

AN ANALYSIS OF TRAINING PROGRAMMES OF SRSP FOR WOMEN FOLKS IN NWFP PAKISTAN

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ABSTRACT

The main objective of the study was to analyze the role of various trainings programmes of Sarhad Rural Support Programme (SRSP) for womenfolk and the benefits received from the skill enhancement activities. For this purpose 210 respondents were interviewed from three purposely-selected union councils in District Peshawar, NWFP. The findings of study showed that women community organizations established by SRSP had been successfully working in the sample area. The SRSP introduced those developmental activities that directly address the needs of the womenfolk. To enhance the income of local women, trainings were imparted in tailoring, embroidery, dyeing, poultry farming, fruit processing, bee keeping and Mushroom cultivation. All these activities significantly increased the income of the rural women. Comparing, the income of different economic activities it was found that the income of dyeing was higher than that of the rest of the stated trainings. Some complaints were also registered by the respondents regarding the duration of trainings and lack of marketing facilities for their products. The study recommends that the duration of trainings should be extended and marketing facilities should be provided to rural women to sell their products at reasonable prices to get maximum benefits from these trainings.

Keywords: Pakistan, SRSP, Training, Womenfolk

INTRODUCTION

Investment in human resources is an indispensable component of social and economic development. The full development potential of a nation can never be achieved if its human resource is not effectively harnessed. It is a widely accepted reality that effective utilization of a country's human resource requires, that both sexes share equally in the developmental effort and in the distribution of benefits. The total population generally comprises of males and females so the exclusion of women from equal participation, represents a drastic loss of human potential (Govt. of NWFP, 1992)

The issue of women and development has assumed increasingly important dimensions in the field of economic planning and development. In the developed countries, participation of women in economic activities is already an established practice; it is increasingly becoming an important policy in nearly all the developing countries, including Pakistan. As women constitute a big portion of poor and disadvantages groups, any policy of poverty reduction necessarily involve the uplift and participation of women (Kazi 1992; Huma1997 and Al-Jalaly 1992). For this purpose the government of Pakistan is emphasizing to involve women in national development. Participation of women in local and federal government shows the great concern of the government for women development. Efforts are being made in close coordination with Non-Governmental Organizations (NGOs) to increase the participation of women in all fields. Seminars/workshops and training programmes are being arranged to give awareness to the women

about their rights. A little has been done and lot has to do in the field (Jabeen, 2002).

Over the past three decades, NGOs have emerged to assume a broader and increasingly important role in development. NGOs have expanded significantly in number, size and degree of influence, and their scope of work has widened to the extent that its involvement and concerns address nearly every human need and endeavor. The degree of professionalism that NGOs display continues to increase, and are gaining access to significantly large amounts of resources, both financial and human. Recognized as an important force in development, NGOs have assumed a significant position in the development of community, independently and in partnership with government's development institutions and donors.

NGOs are working throughout Pakistan in a wide-ranging set of activities, offering a diverse portfolio of opportunities. These NGOs are working for human resource development and Sarhad Rural Support Programme (SRSP) is one of them, which was established in November 1989 as a private, non-government, and non-profit rural support program to work for reduction of poverty.

Human resource development (HRD) is an essential component of SRSP's program. It seeks to build the capacities of villagers' .At the village level; SRSP organizes training courses to enhance the management skills and technical capacities of villagers. It has trained members of WCOs and MCOs in management skills such as accounting

and record keeping as well as technical skills in the NRM and social sectors. As the focus of the study is on women folk, the analysis is, therefore, restricted to women with the objectives.

OBJECTIVES

- i. To assess the role of various training imparted by SRSP in enhancing the women skills.
- ii. To analyze the extent of women participation in raising households income.

