

Impact Assessment

Of ICECD-IOM Technical Training implemented during March-July 2003

***Changing lives, through enhancing skills and
opportunities***

BACKGROUND

On 26th January 2001 morning, when all of us in India were celebrating our Republic day, a massive earthquake measuring 7.9 on the Richter scale struck Gujarat. The earthquake resulted in unimaginable death and destruction. The most severe affects were felt in the district of Kutchchh and areas of districts adjoining Kutchchh like Rajkot, Jamnagar etc. One of the most affected communities was the one working in the salt pans or salt industries. Due to the earthquake most salt pans and salt industries, one of the major contributors to the local economy, was badly hit. Most of the salt migrant workers suddenly lost their employment and income, and since they did not have any other skills, most found it extremely difficult to survive. Under these conditions, it was clear that if these people are provided with alternate livelihood options through skills, mitigation of their problems would be easier.

International Centre for Entrepreneurship and Career Development (ICECD), an NGO working in the field of development since 1986 in India and many developing/under-developed countries, joined hands with International Organisation for Migration (IOM) to provide technical skills training to 200 salt migrant workers affected by the earthquake and residing in Rajkot, Jamnagar as well as Kutchchh districts of Gujarat. The capacity building trainings were conducted at ICECD for men participants and in the villages for women participants.

A total of 200 (41 female and 159 male) were trained in electrical, carpentry, fabrication, reinforced cement concrete, masonry, electrical and Pre-cast cement products (female) during the period March-July 2003. The training provided basic knowledge and skills in the identified trades. The aim of the training was to help and train people who had little or no knowledge in these skills, that would enable them to improve their income opportunities, and cope with present (or similar calamities in future) with these alternate livelihood options.

The impact of the work done with these 200 salt migrant workers needed to be ascertained and understood, especially the impact on the social and economic life of the participants. This impact assessment study was carried out in February-March 2005.

OBJECTIVES

- To understand the impact of the training on the social and economic lives of the participants
- To understand the coping capabilities of the trainees for any future disaster

METHODOLOGY

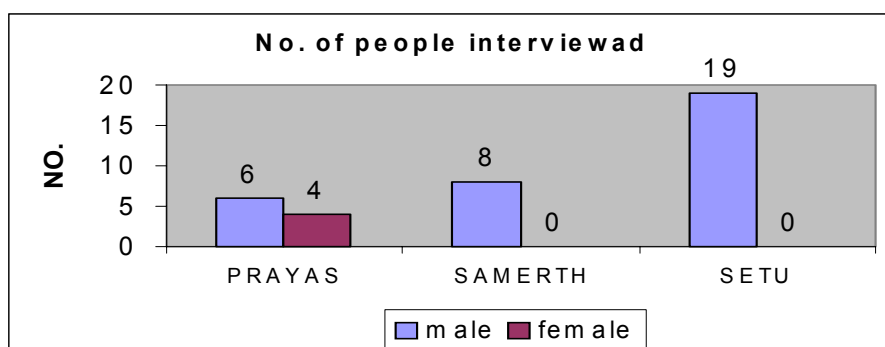
The sample for this study consisted of 19% or 38 persons out of 200. This was structured taking into consideration inclusion of people who had participated in different technical trainings. The basic data on the impact was collected through field visits, using a structured questionnaire followed by a personal interview of the person. Thus, stratified random sampling was adopted for data collection and the following characteristic were considered for sampling:

- The sampling should help in collecting representative data
- Samples selected should be such that the results of the study can be applied in general for universal application with a reasonable level of confidence
- The sampling should eliminate any personal bias

ANALYSIS OF THE STUDY

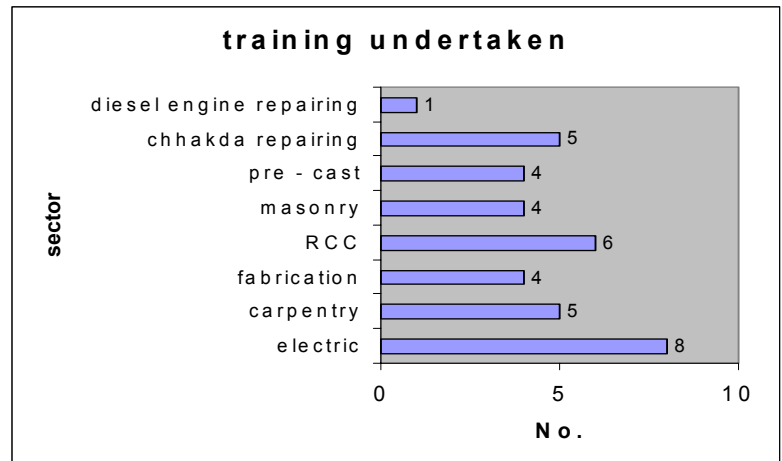
No. Of people interviewed

No. of people interviewed			
	PRAYAS	SAMERTH	SETU
Male	6	8	19
Female	4	0	0
TOTAL	10	8	19



Type of Training Undertaken by the sample

Electric	8
Carpentry	5
Fabrication	4
RCC	6
Masonry	4
Pre - cast	4
Chhakda repairing	5
Diesel engine repairing	1



