



## **Community Based Livelihood Recovery Project**

# **Final Report**

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## CBLR Project Final Report

The Community-Based Livelihood Recovery Project (CBLRP) was a joint initiative of four UN Agencies including ILO, FAO, UNDP and UNIDO. However, later-on, WFP also chipped in by providing “Food for Training” to CBLRP beneficiaries. Financial support for this project was jointly provided by European Commission (EC) and UNDP and funding was channeled through UNDP to other partners.

The Project had a lifespan of 3 years – starting April 16, 2006 and ended on April 15, 2009. Two Tehsils (sub-Districts) – one each in NWFP (Tehsil Balakot) and AJK (Tehsil Muzaffarabad) were selected for the implementation of project interventions.

CBLRP was an Early-Recovery Project. The purpose of the Project was to facilitate the transition from “Recovery” to “Development” and to prepare ground for upcoming long-term development programs to be started in the earthquake-hit areas. The specific objective of the project was to restore socio economic fabric in the selected sub-Districts in earthquake-affected areas by reinstating the socio-economic infrastructure and livelihoods. Out of a total US\$ 12 million, US\$ 3.9 million was allocated for ILO’s component, i.e., revival of Non-Farm Livelihoods through Skills and Employment intensive Infrastructure.

ILO component of CBLRP comprised of the following main interventions:

- Output-3: 9,000 beneficiaries trained in construction & other off-farm sectors
- Activity 3.1 Needs Assessment Surveys / Exercises
- Activity 3.2 Skill Trainings for 9,000 beneficiaries
- Activity 3.3 Reconstruction & equipments for Skill Training Centers
- Activity 3.4 Strengthening Employment Information Centers
- Activity 3.7 Identification of sources for provision of microfinance
- Output 6: 140 kms rural link roads rehabilitated through Labour-Based Technologies

The Project was quite exciting as well as exhaustive in terms of achieving targets which were actually planned for three years but the Project had to achieve in more or less two years – as almost one whole year was lost in negotiations between UN Partner Agencies and then start-up activities of the Project.

The Project was challenging in many terms. On one hand, it had to ensure quality of interventions along with achieving the quantity while on the other hand, the lowest capacity of local partners required vigorous capacity building and enabling them to meet the professional standards. The Project was also conscious about the sustainability of its interventions and keenly developed mechanisms to ensure project interventions to continue even after the Project ends. Relationships with relevant Government agencies and involving them in major interventions were another priority for the Project during this time and which was achieved successfully.

**Anecdotal Progress of ILO-CBLR Project Activities**

<b>Activity</b>	<b>Target</b>	<b>Achieved</b>
Needs Assessment Exercises and Surveys	5	7
Skill Trainings	9,000	8,530 *
Skill Training Centers constructed & Equipped	2	2**
Employment Information Centers	2	2
Microfinance Clinics	24	50+
Link Roads Rehabilitation (KM)	140	147

\* Another 600 men would be trained by two SDCs in next two quarters in two SDCs.

\*\* Two Skill Development Centers have been established and equipped in rented premises. However, the construction process was delayed and now the buildings would be ready by end August 2009.

It is heartening to note that the Project activities were replicated by a number of other stakeholders. The Government of NWFP has formally requested ILO to provide technical support in replicating "Employment Information Centers" across the NWF Province. Seeing benefits of different skills programs and the interest generated by people in such skills programs, a number of Private Sector organizations have adopted different training programs – particularly one can see a number of heavy-machinery training institutes across the District in all Trades introduced by CBLR Project – for the first time in these areas.

The Project had reasonable visibility all through its life span. Its major activities were highlighted both by Print & Electronic media as well through UNIC across the UN System. In addition, reasonable-sized sign-boards were installed on all work-sites at conspicuous locations indicating key information about the specific works. While showcasing such activities, EC's visibility guidelines were fully adhered and a standard pattern showing all partners was followed.

One of the success indicators of the Project was that at the time of project closure, all stakeholders in the field (government, NGOs, Communities) were vociferously demanding the extension of Project rather expanding its operations to other areas so that the benefits in terms of Skills and Employment opportunities could reach to other areas as well.

The Project faced a challenge when a number of international technical experts on various subjects refused to visit Pakistan due to worsening law and order situation across the country. The Project intended to invite technical experts for technical support in “setting up Skills Development Centers” and “enhancing scope of Employment Information Center” on internationally recognized standards. More than six experts were contacted and were offered these assignments with an assurance that the area of operations for this Project is quite peaceful. However, none of these experts agreed to risk their safety at this crucial juncture. Ultimately, the project had to rely on internal resources to carry out these assignments. This and some other procedures have delayed process of Construction of Skills Development Centers and subsequently, the process would now be completed by end of July 2009 (instead of earlier committed April 15, 2009).

The major highlights of the Project Achievements are categorized in following four sectors, i.e.,

- a. Knowledge-base development through a number of Assessment studies (Skills Sector and Roads Rehabilitation Sector)
- b. Employment & Skills Interventions
- c. Employment-intensive Infrastructure development
- d. Others

**a. Developing Knowledge-base**

*The Project developed a strong knowledge-base relating to different aspects of off-farm livelihoods in post-earthquake situation. A number of researches, surveys and other documents are developed during the Project - which includes:*

- o SKILLS SECTOR
  - Training Needs Assessment Survey in Balakot
  - Training Needs Assessment Survey in Muzaffarabad
  - Mapping of Skills Development Activities in CBLR Project areas
  - Broad-based Consultative Workshop on Skills Development in Earthquake-affected areas
  - Development of “AJK Skills Development & Employment System (ASDES)” through a Task Force for “Employment & Skills” in AJK
  - Action Research on “Creating Market Linkages for Women Producers in Earthquake-hit Areas”
  - Report on “Livelihoods Promotion through Employment-intensive Tourism”
  - Urdu Booklet on “Guide for setting-up Small Businesses & Accessing Financial Services in Balakot & Muzaffarabad”

### **Immediate Outcomes of Skills & Employment-Based Infrastructure**

Following are some of the key results that CBLR Project has achieved

- **Skill Culture:** Previously in the two Project areas, mostly people used to go as migrant workers but without having any skills. Balakot area had absolutely no facility for Skills Development while Muzaffarabad had some traditional training centers. CBLRP was successful in creating a “Skill Culture” where people now vie for more skills to have better jobs – at home as well as in outside markets.
- **Permanent facility for Skills Training:** The Project is leaving behind two permanent Training Centers established in Government fold to continuously impart trainings and produce skilled workforce for the job-market.
- **Locally Grown Skills Providers:** The Project has established a good number of locally grown Skill Providers (local NGOs) whose capacity was built in imparting quality skills relating to market needs. These Skills Providers would continue to impart market-based trainings – even after the completion of this Project.
- **Post-Training Facilitation Culture:** Before this project, no formal system for post-training facilitation was observed anywhere in the area. The two permanent Employment Information Centers would continue to facilitate skilled and semi-skilled workers of this area in identifying decent job opportunities for themselves.
- **Stabilization of Labour Market:** With the infusion of more than 8,000 skilled men and women, the labour market – particularly that in construction sector – was stabilized. Previously, skilled construction workers used to charge three-times of their wages due to shortage in the market. However, this has been controlled and now most of the poor people are able to carry out such activities by themselves.
- **Replication:** Seeing the advantages of Skills and the enthusiasm of local people for skills, more than 10 new training centers have been established by Private Sector in Balakot, Muzaffarabad and adjoining areas. The EICs are going to be replicated in all Districts of NWFP by the Government of NWFP.
- **Adoption of Labour Based Techniques:** Having seen the dividends of Labour-Based Technologies for local livelihoods, most of the community-based infrastructure works are now done through extensive use of human resources and less use of machines. The World Bank-Funded Project (Earthquake Additional Financing Project Part-Z) has formally adopted Community Contracting approach after seeing success of CBLRP.