MATERIALS AND METHODS

The present study is restricted to trainings imparted by SRSP for women folk. A list of all union councils, where the SRSP is operational, was obtained from the SRSP’s regional office at Peshawar. The SRSP is carrying out its activities in all the eight union councils in district Peshawar. Out of these three union councils namely Jhagra, Wadpaga and Mamu Khatki were, purposively selected. Another consideration in the selection of the sample union councils was that SRSP started its activities in these union councils since long as compared to other union councils. As the focus of this research is on gender development, so a list of women community organization was prepared with the help of female social organizers of the SRSP. There were 50 Women Community Organizations (WCO’s) in the selected union councils. The total membership in these WCO’s was 750. Only those members of WCO were selected who had availed training in skill development from the SRSP. As the number of such respondents was not very large so it was decided to take all the members as respondent to get the maximum possible accuracy. The details are given in Table. I below:

The study is based both on primary as well as secondary level data. Secondary data were obtained from different offices of the SRSP at Peshawar district and other relevant public and private organizations. The primary data were collected from the respondents through a structured questionnaire.

Specification Of the model

We applied Dummy-Variable Econometrics technique to further analyze a number of aspects of the effects of training of various kinds imparted on women by the NGOs. The general form of the Dummy-Variable technique is (Gujarati 2003):

$$Y = \beta_0 + \beta_1 D + e \dots \dots \dots (1)$$

Where as Y stands for variable of interest and D = 0 if the aspect we want to study is missing and D = 1 if that aspect is present/available. Parameters β_0 and β_1 are, respectively, referred to as intercept and differential intercept. The estimated β_0 represents the mean value of the variable for which

we put D = 0 and estimated β_1 represents the magnitude by which the mean value of other variable (for which we put D = 1) differs from the former one. Sign and significance level of the estimated β_1 are important; these, respectively, show the direction of the difference and whether the difference between the two variables/aspects is statistically significant.

We applied the above stated general form of the Dummy-Variable approach in the following specific way

$$IIT = \beta_0 + \beta_1 DTD_y + \beta_2 DTP + \beta_3 DTM + \beta_4 DTO$$

The model would determine whether increase in income after training (IIT) differs for various trainings provided. Variables DTD_y, DTP, DTM and DTO, respectively, represent dummies (D=1) for trainings in Dyeing, Poultry, Mushroom cultivation and other trainings, while training in tailoring would be represented by β_0 . In addition to that we have also used percentages and averages in the analysis for comparison purposes.

RESULTS AND DISCUSSION

Training Programmes by SRSP

SRSPs initiated Multicultural programmes, because a single sector can’t solve the problems. SRSP gives Training to rural females which includes such trainings which develop the skill of rural females i.e Vaseline, shampoo, soap and candle making, stitching, tailoring, embroidery, poultry farm management, silk warm rearing and mushroom cultivation and food technology.

The data in Table II depicts that 34% women were trained in tailoring embroidery followed by 25% dyeing glass painting and 19% in poultry farming. Since tailoring and embroidery is considered one of the vital skills, which is traditionally prevalent among rural women, thus fruitful efforts were made during the period to transfer this skill to rural women. Attempts were made to interact with urban market and during the process the need for bringing innovation in the designs and pattern according to the market demand was also recognized. Nineteen percent of the respondents were trained in poultry farming and 14% in mushroom cultivations As Poultry farming needed relatively small capital and quick return on the investment and no restriction on the scale of the business. Poultry farming could also be a part time activity and offers best opportunity of self-employment in the rural areas. Mushroom an edible novelty is sold at very high price in the market. Its cultivation was the most popular entrepreneurial training amongst communities but as stated by the respondents that there was lack of management skills. Because of these skill enhancement development activities

these beneficiaries have become self-employed and have launched their own business in the sample area.

Duration of Training Courses

About 70% of the respondents complained about the duration of the training courses. They considered these duration too short for them to take full advantage from these trainings. However the remaining 30% were found satisfied from these trainings. The respondents who were satisfied from the duration of the training reported that due to heavy involvement in household chores and children socialization and other sphere of life they have no spare time. Similarly the respondents, who were in favour of long duration training stated that due to their efficient management they conduct all these activities in smooth manner and attributed this phenomenon to the co-operation of family members, the presence of enough manpower in their homes, the household responsibilities are carried out very smoothly.