Technical skill before the training

Yes	5
No	32

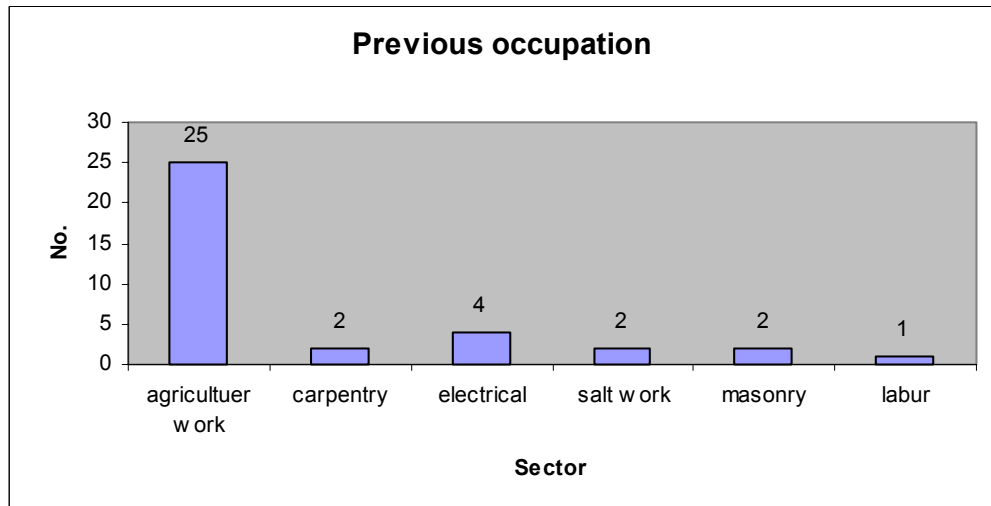
(Electrical-2, masonry- 3)



What is your present occupation? What did you previously do?

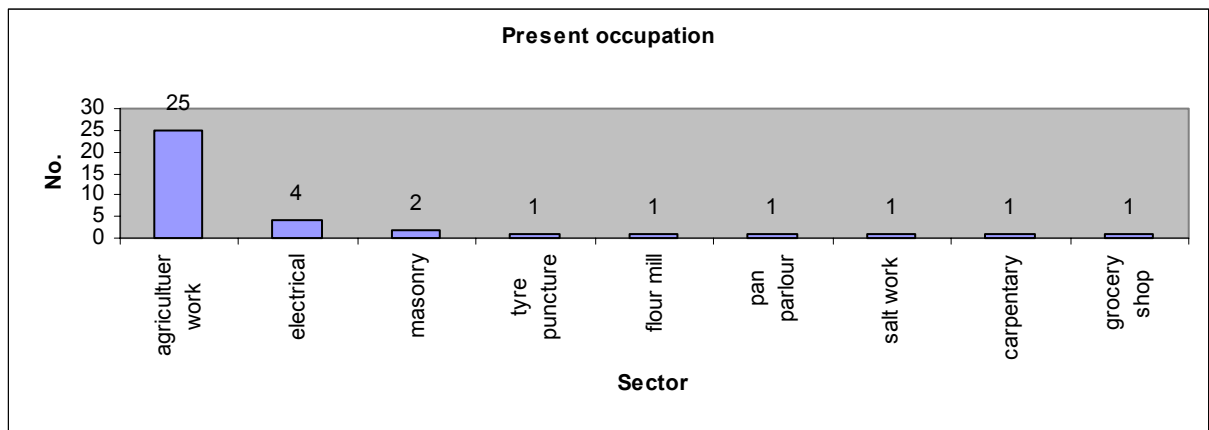
Previous occupation

Previous occupation	
Agriculture work (part Time)	25
Carpentry	2
Electrical	4
Salt work	2
Masonry	2
Labour	1



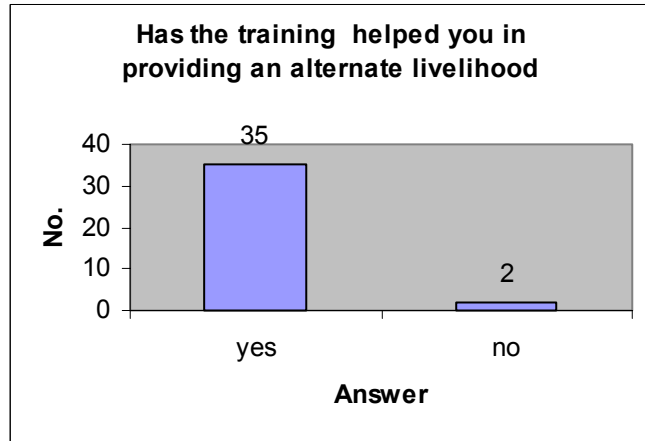
Present occupation

Agriculture work (Part time)	25
Electrical	4
Masonry	2
Tyre puncture	1
Flour mill	1
Pan parlour	1
Salt work	1
Carpentry	1
Grocery shop	1



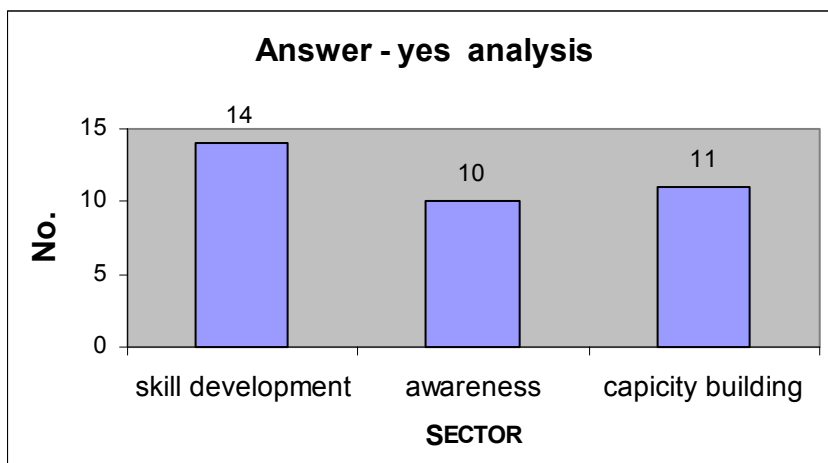
Has the training helped you in providing an alternate livelihood? if so, how has it helped