- Short-term (3-months) Training Curricula on
  - Aluminum Doors and Windows making
  - Steel Fabricator Works
  - Painting & Wall Graphy
  - Surveying (Total Station & GPRS)
  - False Ceiling and Plaster of Paris Works
  - Marble & Tile Fixing Works
- Primary Research on “Employment Barriers for Skilled & Semi-Skilled Workers in Tehsil Muzaffarabad” – being carried out by AJK University – Department of Economics.
- Video reports on “30 Skills Trainings: Process & Outcomes”
- ROADS REHABILITATION SECTOR
  - Training Manual on “Project Management in Labour-Based Infrastructure Technologies”
  - Training Report on “Labour-Based Infrastructure Technologies: Concepts and Methodologies”
  - Training Manual on “Maintenance of Rural Roads”
  - Video report: “Road to Employment Creation and Development”

**b. Employment & Skills Development Interventions**

- a. Initiation of training courses in more than 50 disciplines identified through TNAs and subsequent consultations.
- b. A total of 8,530 men and women have completed trainings in different employable skills.
- c. Developed comprehensive database of trainees
- d. Setup Mobile Training Units for providing training at doorsteps
- e. Established permanent training centers in Balakot and Muzaffarabad
- f. Understanding with Governments of NWFP and AJK for supporting CBLRP Partners (NGOs) in continuing training programs after Apr ‘09
- g. Provision of land (free-of-cost) by Government of NWFP for establishment of Skill Development Center and EIC.
- h. Non-traditional approaches of Skills Training (four level training strategy)
- i. Provision of “Food for Training (FFT)” facility through collaboration with WFP.
- j. *Post-Training Facilitation*
  - i. Employment Information Center in Balakot & Muzaffarabad –paying off dividends by facilitating local level employments
  - ii. Task Force on “Employment Promotion through Skills Development” in AJK
  - iii. Exhibitions / Fairs for Skilled Workers
  - iv. Microfinance Clinics

- k. Quality Assurance in Trainings
  - i. Code of Conduct for Training Providers in Earthquake-affected Areas
  - ii. Providing training manuals to Government
  - iii. Training of Department-heads in “Training Policies & Management of Training Systems”

**c. Employment Intensive Infrastructure Development**

- a. Significant progress on “Link Road Schemes” – 147 kilometers completed
- b. Organized training courses on “Labour-Based Infrastructure Technologies – Concepts and Methodologies”, “Audit & Documentation Training” and “Operation & Maintenance of Roads” for Community Members
- c. Acquiring international technical expertise for rural roads rehabilitation
- d. Coordination with relevant Government and other agencies continued

**d. Others**

- a. Efforts for “Improving Livelihoods through Employment-Intensive Tourism” and establishment of T-PAK (Tourism Promotion Association of Kaghan Valley)
- b. Coordination and collaboration with CBLRP Partners
- c. Facilitating Monitoring Teams (Internal and from UNDP & EC)
- d. Coordination at District level through Livelihood Working Committees
- e. Facilitated Government of AJK in preparations for “Human & Institutional Capacity Development (HICD) Conference”
- f. News coverage of CBLRP (Skills-related) activities

To sum up, the Project has successfully completed its stipulated interventions by quality and quantity. There is significant visibility of the Project and it is being referred to at all important platforms, invited officially for all national high-level events and its information resources are referred to as credible information in various events. There is a commitment from Government to carry on with the project interventions after the project ends. Other partners are also ready to take forward the agenda of the Project through their own resources.

In nutshell, the interventions of CBLRP in Off-Farm Livelihoods sector could be summarized in seven Cs, i.e., **Creative, Contextualized, Capacitating, Communicating, Coordinating, Connected** and **Cost-Effective** (see elaboration in document).

All these are indicative of a successful relief cum rehabilitation project implementation and would surely pave way for long-term development projects to start their interventions based on strong foundations established by CBLRP.

Being the “first Joint Project of UN Agencies” the Project has a great deal of lessons learnt and best practices that could be replicated in the upcoming One-UN Projects in Pakistan.

## **Report on Work Plan (Outputs 3&6)**

Brief on the outputs mentioned in CBLRP work plan are mentioned below:

### ***Need Appraisal Exercise (NAE) and Training Needs Assessment (TNA) carried out with Community Organizations***

The Project has successfully completed following studies, surveys and researches:

#### **Training Needs Assessment Survey in Muzaffarabad**

This was the first study carried out in the Project to analyze the current skill potential and future requirements in off-farm sector in Tehsil Muzaffarabad. The study was conducted by K&S Associates and was completed in February 2007.

#### **Training Needs Assessment Survey in Balakot**

Simultaneously, a study was initiated in Balakot through another partner, Society for Sustainable Development (SSD). The two similar studies provided solid information to develop future skill portfolio for the Project.

#### **Mapping of Skills Development Activities in CBLR Project areas**

This was a survey carried out by some local young interns to map out the existing as well as previous skills development initiatives of different TEVT-Providers in public and private sectors. This survey helped the Project to place its different trainings in areas where it was not conducted before. This helped a lot in overcoming the apprehension of duplication and ensured efficient utilization of resources.

#### **Broad-based Consultative Workshop on Skills Development**

Based on the findings of the TNA Exercises, the Project organized a Broad-Based Stakeholders Consultative Workshop on June 13, 2007. Purpose of this event was to bring together the Project partners and technical experts to work out a relevant and market-oriented skills portfolio for CBLRP Skills Program. The workshop culminated on providing a set of concrete recommendations for the CBLR Project on adoption of various vocational trades having clear link with the job market. The Project has adopted these recommendations and added these trades in its work plan. Proceedings of workshop were documented for later sharing with other interested organizations.

**Development of “AJK Skills Development & Employment System (ASDES)” through a Task Force for “Employment & Skills” in AJK**

Responding to the request of the Government of AJK, ILO provided technical support to the “Task Force on Employment & Skills” for developing a comprehensive Plan of Action on integrated Skills & Employment program. The Project invited an internationally recognized technical expert to support the Task Force.<sup>1</sup> After a thorough consultative and investigative process, the Task Force was able to prepare “**AJK Skills Development & Employment System (ASDES)**” on July 31, 2008. The Government of AJK highly appreciated and recognized the efforts of CBLRP and accorded approval of ASDES.<sup>2</sup> The same system was presented as one of the priority areas for the Government of AJK in the Donors Conference. The AJK-TEVTA has formally adopted ASDES and has earmarked resources for its implementation.

**Action Research on “Creating Market Linkages for Women Entrepreneurs in Earthquake-hit Areas”**

One of the major challenges faced by the Project right from its inception was the low employment rate of women who were mostly trained in Production Sector primarily due to lack of marketing linkages.<sup>3</sup> This necessitated for an urgent probing of core reasons and developing a model for local women producers on how to develop sustainable marketing linkages.

For this purpose, the Project designed an Action Research whereby a group of women trained in “Candle-making” was selected which was dormant in spite of the huge demand for candles in the market. A group of technical experts interacted with this women’s group and identified their core marketing deficiencies and helped them overcome the same with technical packages. The entire process was fully documented along key lessons learnt and analyses of the situation for its generalization to other women’s groups.

At the end of the study, the group comprising 20 women is fully activated and linked with local (Balakot) as well as Mansehra market. The group has so far sold 1700 dozens of candles and the successful model will be replicated and applied to other groups of women producers through Employment Information Center.

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<sup>1</sup> The Task Force was chaired by Secretary Industries & Labour GoAJK and was comprised of more than 20 members including relevant Government Departments (e.g., AJK-TEVTA, Social Welfare and Women Development, Industries & Labour, Small Industries, Mineral Development), Academia (AJK University), NGOs (AJK-RSP, Sungi, Islamic Relief and NRSP) and international technical agencies (ILO, UNDP and UNIDO).

<sup>2</sup> ASDES document is available on request.

<sup>3</sup> The Project has imparted trainings to women in Purse & Pouch making, Shoes making, Papier Mache, dresses, soft-toys, knitting etc

### **“Livelihoods Promotion through Employment-intensive Tourism”**

Tourism has been a major source of livelihoods for people in this area – however, due to unplanned growth in this sector, the dividends of employment are mostly fetched away by people from other areas – bypassing the local populace. Furthermore, with some new developments in the area, it is expected that Tourism will further flourish and will be expanded in previously unreachable areas. This necessitated a thorough review of the situation which was done in a two-day workshop on “Livelihoods Promotion through Employment-Intensive Tourism”. The workshop brought together all relevant stakeholders from grassroots levels up to the policy-makers. The participants developed a practical framework to enhance capacity of local communities to get maximum benefits from future Tourism activities in the area.

### **Urdu Booklet “Guide for setting-up Small Businesses & Accessing Financial Services in Balakot & Muzaffarabad”**

To facilitate the trained men and women, the Project has been organizing Microfinance Clinics wherein trainees are informed about different loan-providers so that their linkages are facilitated. However, taking a step ahead, the Project has compiled a comprehensive “Guide for setting-up small businesses and a complete database of loan-providers in NWFP & AJK”. For easy understanding of local trainees, the booklet is developed in Urdu language and it contains extracts from ILO’s hallmark toolkits including “Know About Business (KAB)” and “Start Your Business (SYB)”. The booklet is being distributed among all trainees for their permanent reference in future.

### **Training Curricula**

The Project has the honor to start some of the new training courses which are not imparted anywhere. For this purpose, the Project has professionally developed curriculum of six construction-related trades which are being taught in the newly established Skills Development Centers in Balakot and Muzaffarabad. These curricula were primarily based on prevailing market demand and were validated by technical experts from TEVT Authorities at provincial, State and National levels. These trades include:

- e. Aluminum Doors and Windows making
- f. Steel Fabricator Works
- g. Painting & Wall Graphy
- h. Surveying (Total Station & GPRS)
- i. False Ceiling and Plaster of Paris Works
- j. Marble & Tile Fixing Works

### **Research on “Employment Barriers for Skilled & Semi-Skilled Workers”**

Since long, a number of organizations and projects (including CBLRP) are carrying out a variety of interventions to provide employable skills to the local people and ensure their engagement either in wage-employments or in self-

employment activities. However, the cumulative result is not as high as it is expected.