Benefits gained from Skill Enhancement

The sample women gained benefits from the skills they received. It is evident from Table III that about 90% of the respondents were satisfied from these income-generating activities and consider it beneficial in terms of saving and income generation. The respondents had showed interest in these packages and want to carryout these activities on commercial basis. However 22% of the respondents replied that they suffered loss in their business of poultry farming and silk worms, etc. They also reported that non-availability of raw material and equipments in the sample area stands in the way of adoption of these activities on commercial basis. The data further depicts that 38% of the respondents were involved in tailoring stitching/embroidery, followed by 23% dyeing and 21% poultry farming respectively. These respondents reported that these economic activities enabled them to earn a handsome amount of money and besides these it reduces their dependence and give economic security and self-reliance to them.

Increase in Monthly Income after Skill Enhancement

Women in the project area had taken part in different trainings regarding the income generating activities. They have improved their management and technical skills. They had applied these skills and through these skills their income had increased.

As the table V indicates that the sample women were classified in four income brackets. In the project area 33 % of the sample respondent's women earned Rs.1201-1500 per month. Women falling in the income brackets of 800-1200 and 500-800 form 29% and 20% respectively. However, women earning Rs.1501- 2000 were

19%. Some of the respondents also stated that on special occasions i.e. wedding and festivals, then they earned more than the usual income due to an increased demand. The income earned from these activities was utilized for WO savings, informal saving committees, children and their own cloths and daughters dowries.

These enterprise development trainings had received good response from the community women and had given them exposure to non-traditional activities. But the introduction of innovative activities just for the sake of imparting technical knowledge of various skills to rural women without analyzing the financial, economic and social viability is not an effective strategy. Recognizing the potentials of the entrepreneurial ventures as an income generating activity, the need is to carryout feasibility studies to determine the relevance and prospects of specific entrepreneurial skills in the area.

Increase in Income after Training

Respondents got training of various kinds, including tailoring (34.8%), dyeing (25.7%), poultry farming (19.00%), mushroom cultivation (13.80%) and others (6.60%)

We used dummy variable technique to analyze whether increase in income after training. IIT differed with type of training received.

$$\begin{aligned} \text{IIT} &= 1233.528 + 56.571 \text{ DTD}_y - 53.864 \text{ DTP} - 298.188 \text{ DTM} - 102.792 \text{ DTO} \\ &\quad (40.119) \quad (0.984) \quad (0.839) \\ (3.992) &\quad (1.022) \\ &\quad (0.006) \quad (0.326) \quad (0.402) \\ (0.005) &\quad (0.308) \dots 1) \end{aligned}$$

The value of intercepts represents the tailoring training case while other trainings are represented by differential intercepts namely DTD_y (dummy for training in Dyeing), DTP (Poultry), DTM (Mushroom) and DTO (Other Trainings). The results in equation (1) indicate that average increase in income of respondents with training in tailoring is estimated at Rs. 1233.53. Compared to this increase in income, the increase in income with training in dyeing is higher by Rs. 56.57, however this increase is statistically insignificant as reflects from values of t-ratio and significance level.

As far as increases of income of respondents with training in poultry, mushroom and other skills are concerned, that have been lower by Rs. 53.86, Rs. 298.19 and Rs. 102.79, respectively, than that of the increase in income with training in tailoring. Since the differential intercept DTM (which stands for mushroom training) carries statistically significant coefficient, we therefore assume that training in all stated skills seems to contribute no statistically significant differences in increase in

income with except of mushroom whereas increase in income seems to be significantly lower than the tailoring base case.

