity of vision that we came to admire and respect. We have no hesitation in saying that for large impact-oriented programs, Ahad can deliver the right impact with long term sustainability. We received active support, advise and encouragment from Mr. Tareen and are indebted to him for his foresightedness and to repeat the obvious- humanity. Through these few words, we express our deepest gratitude and we believe all of us would share the fact that- “ It would not have been possible without you-“

Shahana and Tanya are known names in Balochistan and are recognized community workers, hence its natural –that expectations from them would always remain high, there innate goodness and exuberance adds verve and a slight edge for competitiveness among the beneficiaries which when seen in the broad light works for their benefit, several trainers have had the good fortune of being engaged with them in previous programs and we do hope they would continue their association with these refugees, brimming with talent and seeking market linkages. Their could not be a better person who is capable of bringing economic uplift in deserving lives- we wish you best of luck ahead.



Qazi Taimour , Kamran and Sher Muhammad

With his extensive experience in multi-sectoral trainings, Taimour has been a pleasure to work with , keen, observant, patient and inherently kind, taimour exercised a level of control on the program that enabled us to rollback at unexpected turns. Wise beyond years, Tamour has been sensitive to the evolving needs, exercises restraint and has immense tolerance to adapt to changing needs and does it wonderfully- our success stories would remain attributed to him and we hope we receive them in time to be included in our final PCR. For overall support in initial setting up of centers-we extend our utmost thanks to Sher and Kamran everyone and all working for the uplift of refugees in Balochistan

PROJECT OBJECTIVE

To increase the vocational skills and income generation capacities of Afghan Refugees based in urban areas of District Quetta by provision of market oriented skills training, business start-up toolkit and linkages to market

BENEFICIARIES

Pre-selected by NRC, the trainees are a mixed blend of raw and dormant talent-awaiting their chance at opportunities that these trainings will certainly provide for them in the long run, Balochistan has the blessing and providence to generously back what you invest through hard work, it rarely denies you the right to fulfill and achieve your ambitions if you are sincere to your cause. As evident by the resilience and determination of the refugees, long settled among us, most of whom we have long accepted as our own. The breakdown of trainees at 2 locations is as under:

Ghousabad, located on the southern perimeters of Quetta is densely populated by Uzbeks, Tajiks who have settled small scale businesses and are mostly self-reliant, local hosting Pashtoons and these refugees have lived in harmony and peaceful co-existence, some through decades.

1. No of Female trainees in tailoring and embroidery; 50
2. No of females in carpet weaving :24
3. No. of male trainees/Mobile repairing: 25

Very few late attendance and absenteeism was observed at this center, by far it has remained a hub of activity with trainees exhibiting a high level of involvement, fast learners they are avid quick studies and pick up contents of the course enthusiastically, nothing has been too strenuous for them, whereas at times just a tangle in the strands of threads leave us baffled. The trainings are at this center ends on December 31st. and we are anticipating all of them to pass their tests with flying colors, as evident by surprise tests we squeeze in between regular sessions. The trainings are supervised by

Master trainers of relevant fields, who have extensive experience –additional support is provided by Co-Trainers and OCSD's field supervisory team.

ARBAB GALI

A predominantly pashtoon area, it hosts uzbeks and tajiks as well, the level of poverty in this area far exceeds that of Troushabad-as migrants of larger families reside here, limited opportunities of livelihood exist in comparison, most refugees work at menial jobs and very few are self-employed in contrast with Ghousabad. Located in close proximity of Ghousabad to the south west peripheries of Quetta, it has a high number of school going boys.

No. of Male trainees in tailoring: 25

No of Male trainees in Mobile Repairing: 26

Boys –with average age ranging from 14-25 comprise this batch, similar enthusiasm and a zest to learn, makes the delivery of these trainings an encouraging experience. Our Trainer, a Baloch resident of Huda, involving some 35 minutes of bicycling among the busiest road with the heaviest plying of buses and erratic traffic coming into Quetta arrives at the center- with an unmatched dedication that we ourselves are surprised of. Trainees at this center have a determination to acquire skills –all of them have a remarkable capacity for learning and at this site as well, we are hopeful-given the opportunity, they can contribute to their economic uplift. The training ends on 31st December and we are envisaging several young Master Trainers of the future here.