yes	35
No	2



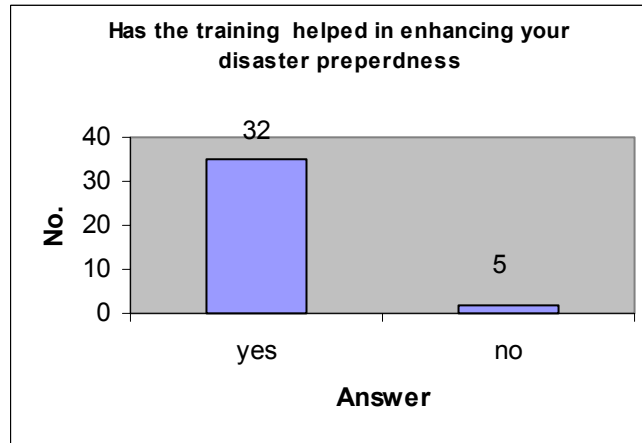
Answer - yes Analysis

Skill development	14
Awareness	10
Capacity building	11
Total	35



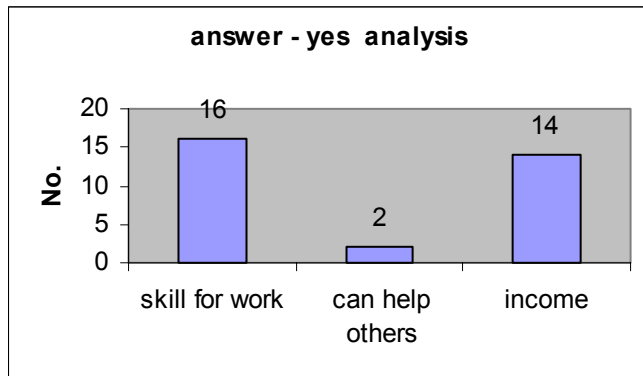
Has the training helped in enhancing your preparedness? If so how?

Yes	32
No	5



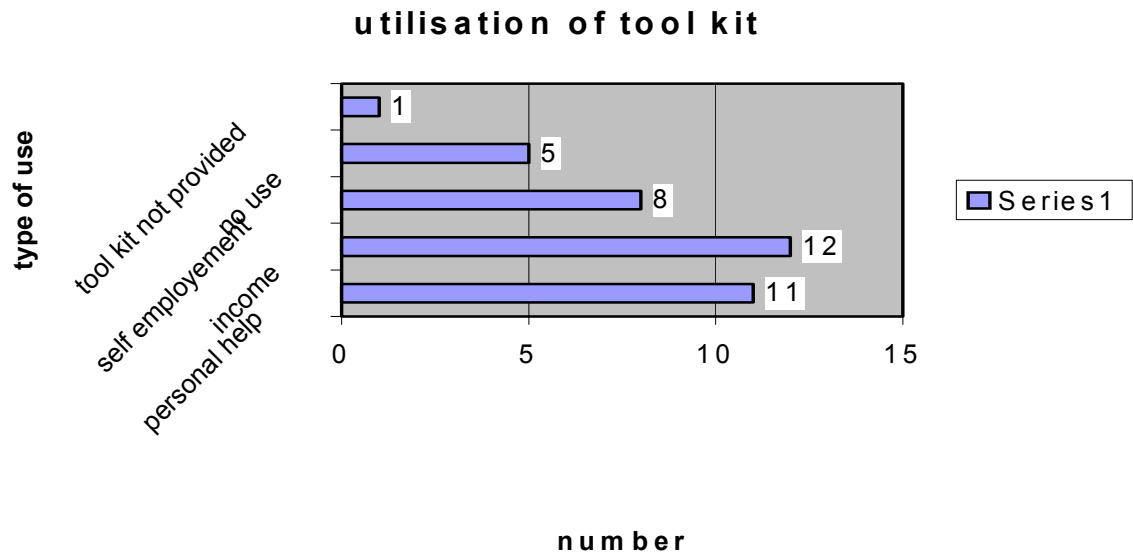
Answer - yes analysis

Skill for work	16
Can help others	2
Income	14
Total	32



Utilization of tool kits

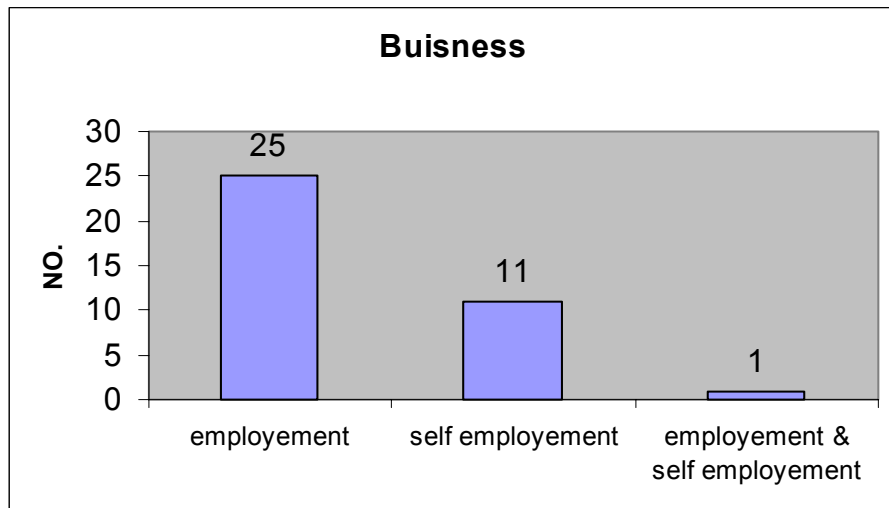
Personal help	11
Income	12
Self employment	8
No use	5
Tool kit not provided	1