To find out the core reasons behind this slow absorption of skilled and semi-skilled workers into the job market, it was decided to carry out a Primary Research initially in Tehsil Muzaffarabad. The findings of this study would be fed both into the Project future interventions (particularly in EIC component) as well as in Government future policies/programs.

The study is carried out by the Kashmir Institute of Economics in AJK University. The University was particularly requested to involve both the senior academicians as well as young students in carrying out this study for enabling them to contribute towards their future policy development.

### **Video reports on “30 Skills Trainings: Process & Outcomes”**

The Project has efficiently utilized latest technology for documenting key project interventions for easy communication and future reference. For this purpose, the Project has developed more than 30 video reports which highlight the process and outcomes of different training programs.

### **9,000 beneficiaries trained in construction and other off farm sectors**

Given the fact that remittances are the second largest income of the community, Skills Development in various off-farm sectors is the most important sector which can bring significant improvement in the livelihoods of earthquake affected communities. The earthquake has brought with itself a huge opportunity for employments in construction trades which could only be utilized if there are proper skills available in the area. The CBLRP is trying to maximize its coverage in all union councils of the two target Tehsils so that more and more local people could take part in the reconstruction work. This, on one hand is providing more employments to the people while on the other hand it is helping common people in easy availability of skilled workers and their wages are not increased.

#### **Training for People with Disabilities**

Keeping in view the Project requirement of extending project benefits to the most vulnerable people, the Project has initiated a series of training courses for People with Disabilities (PWD). The first batch of 20 PWDs was trained in “Raffoo” trade which is easily adaptable without much investment in any area – particularly uphill areas where people use thick clothes.

Another batch of PWDs was trained in “Chairs & Beds Weaving” in collaboration with Handicap International - which is again based on local market demand.

The project was able to train 8,530 men and women including people with disabilities and extremely vulnerable families. To achieve this quantity within given timeframe, the Project had to put in place more than 50 teams in both

Tehsils during third year. Thus without compromising on quality, time and costs, the given number of trainees was successfully achieved by end of Project.

### **Systematic Approach for implementation of Skill Trainings**

Based on the Needs Assessment Exercises and Consultations with relevant stakeholders, the project had finalized a comprehensive work plan for year-3 of the project. The same work plan was being closely followed to achieve the given number of trainees within the given resources. The work plan was shared with all concerned for evolving a common understanding on the typology of trainings and the timeframe thereof. In compliance with the Project Document, the major focus of trainings remained on Construction trades so that sufficient skilled workforce is available to carry out Reconstruction works in the area. For this purpose, 70 percent of trainees were trained in construction or associated trades. The menu for construction trades has also been enlarged from five (5) traditional trades to almost 24 trades which include some of the non-conventional yet highly in-demand trades like Heavy Construction Machinery Operators trainings on ten different types of machines, Aluminum Works, Wall Paints and Wall Graphy, Marble & Tiles Fittings, Surveyor, Scaffolding, and Concreting etc.

#### **Targeting Vulnerable**

The Sarhad Rural Support Program (SRSP) is one of the oldest organizations working in Balakot since early 1990s. Recently, SRSP has got a new Project from ICMC – to identify and support Extremely Vulnerable Families (EVFs) through different interventions.

ILO and SRSP have entered into a field level arrangement whereby SRSP refers the Skills needs of EVFs to ILO and these EV Individuals are included in CBLRP Skill Trainings on priority basis.

Right from the beginning, the Project intended to start some hi-tech Construction Machinery Trainings owing to its high employability ratio but due to its high cost, the initial plan for number of trainees was quite low. However, with the recent inflation and devaluation of Pak Rupee against US Dollar, sufficient space has been created to cater the cost of hi-tech trainings. The Project has, therefore, succeeded to complete the training of more than 1500 trainees in the following construction machinery operator trades:

1. Motor Grader Operators Training
2. Vibrating Road Rollers Operators Training
3. Truck-Mounted Crane Operators Training
4. Excavator (Chain-type) Operator
5. Excavator (Wheel-type) Operator
6. Chain Dozer Operators Training
7. JCB-Back Hoe Operator Training
8. Dumper Driving & Operating
9. Fork Lifter Operating Training
10. Shovel / Loader Operator Training

### **Improving upon the Approach for Identification of Trainees**

In spite of a number of steps taken to ensure timely availability of trainees for various training trades and that too of relevant standards, the Project faced a lot of challenges and the number of trainees was not achieved timely. For this purpose, the Project reviewed the situation in collaboration with Field Teams of UNDP Social Mobilizers and identified the lack of human resources as the core problem. To cater for this problem, the Project arranged from within its resources to hire ten Social Organizers (5 in Muzaffarabad and 5 in Balakot) who worked closely with the organized communities and identified adequate number of male trainees for all CBLRP Off-Farm Trainings. UNDP field teams took the responsibility for identifying women trainees only.

### **Number of Persons Trained**

The current portfolio of trainings is given as follows:

Period	Muzaffarabad	Balakot	Total
<i>Previous Total (Apr 2007)</i>	<b>681</b>	<b>665</b>	<b>1,346</b>
<i>Previous Total (Apr 2008)</i>	<b>1,410</b>	<b>1,364</b>	<b>2,774</b>
<i>Total (April 2009)</i>	<b>3,770</b>	<b>3,682</b>	<b>7,452</b>
<i>June 15, 2009</i>	<b>4,352</b>	<b>4,178</b>	<b>8,530</b>

(For details of these figures i.e., gender disintegrated data and person-days of trainings, please see Annex-3)

### **Setting-up Mobile Training Units**

The Project has also signed three partners for setting up Mobile Training Units in Balakot and Muzaffarabad. These partners include:

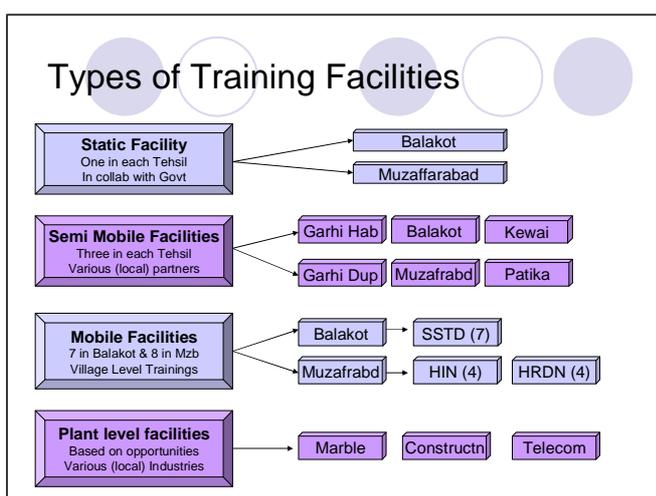
- |    |                  |              |         |
|----|------------------|--------------|---------|
| a. | M/s Help in Need | Muzaffarabad | 5 teams |
| b. | M/s HRD Network  | Muzaffarabad | 5 teams |
| c. | M/s SSTD         | Balakot      | 9 team  |

These teams remained functional for 18 months to impart training in various villages – at the door steps of community. After each training event, each team used to switch from one village to other to make the training convenient for interested community people in such a difficult geographic terrain.

### **Non-traditional Approaches for imparting Skills Training**

The CBLR Project was fully cognizant of the fact that people affected by a catastrophic disaster are usually cash-stripped and cannot afford to spare resources for attending long duration trainings which are organized far from their abodes. This was practically experienced in the initial training courses where people from distant communities dropped out rapidly from the courses and not showing up to complete their courses. Taking lesson from this experience, the project changed its strategy for training provision and established four different types of training facilities which are:

- a. Permanent training facilities – established in Balakot & Muzaffarabad Towns
- b. Semi-Mobile training facilities – both the Tehsils were further sub-divided into three Regions and one training facility for each Region is allocated for a complete coverage
- c. Mobile Training facilities – these facilities moved to the village level and imparted trainings for 2-3 months there at the doorsteps
- d. Factory/Plant Based Trainings – only for those trainings where trainees were supposed to work as Apprentices and get hands-on trainings



### Consolidation of Vocational Trainings

The project also remained vigilant on consolidation of vocational trainings imparted mostly to the women. During this year, these trainees were provided with tools and equipment to start their activities and various sessions were held with microfinance institutions so that the trainees could be linked up with these financial sources. A number of commercial banks, leasing companies and other agencies have restarted their operations in the area. These artisans are informed about these sources and their systems & procedures. A detailed handbook (in Urdu) containing all such information was developed and distributed among all trainees.