TEST MODULES and STRUCTURE

The tests were designed in simplified forms to get complex ideas, information across in a coherent manner and for maximum retention, reinforcement exercises were conducted to assess understanding of concepts, forms, structures. In technical trainings –it's relatively easier to teach by constant repetition, it varies markedly for abstractions i.e. embroidery, a fine form of art which requires a deeper concentration. Fortunately, Afghans be they of any ethnicity are trained from a young age to sew-and

majority have an innate ability for art as an acquired trait from their environments. Upgrading existing skills –enough for it to be made it a marketable product is nothing short of miraculous and that is the reason why OCS D has always sought for interventions that uplifts-upgrades-capacities for self-reliance.

PRE-and POST-TESTS

Our pre-test is open ended to include beneficiaries with limited or no education, basic understanding is gauged through simple tasks to assess cognitive abilities- post tests are competitive in gradation as our objective is to train these trainees as future trainers-and we hope most of them, would succeed in setting up their own training centers .

VISIBILITY

We had constraints in promoting the activities due to unrest in this region, as a rule we do engage our partners, associates, affiliates and friends in giving maximum exposure to skilled manpower and their products. We hope to set up affiliation with online vendors, sites and for that we would seek Ms. Shahana's expert guidance in most productive means of ensuring market linkage. A display center is high on our priority.

CERTIFICATION

By 31st December, we should be in a very good position to judge the capabilities of the trainees-of which we are already convinced and grant certification issued from TTB. We have initiated the process and expect it to be finalized within a week to 10 days duration.

IMPACT

The program has clear indicators of being a success, provided loops mentioned in gaps are addressed well in advance. The likelihood of any livelihood program is based on its capacity to be self-sustaining and bring in about self-reliance –we foresee positive results based on the obvious determinants i.e level of engagement, interest, aptitude. The market is never saturated for quality work, the demand for talent –never goes out of fashion or style, similarly once you have acquired a skill, it comes in handy eventually, no skill, no ability is ever wasted.

GAPS

As much as we would like to say that to date the entire program has been flawless and smooth sailing—that would constitute wishful thinking on our part, there are no ideal situations but there are ideal solutions, and we have firm conviction in that. During the implementation phase, we ran into an occupational hazard—that we like to softly imply as—possibly a roadblock. While it's understood that donors and IP may not have similar views—common sense usually assists all involved in sharing the same vision, we may take different routes, have totally dissimilar working habits but our prime objectives should at no point be compromised. In some cases the vendors, partner, IP may have more experience in understanding the intricacies of regional even local dynamics, this understanding right at the outset can be achieved for the best interest of the program—if members of any team seek guidance on how best to go about a situation that can escalate into an issue. Interfacing of donor and IP staff engaged primarily in the field is imperative and we cannot stress this enough. Ambiguities, misinterpretation, misunderstandings can be easily rectified from the onset if we seek answers rather than make a rapid conclusion. OCSD observes the highest code of conduct and ethics even under the most grueling circumstances—that is our recognition *prima facie* as—humanitarian workers and we strictly follow conventions on the rights of refugees, after all if someone has been forced to leave their country in the face of death, destruction, persecution—our first and last commitment is to safeguard and protect their interests particularly when the hosting communities have already shown a big heart by accommodating them amidst them. That leaves us with zero option to cause any emotional exploitation by raising their expectations, deploying subterfuge or misusing position of authority to gain personal benefits—even if it financially helps them. As much as we regret pointing this out—but as custodians of human rights and upholding its highest principles, it is incumbent upon us to treat any person with the utmost respect, tolerance and sensitivity. There were repeated grievances by female trainees of excessive workload routines assigned to them in a personal capacity by NRC field staff that inhibited their normal routines, we would like to retain our right to withhold disclosure. But we would strongly recommend that such a practice is not conducted at any training center as this clearly violates policies that we both observe—on exploitation of any level, no matter how minor.

MONITORING AND REPORTING

OCSD has an integrated system of physical verification of activities, through direct field visits, field supervisory staff. Baseline studies are evolved and systemized to receive the maximum output against activities. Unforeseen variables are taken into account and compensatory time allotted against time loss. We retain record of beneficiaries for a maximum period of one year, dissemination of photographs, POR card no's are strictly prohibited to any third party unless required for certification. Attendance records are maintained and checked on a daily basis. Field reports are submitted to Program unit on a daily basis.



PICTORIAL