INCOME AND EMPLOYMENT/SELF EMPLOYMENT

Are you employed or self employed? If so, where or what business?

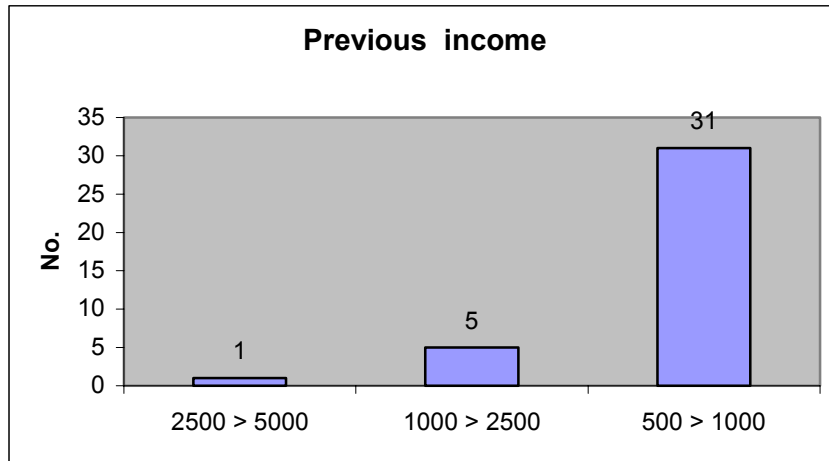
Employment	25
Self employment	11
Employment & self employment	1



Has the training helped you in increasing your income?

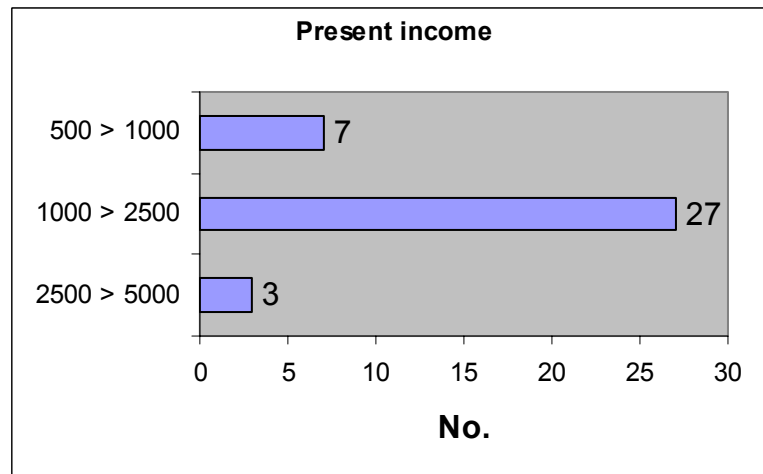
Previous income

Previous income	
2500 > 5000	1
1000 > 2500	5
500 > 1000	31



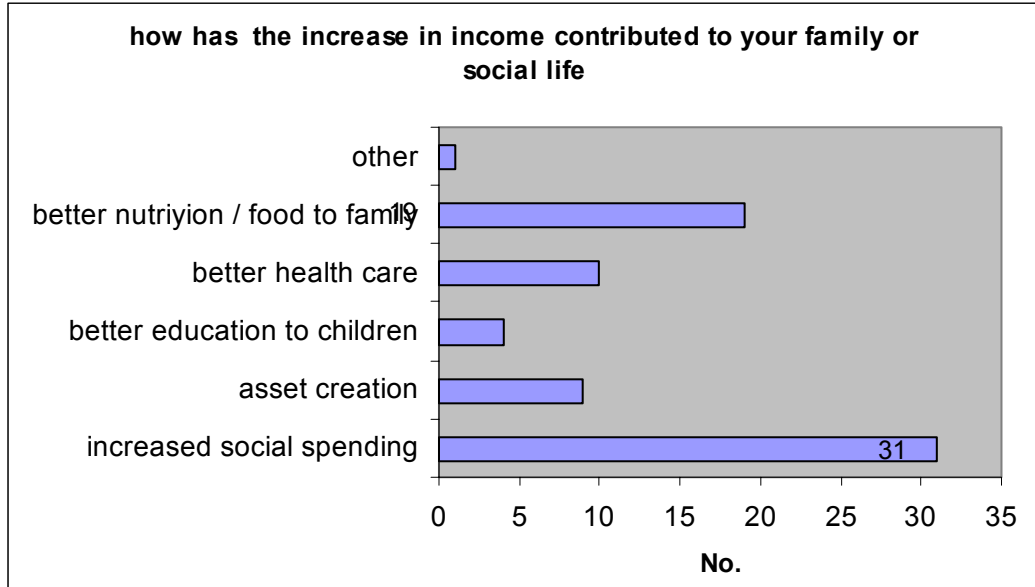
Present income

Present income	
2500 > 5000	3
1000 > 2500	27
500 > 1000	7



How has the increase in income contributed to your family or social life?