It was reported that more than 40% of the trained women have adopted their acquired skills either for income generation or for "income-saving" and are doing these activities at a local level.

#### CBLRP Trainees set-up Stalls in Eid Bazars

During Ramadhan, a national NGO named Aman Pakistan had organized Eid Bazars in Balakot, Garhi Habibullah and Mansehra. They also invited CBLRP Trainees to set up their stalls in these Bazars for promoting local products and encourage these skilled workers.

The local Producers set up more than 10 stalls in these Bazars and had an opportunity to sell their products by negotiating prices, advertising quality of products, packaging and other allied services.

The outcome was very encouraging as the trainees got the real life experiences and have got to know the skill of selling their products to a variety of clientele.

In addition, each group of trainees was thoroughly examined for the prospects of initiating their own businesses and was advised on different technical aspects on how to start their own businesses and to establish sustainable links with market. A detailed report on this aspect is prepared separately.

In addition, these trainees were exposed to various exhibitions, conferences and other events where they showcased their products and earned a very good response from the visitors.

The response from community was also quite encouraging and it was witnessed by different external evaluators that women have started working and are saving their income.

### **Improving Quality of Training - in general**

The following activities were also undertaken mainly for the benefit of the project and to ensure good quality training in the field.

### **Capacity Building of Local Partners (NGOs)**

The Project had involved a number of local NGOs in imparting a variety of training courses in the off-farm sector. The primary objective of hiring these local organizations was to build their capacity and enable them to carry on with similar interventions even after the end of the Project. However, to say the least, the existing capacity of these local partners was almost minimal and the Project had to provide them exhaustive technical backstopping while initiating their programs. With the passage of time, they improved their handling of training affairs and by the end of the Project they are fully capable of managing training programs in any given skills. Following are the main areas where their capacities were built:

1. Training contents development in line with market demand;
2. Identification of quality resource persons;
3. Setting up Training facility according to local community requirements and laid out standards (accessibility, environment, purdah for women);
4. Inclusion of quality parameters including enterprise development, microfinance linkages and occupational safety & health in training programs;
5. Post-training facilitation until employment provision;
6. Technical report writing;
7. Financial management; and
8. Post-Project sustainability of interventions

### **Capacity Building of Local Partners (Governments)**

In Government sector, the Project is interacting with closely two different Governments (AJK State Government and Provincial Government of NWFP) besides the Federal Government. Both these Governments have distinct

capacity building needs as the Government of NWFP is comparatively more resourceful, was less damaged due to earthquake and has comparatively stronger systems for Vocational Skills Trainings whereas the Government of AJK is lacking all these capacities. However, the Project had to strike a balance of interventions in both these areas and had to build the capacity of Government counterparts in effectively managing the Skills Training Programs to ensure quality and better outcomes of such interventions. The focal point for Skills Training in AJK is AJK-TEVTA while that in NWFP is Directorate of Technical Education & Manpower Training (DTE&MT). Following set of interventions were carried out with both the Governments to strengthen their presence in CBLR Project Areas:

**1. International Training Course on “Training Policy & Management of Training Systems” (November 24 – December 05, 2008)**

ILO International Training Center (ITC) in Turin-Italy has arranged an International Training Course on “Training Policy & Management of Training Systems” in late November 2008. The CBLR Project successfully advocated a case for the earthquake-affected areas and won two Fellowships for following two participants:

- a. Dr. Muhammad Arif Khan, Chairman AJK-TEVTA, Government of AJK; and
- b. Mr. Shah Wali Khan, Secretary Industries, Labour & Technical Education, Government of NWFP

The two being senior most policy making officials proceeded for this training and successfully completed it.

**2. Establishment of Skills Development Centers & Employment Information Centers**

To augment the presence of AJK-TEVTA and DTE&MT in the CBLR Project areas, the Project has provided technical and financial support in establishment of two Skills Development Centers – one in each Tehsil. These SDCs are imparting training in those trades which are very new in this area and some even in the vocational training sector in Pakistan. Curricula for these trades were developed in line with market-demand. This entire process was completed in close collaboration with relevant Government Departments thereby enhancing their capacity to do similar

**Provision of Free-of-Cost Land for Skill Development Center**

The Government of NWFP has provided 10-kanals of land for the establishment of Skills Development Center in Balakot. Initially, the Government had offered another piece of land (already owned by DTE&MT) but it was not feasible for SDC owing to its dangerous location as well as long distance from communities. The new piece of land is very near to the population and interestingly, it will form part of a number of educational facilities being established by different agencies. These include a Girls Degree College, Boys High School and one Boys Middle School (apart from one religious school – madressah – already existing). The establishment of SDC will make this area a complete Educational Hub for entire Balakot Town.

activities by themselves in future.

**3. AJK Skills Development & Employment System**

The AJK Skills Development & Employment System could be termed as a policy guideline for the Government, NGOs and Private Sector for combining their efforts in producing quality human resources that could boost the economic development in the area. The system is based on international best practices and has been contextualized according to post-earthquake scenario of AJK.

**4. Code of Conduct for Training Providers**

The “Code of Conduct for Training Providers” enables the relevant Government agencies to maintain a higher standard of skills trainings and ensure that all training providers meet the minimum standards. The officials of Technical Education Department were practically involved and trained in implementing the Code of Conduct for better outcomes of the ongoing training programs of various NGOs.

### **Providing “Food for Training” to Help Vulnerable Community Members**

The World Food Program (WFP) has continued the provision of “Food for Training (FFT)” to all CBLRP Skills Trainees in Muzaffarabad (except for heavy machinery operator trainings). According to this arrangement, all trainings organized after November 2007 are covered in this agreement and each trainee gets 96.5 kgs of food items which is sufficient ration for a family of six (6) members for one month. This arrangement is going on successfully in Muzaffarabad since November 2007 and the benefits status is as follows:

**Upto April 2009**

- Total beneficiaries of FFT (direct) 3,178 trainees
- Indirect beneficiaries 15,890 persons (5 family members)
- Quantity of food consumed 623.84 Metric Tons

### **End Result – Employment Provision through Skills Development**

The ultimate end result of all trainings is provision of decent and gainful employment for all trainees. To monitor this important factor, Project has established a comprehensive Database which records the entire profile of trainees.

According to a latest Tracer Study, which was conducted by taking 10% sample of 8,200 trainees (trained as of April 2009), the following interesting situation has emerged:

- Total sample size 802 (10% of total)
  - Number of Persons Employed in relevant trades 250 (31%)
  - Number of persons employed on other related jobs 117 (15%)
  - Number of persons still unemployed (looking for jobs) 435 (54%)

- o Number of persons satisfied with training 794 (99%)
- o Number of persons hopeful to get job in related trade 544 (67%)

It must be kept in mind that the sample was randomly selected from all the trainees – even those who had completed their training hardly one month before the survey. The prospects of employment for skilled workers was very high in view of the large-scale reconstruction works on micro and mega projects and that was why a large number of people, who could not be accommodated in CBLRP Training Programs, used to approach through different influential people of the area.

### **Training Equipment for Training Centers**

The Project signed two formal contracts with Governments of NWFP and AJK to establish the two permanent Skills Development Centers and Employment Information Centers in Balakot and Muzaffarabad respectively. An impressive contract signing ceremony was held in Islamabad which was widely covered by national media (print and electronic). All the important stakeholders expressed their satisfaction over the quality of CBLRP interventions. Participants included Country Director ILO, Joint Secretary (HRD) Ministry of Labour GoP, Chairman AJK-TEVTA, Secretary Industries & Labour GoNWFP, Secretary AJK-TEVTA, Director General Environment GoAJK, Development Adviser European Commission, Program Officer UNDP-CPRU, Senior Program Officer ILO and Project Managers of UNDP-CBLRP (Balakot and Muzaffarabad).

The two Centers are now fully functional and are imparting trainings to communities in the given skill sets.

### **Support to Emergency Employment Information Centers**

The highlight of the year is the formal agreement between the Project and the relevant Governments (NWFP and AJK) to take over EICs for post-Project sustainability. In AJK, the EIC will be maintained and operated by Azad Kashmir Small Industries Corporation (AKSIC) while that in Balakot will be maintained by the Directorate of Technical Education & Manpower Training (DTE&MT). Overall cumulative status of beneficiaries is mentioned as follows:

#### **A. Muzaffarabad:**

<b>Parameter</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>
Registration	3,108	1,372	4,480
Referrals for Jobs	329	80	409
People employed	105	29	134

**B. Balakot**

Parameter	Men	Women	Total
Registration	3,758	729	4,537
Referrals for Jobs	745	164	909
People employed	179	49	228

***In case of financial needs, proper sources of funding like banks, leasing companies are identified and entrepreneurs linked up***

As mentioned earlier, all the trainees who were imparted trainings in various vocational trades interacted with microfinance providers in Balakot and Muzaffarabad. This arrangement is being further formalized and will be strengthened. It is worth mentioning here that most of the microfinance providers had stopped their loaning programs in these affected areas – primarily because of low buying capacity of the local populace and high cost of operations in these areas.