CONCLUSION

The study concludes that trainings were mainly imparted in stitching, tailoring. Dyeing. Poultry farming, Mushroom cultivation. These trainings programmes have significantly increased the income of women folks and as a result attitude of male members of the household is also changed positively and women role in decision-making and empowerment is increasing.

RECOMMENDATION

- i. Training courses should be refreshed and the duration of the training courses should be increased in order to achieve the required results.
- ii. The micro enterprise training should be extended to other village and handicraft centers should be opened in every village of the project area so that the women folk can participate in the economic activities.
- iii. The SRSP should make a sound linkage with big entrepreneur for its enterprise

development programme so that they would be able to purchase the raw material at cheap rates and sell it to their client on subsidized rate.

- iv. The SRSP should guide the rural communities to use combined transportation for marketing of their products to urban market so that they should get maximum benefits from these trainings.
- v. The SRSP should make a sound linkage with big entrepreneur for its enterprise development programme so that they would be able to purchase the raw material at cheap rates and sell it to their client on subsidized rate.
- vi. The new skill like glasswork, woodwork, surf and soap making, candle-making flamer making should be introduced.
- vii. Review meetings should be planned and conducted with the CO/WOs where the impact on the programme activities will be assessed and community should be motivated to continue the process of development on their own.

Table I: Total WCOs their membership and Sample respondents

Name of Union councils	Total WCOs	Total Members of WCOs	Members who have availed training in skill development
Jhagra	14	210	67
M. Khattki	21	315	90
Wad Paga	15	225	53
All	50	750	210

Source: Survey (2006)

Table II: Distribution of Respondents According to Trainings Received.

Type of trainings Received	Jhagra		M.Khatki		Wadpaga		Total		Duration of Training
	No	%	No	%	No	%	No	%	No
Stitching, tailoring embroidery making	24	35.8	35	38.9	14	26.4	73	34.8	Seven days
Poultry farming	12	17.9	20	22.3	8	15.8	40	19	Five days
Mushroom cultivation	8	11.9	3	3.3	18	33.9	29	13.8	Four days
Dyeing /glass painting	17	25.4	27	30	10	18.9	54	25.7	Seven days
Other (silk worm, bee keeping)	6	9	5	5.5	3	5.7	14	6.6	Four days
Project Area	67	100	90	100	53	100	210	100	-

Source: Field Survey

Table III: Distribution of respondents According to Satisfaction and Dissatisfaction about Duration of Trainings

Name of Union Councils	Total	Too short		Normal	
		No	%	No	%
Jhagra	67	46	68.65	21	31.35
M. Khatki	90	65	72.23	25	27.77
Wadpaga	53	34	64.15	19	35.85
Project Area	210	145	70	65	30

Source: Field Survey

Table IV: Distribution of Respondents According to Benefits Received from Trainings Imparted by SRSP

Name of Union Councils	Union Total	Benefits received											
		Yes		No		Tailoring /Embroidery		Dyeing		Poultry Farming		Others	
		No	%	No	%	No	%	No	%	No	%	No	%
Jhagra	67	63	94.02	4	5.97	24	38.09	14	22.22	12	19.04	13	20.63
M.Khatki	90	78	86.66	12	13.33	34	43.58	20	25.6	20	25.64	4	5.12
Wad.Paga	53	47	88.67	6	11.32	14	29.78	10	21.2	8	17.02	5	13.91
Project Area	210	188	89.52	22	10.47	72	38.29	44	23.4	40	21.27	32	17.02

Source: Field Survey

Table V: *Distribution of Respondents According to Increase in Monthly Income after Training (in Rs.)*

Villages	500-800		800-1200		1201-1500		1501 -2000		Total
	No	%	No	%	No	%	No	%	
Jhagra	14	21	18	26	20	30	15	23	67
M.Khatki	14	15.55	28	31.11	34	37.77	14	15.57	90
Wadpaga	13	24.52	14	26.41	15	28.30	11	20.77	53
Project area	41	19.52	60	28.57	69	32.85	40	19.06	210

Source: Field Survey

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