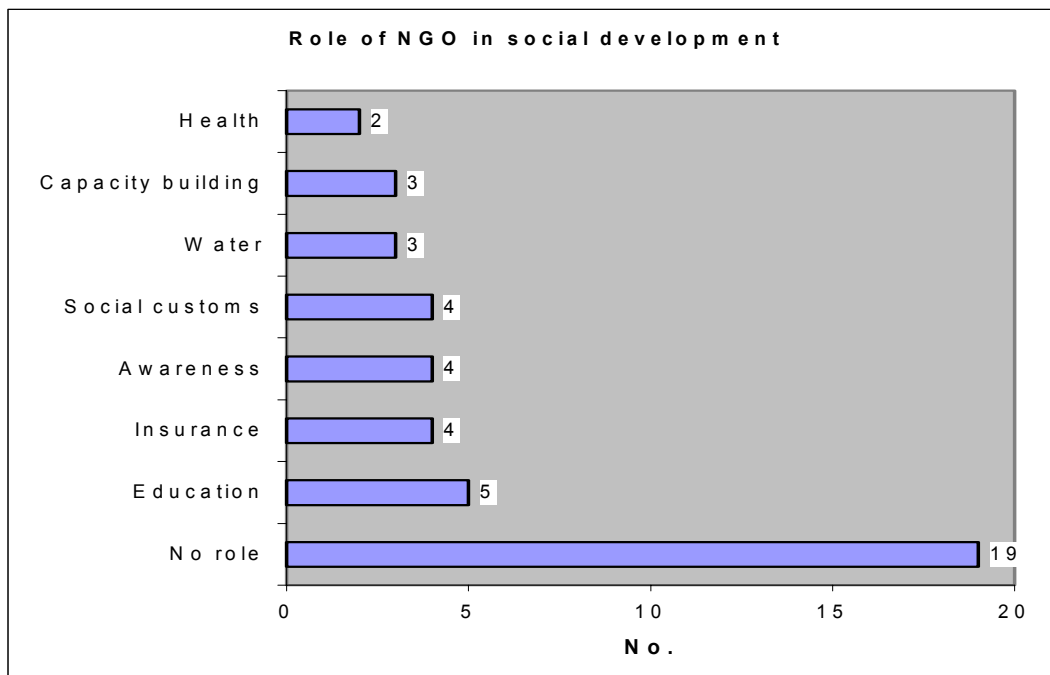
Increased social spending	31
Asset creation	9
Better education to children	4
Better health care	10
Better nutrition / food to family	19
Other	1



ROLE OF SUPPORT NGOs

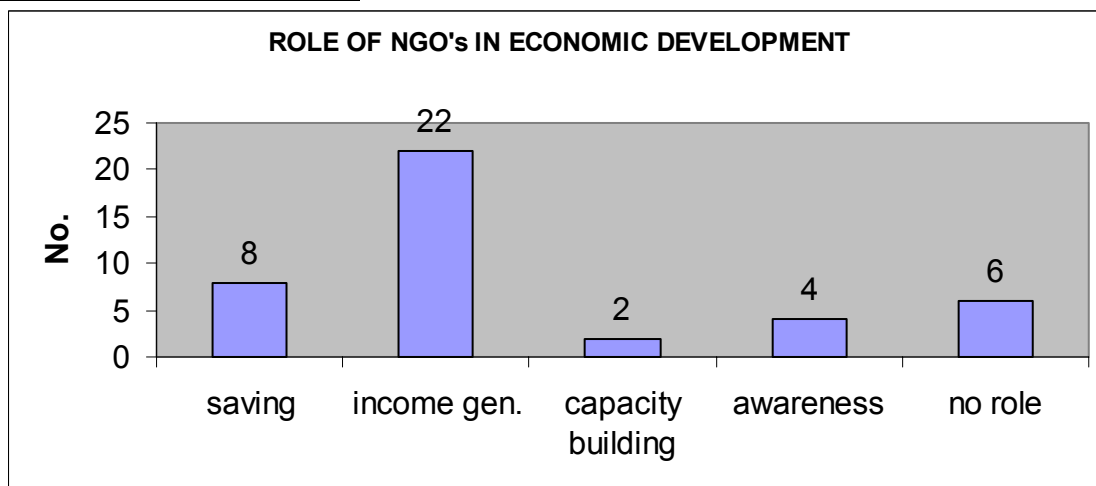
Role of NGO in social development

Education	5
Insurance	4
Awareness	4
Social customs	4
Water	3
Capacity building	3
Health	2
No role	19