Keeping in view the rapidly normalizing situation, a number of new banks and financial institutions have started their operations in earthquake-affected areas. The Project has conducted a detailed survey to work out their loan portfolios and has prepared a small booklet (in Urdu). The Booklet explains the basic concepts of starting self-employment activities and also elaborates different loan packages of different commercial banks, leasing companies, Government and NGOs. This updated booklet is distributed among CBLRP Trainees during training courses.

***Link Roads and other Cash for Work Activities***

The highlight of year-3 is the completion first phase of 104.79 km roads and second phase of 42.21 kms roads identified by Community Organizations. This makes a total of 147 km. Detailed statistics of these schemes (separately in Pahse-1 and 2 are as follows:

**PHASE-1 (2007-08)**

S.#	Parameter	MZB	BKT	Total
1.	Number of schemes	21	35	56
2.	Length of roads (Km)	45.38	59.41	104.79
3.	Cost of schemes (US \$)	227,451	272,549	500,000
4.	Average cost per Km	5,169	4,542	4,808
5.	Beneficiary Households (direct)	5,269	9,387	14,556
6.	No. of skilled workdays created	4,056	2,330	6,386
7.	No. of unskilled workdays	21,684	28,160	49,844
8.	Total employment creation	25,740	30,490	56,230

**PHASE-2 (2008-09)**

S.#	Parameter	MZB	BKT	Total
1.	Number of schemes	12	12	24
2.	Length of roads (Km)	22.93	19.28	42.21
3.	Cost of schemes (US \$)	131,156	126,908	258,064
4.	Average cost per Km	5,720	6,582	6,114
5.	Beneficiary Households (direct)	1,953	5,329	7,282
6.	No. of skilled workdays created	2,968	2,066	5,034
7.	No. of unskilled workdays	17,702	10,567	28,269
8.	Total employment creation	20,670	12,633	33,303

**OVERALL TOTAL**

S.#	Parameter	MZB	BKT	Total
1.	Number of schemes	33	47	80
2.	Length of roads (Km)	68.31	78.69	147
3.	Cost of schemes (US \$)	358,607	399,451	758,058
4.	Average cost per Km	5,250	5,076	5,157
5.	Beneficiary Households (direct)	7,222	14,716	21,938
6.	No. of skilled workdays created	7,024	4,396	11,420
7.	No. of unskilled workdays	39,386	38,727	78,113
8.	Total employment creation	46,410	43,123	89,533

**Capacity Building of Communities for efficient utilization of benefits from Infrastructure Development Schemes (Link Roads)**

The Training Programs continued for all the three sub-Committees of beneficiary community organizations and for other relevant stakeholders.

Following table elaborates the number of beneficiaries in each type of training courses in Phase-1 & 2.

**Women in Project Management: A Changing Paradigm**

In Phase-2 of rehabilitating Rural Link Roads in CBLR Project, 36 km roads would be rehabilitated through Labour-Based Infrastructure Technologies (LBIT). The unique feature of this Phase is that for the first time in the Project history, two women (Razia Bibi & Dilshad Bibi) have come forward to participate in Project Management Committee training. They attended the training punctually and were fully committed to take active part in the management & implementation of infrastructure development works in the following weeks.

Title of Training	Number of Participants								
	Muzafarabad			Balakot			Total		
	Ph-1	Ph-2	Total	Ph. 1	Ph. 2	Total	Ph. 1	Ph. 2	Total
<b>Project Management Committee</b> (project implementation through LBIT)	25	32	57	53	35	88	78	67	145
<b>Project Audit Committee</b> (Audit Procedures and Documentation)	18	22	40	35	29	64	53	51	104

<b>Operation and Maintenance Committee (Post Completion and Maintenance)</b>	<b>35</b>	<b>25</b>	<b>60</b>	<b>51</b>	<b>23</b>	<b>74</b>	<b>86</b>	<b>48</b>	<b>134</b>
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### **Employment Creation through Labour-Based Infrastructure Development**

In all Link Road Schemes, the emphasis is on creating short-term local employment generation. Activities that are usually done through machines are planned to be done manually – thus creating more work. Also, the time-restriction is not observed rather a piece-rate formula is applied where work on any segments could be done in any part of the day – not necessary 9 to 4. This gives ample opportunity for local people to participate in their free time and make money from their services.

Update status of schemes – as of April 15, 2009 is as follows:

<b>Parameter</b>	<b>Phase-1</b>	<b>Phase-2</b>	<b>Total</b>
No of schemes initiated	56	24	80
Total length of Link Roads (Km)	104.79	42.21	147
Completed (Km)	104.79	42.21	147
Beneficiaries (Households)	14,556	7282	21,838
No. of Skilled workdays created	6,386	5034	11,420
No. of Un-skilled workdays created	49,844	28269	78,113
No. of persons trained in LBIT Methods	78	67	145
No. of persons trained in Audit & Doc	53	51	104
No. of persons trained in Maintenance	86	48	134

### **Coordination mechanisms with relevant Government Departments**

The project continued coordination with relevant Government and other Departments so as to avoid duplications and enhance quality of work being carried out by different agencies. For this purpose, two different methodologies are adopted by the project in each Tehsil:

#### **Project Coordination Forum at Tehsil Balakot**

In Balakot, a formal Coordination Committee was established by the Project in the office of Tehsil Government. The Committee was chaired by the Tehsil Municipal Officer (TMO) and it met every month. A number of NGOs who were carrying out infrastructure projects in Balakot Tehsil joined this forum and shared their progress, best practices and lessons learnt in a formal manner. The Committee had identified a number of instances where duplication was apprehended and corrective measures were taken according to the situation to avert such apprehensions.

### **Coordination with Local Government Department GoAJK**

In AJK, no such forum could evolve due to a huge number of partners and centralized government systems. For this purpose, the Project submitted its progress and other details to the Local Government Department on monthly basis.

### **Others**

The Project was also involved in a lot of important and relevant activities to strengthen the livelihood sector particularly focusing on the non-farming sector. Some of the activities are mentioned as follows:

### **Roundtable Discussion on “Improving Livelihoods through Employment-Intensive Tourism”**

Tourism is one of the predominant sources of livelihoods for people in northern parts of Pakistan. Keeping this in view, the Project organized a one-day Roundtable Discussion on “Promoting Livelihoods through Employment-Intensive Tourism” on August 2, 2008 in Naran. The Session brought together all relevant stakeholders around the table to discuss the modalities for making future development interventions more “Employment Sensitive” and pro-poor. An equal emphasis was on the “Environmental Conservation” and “Enabling Local People’s to Access Local Jobs”.

The Provincial Minister for Industries, Mr. Ahmad Hussain Shah was the Chief Guest in this session. The Country Director ILO, Mr. Donglin Li, Country Representative UNIDO, Ms. Shadia Yousaf Bakhait, Chairman Policy Planning Cell (Government of Pakistan), Dr. Sabur Ghayur, Coordination Officer CNFA Washington, Mr. Paul Sippola, Senior Tourism Specialist CNFA, Mr. Aftab Rana and Mr. Zahoor Awan, General Secretary Pakistan Workers Federation, were among the key speakers. More than 50 delegates from different government agencies, local market association representatives and academia were among the participants.

After lively and interactive discussion sessions, the participants came up with a comprehensive list of areas where there are opportunities to strengthen local management systems and where different development agencies could contribute their expertise. These areas are:

- Enabling Local People for Local Jobs (skills)
- Expanding choices for tourists
  - Scientific landscaping of the area
  - New picnic spots / sports activities development
  - Cultural Shows in the area
  - Chairlifts
- Promoting Eco-Tourism to preserve nature
  - Proper waste-disposal/sewerage system

- Forest Preservation / Afforestation
- Local Power Generation to meet local as well as outside demand
  - Laying out underground power cables (instead of erecting poles) for avoiding frequent damages due to snowfall
- Improving accessibility
  - Improve access roads between Balakot & Naran
  - Easy access to different lakes and meadows
  - Helicopter service (Islamabad to Naran and Naran to Lakes)
  - Chairlifts to different lakes
- Establishment of Local Economic Development Authority
- Promoting Small Industries in the area
- Security of Roads and Safety Arrangements (Signs, Health facilities etc)
- Image building of the area through Marketing techniques
  - Special PIA package for foreign tourists
- Promoting local handicrafts as souvenirs

To carry forward the above stated interventions, a local platform was suggested with representation of all key stakeholders including Government, Private Sector and Technical agencies. All the participating agencies / delegates shared their possible contribution in the above areas and commonalities were discussed for further collaboration among different partners. A joint plan of action was developed with specific contributions mentioned by different agencies.

The workshop was concluded by Ms. Shadia Yousaf Bakhait who, on behalf of UN agencies, expressed the desire of doing as much as possible for the development of such a beautiful area.

The Chief Guest, Mr. Ahmad Hussain Shah, acknowledged the keen interest and support of UN and other development agencies after the earthquake and thanked the participants for their valuable inputs in the session. He also announced various programs for local development

### **Technical Support in formation of “Tourism Promotion Association of Kaghan Valley (T-PAK)”**

Following the recommendations of workshop on “Improving Livelihoods through Employment-Intensive Tourism”, CBLRP, CNFA-ILED (US-based NGO funded by USAID), Pakistan Workers Federation, and Hotel-Owners Association have jointly facilitated a process to create a Local Economic Development Agency. The agency was assigned to cater for the future development initiatives keeping the agenda of “Local Employment” and “Environment” at the forefront.

With the consensus of all the partners, the agency has been named as “Tourism Promotion Association of Kaghan Valley (T-PAK)”. Through various meetings & deliberations, the constitution of T-PAK was finalized, a group of Founding Members was constituted with majority of local enterprising people from all walks

of life and the Association has started evolving its strategies for practical works on ground.

### **Technical Support in preparations for “Human & Institutional Capacity Development (HICD) Conference” in Muzaffarabad**

The Project also had the honor to be invited by the Government of AJK to help them prepare for the “Human & Institutional Capacity Development (HICD) Conference” held in Muzaffarabad on August 26-27, 2008. The Project was assigned to help the Livelihood Group for identifying key problems (capacity-related) in the overall scenario, identify workable solutions, prepare estimates for solutions and present all these to the Donors who were invited to the Conference. The Project helped the Government in firming up Background Paper for Livelihood Sector.

Conference was opened by the President of AJK and was concluded by the Prime Minister of AJK – besides that the Prime Minister and the whole cabinet and official machinery was present in the conference for most of the time.

The efforts and contribution of CBLR Project Partners were recognized and appreciated by all the key speakers.

### **Video Reports / Documentaries**

#### **A. “Road to Employment Creation & Development”**

The Project has prepared a video report of its achievements in Employment-Intensive Infrastructure activities particularly in Roads Sector. The video report focuses on following areas:

1. Community participation in infrastructure development including identification, planning, implementation and maintenance
2. Impact of Rural Roads on livelihoods
3. Significance of technical capacity building of community organizations in carrying out infrastructure works in a methodical manner
4. Employment generation through infrastructure activities
5. Cost-efficiency of rural roads – in context of post-crisis situations

#### **B. “Skills Portfolio of CBLR Project”**

Another video containing 30 clips of 15 minutes duration each covers 30 different training trades imparted by CBLR Project. Each video covers the outlook of the area where training is being conducted, the training process (theory and practical), comments from trainees, comments from Trainers, comments from local community and 1-2 examples of people on-jobs after completing their training.

### **Project Visibility**

The Project also remained vigilant on informing key stakeholders and masses about its major interventions through different media. During last six months, following specific events were widely covered by print and electronic media:

- i. **July 9, 2008:** Signing ceremony of Contracts between CBLRP and Governments of AJK and NWFP for setting up Skills Development Center and Employment Information Centers **(covered by Print & Electronic Media)**
- ii. **July 31, 2008:** Final Consultative Workshop on “AJK Skills Development & Employment System” **(covered by print media only)**
- iii. **August 2, 2008:** Roundtable Discussion on “Improving Livelihoods through Employment-Intensive Tourism” **(covered by Print & Electronic Media)**
- iv. **October 8, 2008:** 3<sup>rd</sup> Anniversary of Earthquake 2005: CBLRP branded as Model for delivering comprehensive services for skills & employment **(3 news channels recorded interviews of ILO Staff and aired on Oct 8, 2008)**
- v. **February 2, 2009: Skills Exhibition:** The CBLR Project had organized a Skills Exhibition in Balakot. More than 400 delegates from different walks of life participated. Above 20 Skills Sectors were displayed to the participants and benefits were explained. The Provincial Minister for Industries addressed the gathering and also inaugurated the newly established Skills Development Center by Government & ILO. **(covered by print and electronic media)**

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# *Annexes*

***List of Link Road Schemes***  
**Tehsil Muzaffarabad Phase 1**

S.No	Village	Community Organization	Union Council	Type of Works	Length of Road Km.	Estimated Cost(including 15%) RS.	Cost Per Km
1	Changle	Changle	Kahori	EW,RW,BC,CW	2	366,045	183,023
2	Sachian	Sachian	Kahori	EW,RW	1.5	703,858	469,238
3	Kalass Palhot	Kalas Palhot	Kai Manja	EW,RW,BC	2	872,313	436,157
4	Ghazi Palhot	Ghazi Palhot	Kai Manja	EW,RW	2	878,313	439,156
5	Karka	karka	Noora Seri	EW,RW	4	1,197,800	299,450
6	Thotha	Thotha	Langer Pura	EW,RW	3	551,080	183,693
7	Taryala	Taryala Markaz	Kachli	EW,RW	1	350,060	350,060
8	Jand Garan	Jand Garan Payeen	Muzaffarabad	EW,RW	2	1,190,000	595,000
9	Jand Garan	Jand Garan payeen Sharqi	Muzaffarabad	EW,RW,BC	2	1,192,750	596,375
10	Jand Garan	Jand Garan Bala Garbi	Muzaffarabad	EW,RW,CW	2	1,189,500	594,750

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S.No	Village	Community Organization	Union Council	Type of Works	Length of Road Km.	Estimated Cost(including 15%) RS.	Cost Per Km	
11	Norpura	Norpura	Hattian Dupatta	EW,RW	2	369,725	184,863	
12	Satar Karian	satar Karian	Hattian Dupatta	EW,RW,CW	1.01	184,920	183,089	
13	Khatpura	Khatpura East	hattian Dupatta	EW,RW	1.5	765,670	510,447	
14	Dalla	Dalla Awan Patti	hattian Dupatta	EW,RW,BC,CW	1.5	902,865	601,910	
15	Nullah Daruni	Nullah Daroni	Hattian Dupatta	EW,RW,BC,CW	3.1	371200	119,742	
16	Jand Gran Bala	Jand gran Bala	Jand Garan	EW,RW,BC	3.31	615,135	185,841	
17	Narat Wasti	Narat Wasti	Jand Garan	EW,RW.CW	1.61	293,480	182,286	
18	Mera Janki	Mera Janki	Jand Garan	EW,RW	0.75	141910	189,213	
19	Kot Galli	Kot Galli	Kot komi	EW,RW,BC	1.1	712500	647,727	
20	Talgaran	Talgran Zeeran	Talgaran	EW,RW,BC	6.5	1,198,500	184,385	
21	Jabbian	Jabbari Jabbian	Talgaran		1.5	423,163	282,109	
EW=Earth Work,RW=Retaining Wall,BW=Brest Wall,PC=Pipe Culvert					<b>TOTAL</b>	<b>45.38</b>	<b>14470786</b>	<b>318880</b>

**Tehsil Balakot Phase 1**

S.#.	Name of Village	Community Organization	Name of UC	Length of Road in Km	Cost (Pak Rs.)	Cost per Km
1	Baghal Char Bala	Insaf	Ghari Habibullah	0.78	153600	196923
2	Lowe Khatta Dobandi	Ojala	Ghari Habibullah	0.78	225,500	289103
3	Batراسي Bangla	Ittifaq Welafre	Garhi Habibullah	0.81	236700	292222
4	Treda	Ittihad Welafre Association	Karnol	2.25	376,350	167267
5	Doga	Sadabahar Tarqiati Tanzeem	Karnol	2.01	1122100	558259
6	Bani	Itihad Welfare Association	Karnol	3.81	500600	131391
7	Dhara	Dehi Tarqiati Tanzeem	Shohal Mazzullah	2.25	412,300	183244
8	Chakria	Shama Dehi Tarqiati Tanzeem	Shohal Mazzullah	2.76	455450	165018
9	Kaleesh	Behbood-e- Moashra	Shohal Mazzullah	2.13	170950	80258
10	Batangi	Tameer-e- Millat	Shohal Mazzullah	1.56	396100	253910
11	Sairian	Itehad Committee	Shohal Mazzullah	1.8	234000	130000
12	Dong Alary	Chaman Welfare Organization	Shohal Mazzullah	1.92	331500	172656
13	Jabri	Jabri Bajwa	Shohal Mazzullah	1.89	473,900	250741
14	Kawarah	Kawarah	Shohal Mazzullah	0.51	504636	989482