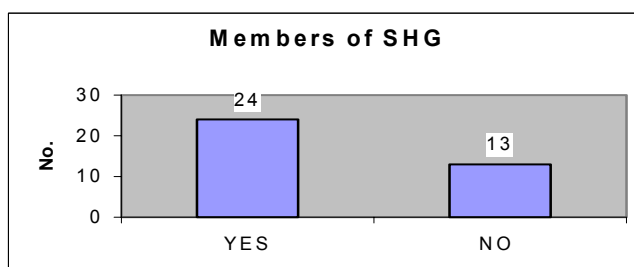
Role Of NGO's In Economic Development

Saving	8
Income gen.	22
Capacity building	2
Awareness	4
No role	6



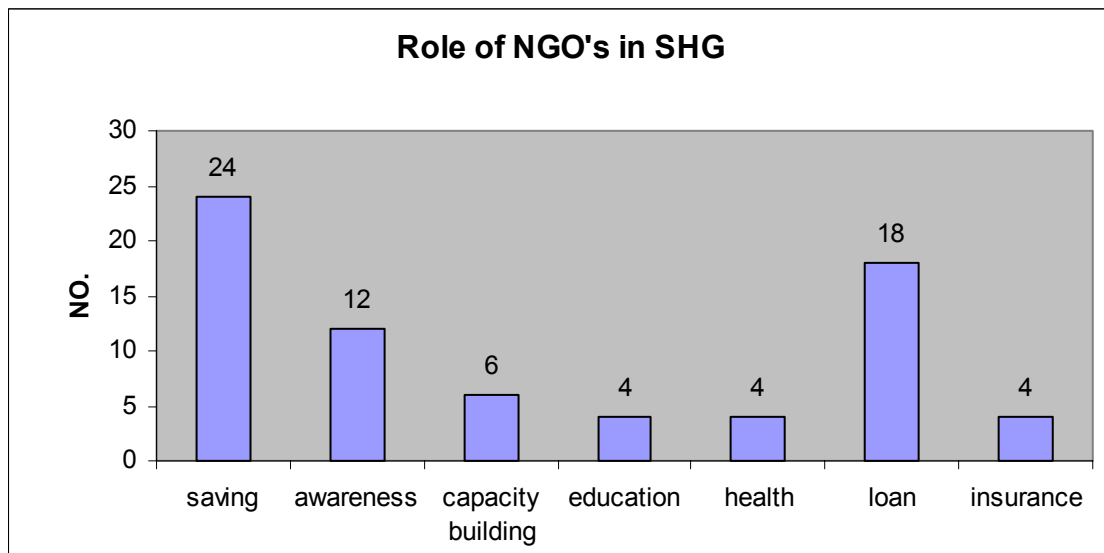
YES	24
NO	13

Members of SHG



Role of NGO in SHG

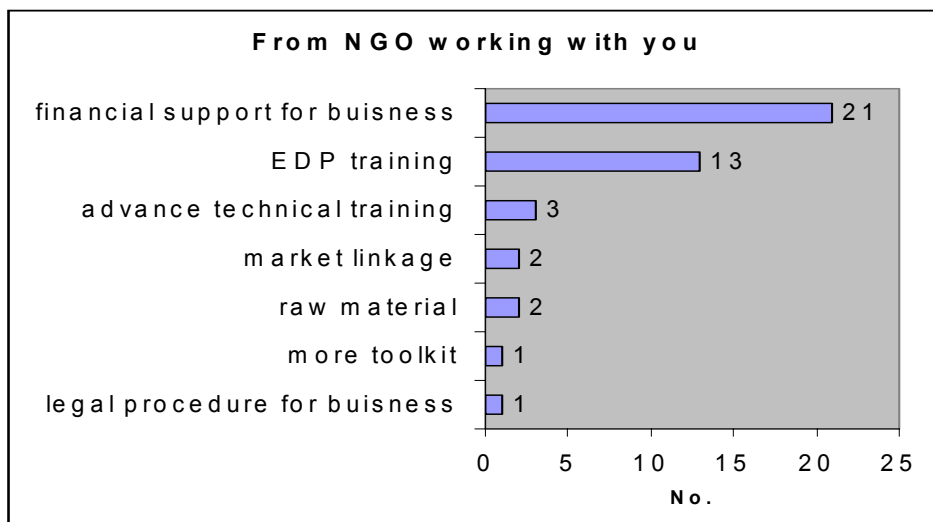
Saving	24
Awareness	12
Capacity building	6
Education	4
Health	4
Loan	18
Insurance	4



What support or help you require for utilising the skill developed to improve your economic status?

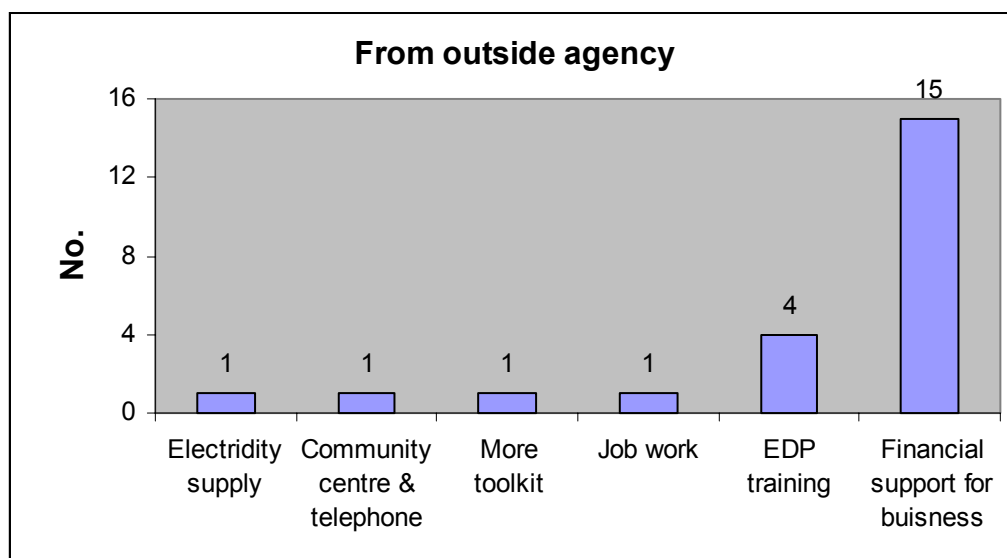
From NGO working with you

Legal procedure for business	1
More toolkit	1
Raw material	2
Market linkage	2
Advance technical training	3
EDP training	13
Financial support for business	21