**International Labour Organization**  
Community-Based Livelihood Recovery Project

S.#.	Name of Village	Community Organization	Name of UC	Length of Road in Km	Cost (Pak Rs.)	Cost per Km
15	Khait Nullian	Kiran Aftab Welfare	Shohal Mazzullah	0.72	269,500	374306
16	Dheri Machipura	Parwaz Welfare	Shohal Mazzullah	1.1	303,100	275545
17	Qazi Abad	Qazi Abad	Shohal Mazzullah	0.84	194,450	231488
18	Lower Alari	Roshan Welfare	Shohal Mazzullah	3.36	1,023,450	304598
19	Khara	Khara Khas	Ghanool	1.8	410,700	228167
20	Chamber Barkor	Chamber Barkor	Ghanool	1.41	402800	285674
21	Thawan Bari	Thawan Bari	Ghanool	1.05	267800	255048
22	Thawan Phaprang	Alafiah Thawan Phaprang	Ghanool	1.38	501150	363152
23	Batangian	Batangian	Ghanool	1.5	1096100	730733
24	Chatta Dheri	Chatta Dheri	Ghanool	2.43	602750	248045
25	Sangar	Danna Udiar	Ghanool	4.68	1031900	220491
26	Khola	Cheer Wala	Ghanool	1.24	648,000	522581
27	Sandoo	Sandoo	Ghanool	1.2	284300	236917
28	Sangar	Baskiti Sangar	Ghanool	1.44	839,500	582986
29	Dabrian	Lower Dabrian Sandhori	Ghanool	1.11	598200	538919
30	Upper Narrah	Ameer Mavia Kidmat Committee	Garlat	0.81	226800	280000
31	Dheri Yaqoob Khan	Watan Nawaz	Garlat	0.24	122,500	510417

**International Labour Organization**  
Community-Based Livelihood Recovery Project

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S.#.	Name of Village	Community Organization	Name of UC	Length of Road in Km	Cost (Pak Rs.)	Cost per Km
32	Lower Dandar	Dehi Flahi Taraqati Tanzeem	Satbani	2.5	412450	164980
33	Mung	Mung Sharqi	Satbani	1.59	359000	225786
34	Satbani	Dehi tanzeem Ghaziabad	Satbani	2.55	331,250	129902
35	Kholian	Kholian	Satbani	1.2	478,100	398417
<b>Total</b>				<b>59.41</b>	<b>15997486</b>	<b>269273</b>

**International Labour Organization**  
Community-Based Livelihood Recovery Project

Annex -2(c)

**Balakot Phase 2**

S.#.	Name of the Road	Name of Village	Name of UC	Length Kms	Approved Cost (Pak Rs.)	Average Cost Per Km
1	Arban Sardaran	Sardaran	Ghanool	1.98	391200	197575.8
2	Badwar	Budwar	Ghanool	0.51	578650	1134607.8
3	Upper Pori	Pori	Balakot	0.33	495300	1500909.1
4	Agahi	Dong Alari	Shohal Mazullah	2.46	1,201,200	488292.7
5	Jabri	Jabri	Shohal Mazullah	0.96	597650	622552.1
6	Jabri	Jabri	Shohal Mazullah	3.65	1204500	330000.0
7	Kawanra	Kawanra	Shohal Mazullah	1.5	811000	540666.7
8	Treda	Treda	Garlat	1.65	702500	425757.6
9	Kanoch Sobrian	Sobrian	Garlat	1.49	810900	544228.2
10	Saran	Saran	Garlat	1.59	778500	489622.6
11	Kari Kanshian	Kanshian	Garlat	0.93	333950	359086.0
12	Moneen	Moneen	Mahandri	2.23	978900	438968.6
Total			0	19.28	8884250	460801.3

**Muzafarabad Phase 2**

S.#.	Name of the Road	Name of Village	Name of UC	Length (KM)	Approved Cost (Pak Rs.)	Average Cost Per Km
1	Ban Kahorian	Ban Kahorian	Kaimanja	2	924700	462350.0
2	Kayan Palhot	Kayan Palhot	Kaimanja	1.5	761,000	507333.3
3	Maira Malach	Maira Malach	Heer Kotly	1.41	1047120	742638.3
4	Karka Ranjai	Karka Ranjai	Noora Seri	2	1,350,000	675000.0
5	Kamdar	Kamdar	Noora Seri	0.72	392000	544444.4
6	Naka Shakar Pattian	Naka Shakar Pattian	Noora Seri	1.08	168600	156111.1
7	Haryala	Haryala	Gojra	2.55	1199200	470274.5
8	Upper Kayala	Upper Kayala	Channarbang	2	770,300	385150.0
9	Meer Banda	Meer Banda	Muzaffarabad	2.5	1071800	428720.0
10	Sanikot	Sanikot	Hattian Dupkata	0.72	209200	290555.6
11	Kot Gay	Kot Gay	Komi Kot	1.45	582600	401793.1
12	Changel Bala	Changel	Kahori	5	1274850	254970.0
Total				22.93	9751370	425266.9

<p align="center"><i>Trade, Gender and Training Days Analysis of Skill Trainings</i></p> <p align="center"><b>Number of Persons who have successfully completed their respective Trainings conducted in Balakot &amp; Muzaffarabad under Community Based Livelihood Recovery Program (CBLRP)</b></p>													
Year 1													
S.No	Training Type	BKT	Male	Female	Total	Duration (Days)	Total Man-Day	MZ	Male	Female	Total	Duration (Days)	Total Man-Day
<b>YEAR ONE</b>													
1	Candle Making	179	0	179	179	3	537	179	0	179	179	3	537
2	Tie Dye	163	0	163	163	3	489	140	0	140	140	3	420
3	Tailoring	127	0	127	127	20	2540	52	0	52	52	20	1040
4	Paper Mache	27	0	27	27	30	810	51	0	51	51	30	1530
5	Sharbat Making	0	0	0	0	3	0	31	0	31	31	3	93
6	Surf & Soap	60	0	60	60	3	180	36	0	36	36	3	108
7	Electrician	29	29	0	29	90	2610	24	24	0	24	60	1440
8	Plumbing	32	32	0	32	90	2880	20	20	0	20	30	600
9	Embroidery	13	0	13	13	90	1170	0	0	0	0	0	0
10	Welding	9	9	0	9	90	810	19	19	0	19	30	570
11	Driving	26	26	0	26	15	390	129	129	0	129	15	1935
<b>Total</b>		<b>665</b>	<b>96</b>	<b>569</b>	<b>665</b>		<b>12416</b>	<b>681</b>	<b>192</b>	<b>489</b>	<b>681</b>		<b>8273</b>

Total NB of trainees from Balakot & Mzd for year 1	<b>1346</b>
Total Man-Day of Balakot & Mzd Trainees for Year 1	<b>20689</b>

**International Labour Organization**  
Community-Based Livelihood Recovery Project

Average Man-Day per Trainee for Year 1	<b>15.37</b>
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**Year 2**

S.No	Training Type	BKT	Male	Female	Total	Training Duration (Days)	Total Man-Day	MZ	Male	Female	Total	Training Duration (Days)	Total Man-Day
<b>YEAR TWO</b>													
1	Driving	312	312	0	312	15	4680	271	271	0	271	15	4065
2	Computer	75	75	0	75	90	6750	83	83	0	83	90	7470
3	Electrician	27	27	0	27	90	2430	0	0	0	0	90	0
4	Carpentry	15	15	0	15	90	1350	0	0	0	0	90	0
5	Plumbing	24	24	0	24	90	2160	0	0	0	0	90	0
6	Welding	30	30	0	30	90	2700	0	0	0	0	90	0
7	Cooking	46	46	0	46	45	2070	90	90	0	90	45	4050
8	Tyre Puncture	0	0	0	0	60	0	22	22	0	22	60	1320
9	Wood Work Polish	0	0	0	0	90	0	40	40	0	40	90	3600
10	Mobile Repairing	38	38	0	38	45	1710	21	21	0	21	45	945
11	Auto Electrician	26	26	0	26	120	3120	32	32	0	32	120	3840
12	Concreting, Scaffolding, steel fixing (Turkish)	0	0	0	0	120	0	51	51	0	51	120	6120
13	Beautician	0	0	0	0	75	0	22	0	22	22	75	1650
14	Car AC	20	20	0	20	120	2400	21	21	0	21	120	2520
15	Zari Work for Bridal /Party Dresses	25	0	25	25	120	3000	25	0	25	25	120	3000
16	Optical Fiber	0	0	0	0	90	0	3	3	0	3	90	270
17	Store Keeping	0	0	0	0	75	0	26	26	0	26	75	1950
18	Purse Making	25	0	25	25	90	2250	0	0	0	0	90	0
19	Marble Polishing	16	16	0	16	45	720	0	0	0	0	45	0
20	Cushion Making	20	0	20	20	75	1500	22	22	0	22	75	1650

<b>Total</b>		699	629	70	699		36840	729	682	47	729		<b>42450</b>
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Total NB of trainees from Balkot & Mzd for year 2	<b>1428</b>
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**International Labour Organization**  
Community-Based Livelihood Recovery Project