From outside agency

Electricity supply	1
Community center & telephone	1
More toolkit	1
Job work	1
EDP training	4
Financial support for business	15



MAIN FINDINGS

- The skill development/vocational training has helped people to go into new livelihood for income generation. Initially, people were mainly involved in parttime agriculture and labour, but after the training, they have shifted to new occupations like electrical, masonry, carpentry work and some have opened grocery shops, flour mill and pan shops.
- More than 95% of people say that the training has helped in having alternate livelihood options and enhanced their disaster preparedness
- The tool kits provided after the training has helped the participants in their personal work as well as use for professional purposes.

INCOME AND EMPLOYMENT/SELF EMPLOYMENT

- The training has helped more than 65% of the people to become gainfully employed whereas around 30 % people have started self-employment.

- In most cases, the training has helped the people to improve their income level due to better employment and business opportunities. Most of the trainees earn anything between Rs 1000-2500 per month. The previous incomes of many trainees were between Rs 500-1000.
- The increase in income has contributed to their improved social status and family status. Further, it has helped them to buy assets, provide better nutrition, health care, and education to their family along with an increased social spending.

ROLE OF SUPPORT NGOS

- The role of local NGOs to support the trainees in both economic and social development increased after the training. Many of the social and economic development needs of the trainees were met by the interference of local NGOs. The most important intervention area was awareness and capacity building activities.
- NGOs promoted the formation and functioning of Self- Help Groups and also helped in financial linkages by providing them micro credit to help in income generation.
- Many of the trainees still need the support of outside agencies for entrepreneurship training, financial linkages and advanced technical training

CONCLUSION

The ICECD-IOM vocational training has helped in providing alternate livelihoods to many of the migrant salt workers. Today, they are more confident and have the capacity to earn more, have better social status, and cope with future disaster rather than looking for outside help or waiting for outside help. The training has helped in improving the income of almost all the participants along with better social and family status.

One of the most urgent need is to help some of the trainees in becoming self-employed through entrepreneurship training, as many want to get into businesses, but lack the knowledge the requisite understanding to become entrepreneurs. Such a training may help a selected group of 25-30 to become successful self-employeds, and provide employment to others.

SUCCESS STORIES

“BETTER SKILLS, BETTER INCOME, BETTER LIFE”

Name: Akabar Jusab Node

Village: Jinjuda of Taluka Jodiya

NGO: Setu

Technical Training taken in 2003: Fabrication

Case made in March 2005

Akbar Jusab Node

Akbar is a 20-year-old youth, who along with his family (as a major occupation) was doing agriculture labour in the salt pans. His family income was not more than Rs 1000 per month. As drought conditions had prevailed over last 3 years, income from labour was very poor and it was difficult for his family to make ends meet. Akbar had been thinking of learning some skills or get into some business to earn better income, **but did not have a clue, as to “what and how”?**

In these trying times, the January 2001 earthquake happened causing wide spread damage to the salt pans, and to life and properties. The plight of his family worsened, and he just did not know what to do to combat this situation. They struggled and survived on help and relief material. In these difficult period, he came to know through the workers of SETU (A NGO working in his village) that technical training is to be provided to salt workers by IOM and ICECD so that people affected by disaster can have alternate livelihood. He showed interest in the technical training and was selected for fabrication training through a process of selection including a personal interview.

After taking the fabrication training for two weeks at ICECD, Ahmedabad, he was given a toolkit, a certificate and more importantly, had the basic technical skills to start an alternate livelihood. Motivated by the knowledge gained, he approached certain people who were doing fabrication work for reconstruction of houses. He got some work from them, like fabricating grills and doors, that provided him an average income of Rs 1500 per month. This improved the financial conditions of his family, as the income earned by him was a major portion of the total family income. He strongly feels that with the knowledge and skills gained, he is in a better position to face the future.

He worked on a similar pattern for around 6 months, and later with the reconstruction activities completed, finding such work became difficult. He did not want to go back to the salt pans for labour and wanted to do

something else for his livelihood, the avenue for an enterprise was yet to be discovered.

He soon discovered that in the new settlement, a grocery shop could function well as people were going out of the village to purchase items of grocery. He approached SETU for some financial help, which he got and thus he started a small grocery shop. He earns around 800-1000 per month through this business, and would like to improve his business and earn more. Whatever fabrication work comes his way, he does it willingly, and generates income of between Rs 300 to Rs 800 per month on the same. He feels he needs some help to develop entrepreneurial skills. *“He feels that his social status in the village has improved due to his business and he not working as a labour in the salt pans”.*

He claims, **“Had there been no ICECD-IOM training, my dream of earning a good income would not have materialised. I see a good future for my family and my life”.**

“FROM ASHES TO GLORY”

Name: Bababhai Bhimabhai Vanol
Village: Palaswa of Taluka Rapar
NGO: Samerth Trust
Technical Training: Electrical in 2003
Case Developed in March 2005

Bababhai Bhimabhai Vanol

27 years old Bababhai used to work as a small time electrician in his village without proper skills. His knowledge was gained by working with other electricians in his village. As his knowledge was limited, he used to earn around Rs 20 per day and that too not regularly. His other occupation was working as labourer in the salt pans from where he used to earn around Rs 40 per day. This income was also not regular as he used to get work for 10-15 days a month.