Total Man-Day of Balakot & Mzd Trainees for year 2	<b>79290</b>
Average Man-Day per Trainee for Year 2	<b>55.5</b>
Total NB of trainees from Balkot & Mzd (year 1 & year 2)	<b>2774</b>
Total Man-Day of Balakot & Mzd Trainees (for Year 1 & Year 2)	<b>99979</b>
Average Man-Day per Trainee for Year 1 & 2	<b>36.04</b>

**Year 3 (Trainings Completed  
by 15<sup>th</sup> April 2009)**

S.No	Training Type	BK T	Male	Female	Total	Training Duration (Days)	Total Man-Day	MZ	Male	Female	Total	Training Duration (Days)	Total Man-Day
<b>YEAR THREE</b>													
1	Driving	27	27	0	27	15	405	0	0	0	0	0	0
2	Computer	125	85	40	125	90	11250	113	113	0	113	90	10170
3	Electrician (Household Wiring)	190	190	0	190	60	11400	259	259	0	259	60	15540
4	Wood Carpentry	91	91	0	91	60	5460	76	76	0	76	60	4560
5	Plumbing	132	132	0	132	60	7920	338	338	0	338	60	20280
6	Welding	67	67	0	67	60	4020	92	92	0	92	60	5520
7	House Hold Appliance Repair	75	75	0	75	60	4500	70	70	0	70	60	4200
8	Shuttering Carpentry	95	95	0	95	60	5700	75	75	0	75	60	4500
9	Steel Fixing	184	184	0	184	60	11040	70	70	0	70	60	4200
10	Cooking / Chef Training	134	134	0	134	45	6030	90	90	0	90	45	4050
11	Tyre Puncture	0	0	0	0	60	0	18	18	0	18	60	1080
12	Wood Work Polish	0	0	0	0	90	0	42	42	0	42	90	3780
13	Mobile Repairing	0	0	0	0	45	0	39	39	0	39	45	1755
14	Auto Electrician	32	32	0	32	120	3840	28	28	0	28	120	3360

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15	Beautician	0	0	0	0	75	0	78	0	78	78	75	5850
16	Car Radiator Repair	32	32	0	32	90	2880	0	0	0	0	90	0
17	Zari Work for Bridal /Party Dresses	25	0	25	25	120	3000	50	0	50	50	120	6000
18	Purse Making	50	0	50	50	90	4500	75	0	75	75	90	6750
19	Marble Polishing	20	20	0	20	45	900	0	0	0	0	45	0
20	Cushion Making	80	0	80	80	75	6000	58	0	58	58	75	4350
21	Ladies Chapal Making	50	0	50	50	90	4500	50	0	50	50	90	4500
22	Artificial Jewelry	50	0	50	50	60	3000	50	0	50	50	60	3000
23	Stuffed Toy /Soft Toy Making	50	0	50	50	90	4500	50	0	50	50	90	4500
24	Weaving of Chair /Bed for Disable	20	20	0	20	60	1200	40	0	40	40	60	2400
25	Cloth/Blanket/Carpet Rafogar	30	30	0	30	60	1800	15	10	5	15	60	900
26	Furniture Making	12	12	0	12	120	1440	0	0	0	0	0	0
27	Machine Knitting	0	0	0	0	0	0	20	0	20	20	90	1800
28	Movie Making	0	0	0	0	0	0	24	19	5	24	60	1440
29	Contractor Training	0	0	0	0	0	0	40	40	0	40	30	1200
30	Heavy Machinery Fork Lifter	63	63	0	63	30	1890	60	60	0	60	30	1800
31	Heavy Machinery Excavator Chain	80	80	0	80	40	3200	40	40	0	40	40	1600
32	Heavy Machinery Excavator Wheel	60	60	0	60	45	2700	60	60	0	60	45	2700
33	Heavy Machinery Chain Dozer	40	40	0	40	50	2000	40	40	0	40	50	2000
34	Heavy Machinery Mobile Crane	60	60	0	60	45	2700	40	40	0	40	45	1800
35	Heavy Machinery Vibratory Road Roller	60	60	0	60	30	1800	100	100	0	100	30	3000
36	Heavy Machinery Motor Grader	20	20	0	20	60	1200	20	20	0	20	60	1200
37	Heavy Machinery Dumper 10 Wheeler	100	100	0	100	30	3000	60	60	0	60	30	1800
38	Heavy Machinery JCB /Back Hoe	40	40	0	40	45	1800	20	20	0	20	45	900
39	Heavy Machinery Loader / Showel	224	224	0	224	30	6720	60	60	0	60	30	1800

<b>Total</b>		2318	1973	345	2338		132295	2360	1879	481	2360		144285
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Total NB of trainees from Balakot & Mzd for year 3	<b>4678</b>
Total Man-Day of Balakot & Mzd Trainees for year 3	<b>276580</b>

**International Labour Organization**  
Community-Based Livelihood Recovery Project

Average Man-Day per Trainee for Year 3	<b>59</b>
Total NB of trainees from Balkot & Mzd (year 1 & year 2 & year 3)	<b>7452</b>
Total Man-Day of Balakot & Mzd Trainees (Year 1 & Year 2 & year 3)	<b>376559</b>
Average Man-Day per Trainee for Year 1 & 2 & 3	<b>50.5</b>

**Year 3**  
(Trainings Completed on June 15, 2009)

S.No	Training Type	BKT	Male	Female	Total	Training Duration (Days)	Total Man-Day	MZ	Male	Female	Total	Training Duration (Days)	Total Man-Day
	<b>YEAR THREE</b>												
1	Electrician /Household Wiring/ ( two teams)	36	36	0	36	60	2160	47	47	0	47	60	2820
2	Wood Carpentry	0	0	0	0	60	0	25	25	0	25	60	1500
3	Plumbing (two teams)	36	36	0	36	60	2160	48	48	0	48	60	2880
4	Welding	0	0	0	0	60	0	25	25	0	25	60	1500
5	House Hold Appliance Repair	18	18	0	18	60	1080	21	21	0	21	60	1260
6	Shuttering Carpentry	0	0	0	0	60	0	25	25	0	25	60	1500
7	Steel Fixing	18	18	0	18	60	1080	21	21	0	21	60	1260
8	Wood Work Polish	0	0	0	0	90	0	18	18	0	18	90	1620
9	Zari Work for Bridal /Party Dresses (two teams)	50	0	50	50	120	6000	25	0	25	25	120	3000
10	Cushion Making	0	0	0	0	75	0	20	0	20	20	75	1500
11	Ladies Chapal Making	25	0	25	25	90	2250	25	0	25	25	90	2250
12	Stuffed Toy /Soft Toy Making	25	0	25	25	90	2250	25	0	25	25	90	2250
13	Cloth/Blanket/Carpet Rafogar	0	0	0	0	60	0	15	10	5	15	60	900
14	Machine Knitting	0	0	0	0	90	0	10	0	10	10	90	900

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15	Heavy Machinery Excavator Chain	0	0	0	0	40	0	40	40	0	40	40	1600
16	Heavy Machinery Excavator Wheel	20	20	0	20	45	900	20	20	0	20	45	900
17	Heavy Machinery Chain Dozer	20	20	0	20	50	1000	20	20	0	20	50	1000
18	Heavy Machinery Mobile Crane	0	0	0	0	45	0	20	20	0	20	45	900
19	Heavy Machinery Vibratory Road Roller	0	0	0	0	30	0	20	20	0	20	30	600
20	Heavy Machinery Motor Grader	20	20	0	20	60	1200	20	20	0	20	60	1200
21	Heavy Machinery Dumper 10 Wheeler	0	0	0	0	30	0	40	40	0	40	30	1200
22	Heavy Machinery JCB /Back Hoe	0	0	0	0	45	0	20	20	0	20	45	900
23	Heavy Machinery Loader / Showel	20	20	0	20	30	600	40	49	0	40	30	1200
24	AJK TEVTA (Surveyor)	21	21	0	21	90	1890	0	0	0	0	90	0
25	AJK TEVTA (Fabricator)	25	25	0	25	90	2250	12	12	0	12	90	1080
26	AJK TEVTA (Marble & Tile Fixing)	9	9	0	9	90	810	0	0	0	0	90	0
27	AJK TEVTA (False Ceiling Fitter)	11	11	0	11	90	990	0	0	0	0	90	0
28	AJK TEVTA (Aluminum Fabricator)	20	20	0	20	90	1800	16	16	0	16	90	1440
29	AJK TEVTA (House Painting & Wall Grpahy)	20	20	0	20	90	1800	0	0	0	0	90	0
<b>Total</b>		394	294	100	394		30220	618	517	110	618		37160

Total NB of trainees completed their training from Balakot & Mzd for year 3 by 30<sup>th</sup> May, 2009 (that were in progress on 15<sup>th</sup> April, and completes their training during 15<sup>th</sup> April to 15<sup>th</sup> June)

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