He had to face lot of financial problems after the earthquake, as work in the salt pans stopped and his limited knowledge as an electrician did not fetch him work in the reconstruction. He planned to migrate to nearby town to find some livelihood, as his family needs were becoming increasingly difficult to fulfill. During this time, he attended a village meeting organised by Samerth Trust at his village, and was informed about the technical skills to be imparted by ICECD-IOM related to reconstruction work. He immediately showed interest in electrical training at the meeting itself.

Trained professionals of ICECD and IOM selected him for the training through a selection process that involved personal interview and discussions. The training programme brought him to Ahmedabad where 24 other participants from various places of Kutch, Jamnagar and Rajkot district joined him. The electrical skill development training provided him immense knowledge about various aspects of wiring, repair of fans, small motors, etc.

The skills acquired by him during the training provided him the confidence and the knowledge to take up work in and around his village related to new wiring and repair of old wiring. People also gave him work because they knew that he had attended electrical training course in Ahmedabad, and secondly, his work was good and on time. He started earning around Rs 50 per day with good number of clients. As the construction activities slowed down, the amount of work dwindled, and made him realise that he needs to look for some alternate income generation activity.

He found out an alternate livelihood opportunity in the form of setting up a flourmill. His knowledge in electrical provided him the confidence to venture for the business with financial support from Samerth Trust. He started this business, and now earns Rs 1500-2000 per month but would like his business to further grow with right type of entrepreneurial guidance.

He says his status in the village has increased post earthquake due to his better financial status and increased confidence in dealing with problems. He says: **“I am glad that ICECD helped me to recover from the tragedy, by showing me the opportunity to become successful within my means.”**

“ELECTRIFYING WORK ”

Name: Girish Kantilal Parmar

Village: Kothariya of Taluka Jodiya

NGO: SETU

Technical Training: Electrical in 2003

Case Developed in March 2005

Girish Kantilal Parmar

Girish is a 21-year-old dynamic youth hailing from a poor family. He and his family members used to work as labourers in the nearby salt pans that involved lots of physical hardships and low income. His monthly income was at the most Rs 1000 per month. As he was good in studies, he was able to complete his high school education side by side.

The earthquake further increased his financial burden due to lack of work and his incapability for going into an alternate livelihood. He kept wondering what to do, how to do and whom to approach for help? Meanwhile he started working as a construction labour in the reconstruction activities being carried out in his village. Coming from a backward community, finding work sometimes was difficult.

He attended a village meeting organised by SETU that provided him the opportunity for an alternate livelihood. His enthusiasm and energy helped him to get selected for the electrical training. He attended the 2 weeks training with interest and urge to learn and be the best, and finished the training with the highest score in the theoretical, practical and interview tests conducted on the last day of the technical training.

With the knowledge gained, he immediately started looking for electrical fitting work in his village and other nearby villages. He was able to find lot of work in the reconstruction, because of his good behaviour and good work. He started earning Rs 1500-2000 per month. He also started working as a volunteer for SETU, teaching small children in remote villages where there were no teachers or anganwadi workers as a source of mental satisfaction.

He says that the biggest gain due to the training of ICECD-IOM is that it has transformed his life in terms of better social status and better income. ***He recalls that the very people who never allowed him to enter their houses due to his low social status, today call him to***

their houses for work related to electrical fitting or to discuss their village needs.

He plans to start an electrical shop, as there is no such shop in his village, and plans to make it big with the right kind of direction and guidance from ICECD/IOM/SETU.

“REPAIRING DIESEL ENGINES”

Name: Khetabhai Bhikabhai Gohil
Village: Palaswa of Taluka Rapar
NGO: Samerth Trust
Technical Training: Diesel engine repair 2003
Case Developed in March 2005

Khetabhai Bhikabhai Gohil

Life had been a difficult journey for this 30 year old Khetabhai and his family over the last few years. The persistent drought conditions had affected his major occupation, agriculture, and there was not much work in the salt pans. The family survived on the little income from agriculture and salt work labour.

The earthquake further shattered his life and brought more misery, as life became even more difficult due to large-scale destruction of life and property in and around his village. He looked for work during the rehabilitation and reconstruction activities being carried out in the village, but lack of skills did not provide him any alternative work. Meanwhile, he attended a village meeting that was organised by Samerth, and came to know about the skill development training at ICECD, Ahmedabad. He wanted to join the programme, but there was a problem as he could not leave his family at the village. He showed his interest to join any training that is carried near the village.

When IOM and Samerth organised a training for diesel engine repair at Gagodar, he immediately showed interest to join the training. He learnt the skills of repairing diesel engines and immediately employed his skills at the village level and in the salt pans near to the village. The training provided him the confidence to ask for work from the clients and also provided him the right attitude towards work. His reputation as a skilled worker increased, and he started getting good income. He presently earns around Rs 3000 per month, which has helped him to have a better family life.

He says his social status has also improved within his family, relatives and society after the training programme and he feels that the skills and the knowledge gained has equipped him to withstand any future disaster. This is because of an alternate livelihood option along with his regular occupation, that is, agriculture.

He would like to further improve his income by having a diesel engine repair shop, but does not know how to go about establishing this business, how much money will be required, how to calculate profit, and how to sustain the business? He is very interested in a training that can provide him these answers. He has asked the representatives of Samarth to help him in this endeavour.

He says, **“I am proud that I am independent and earning enough to give my family a decent life”**.