

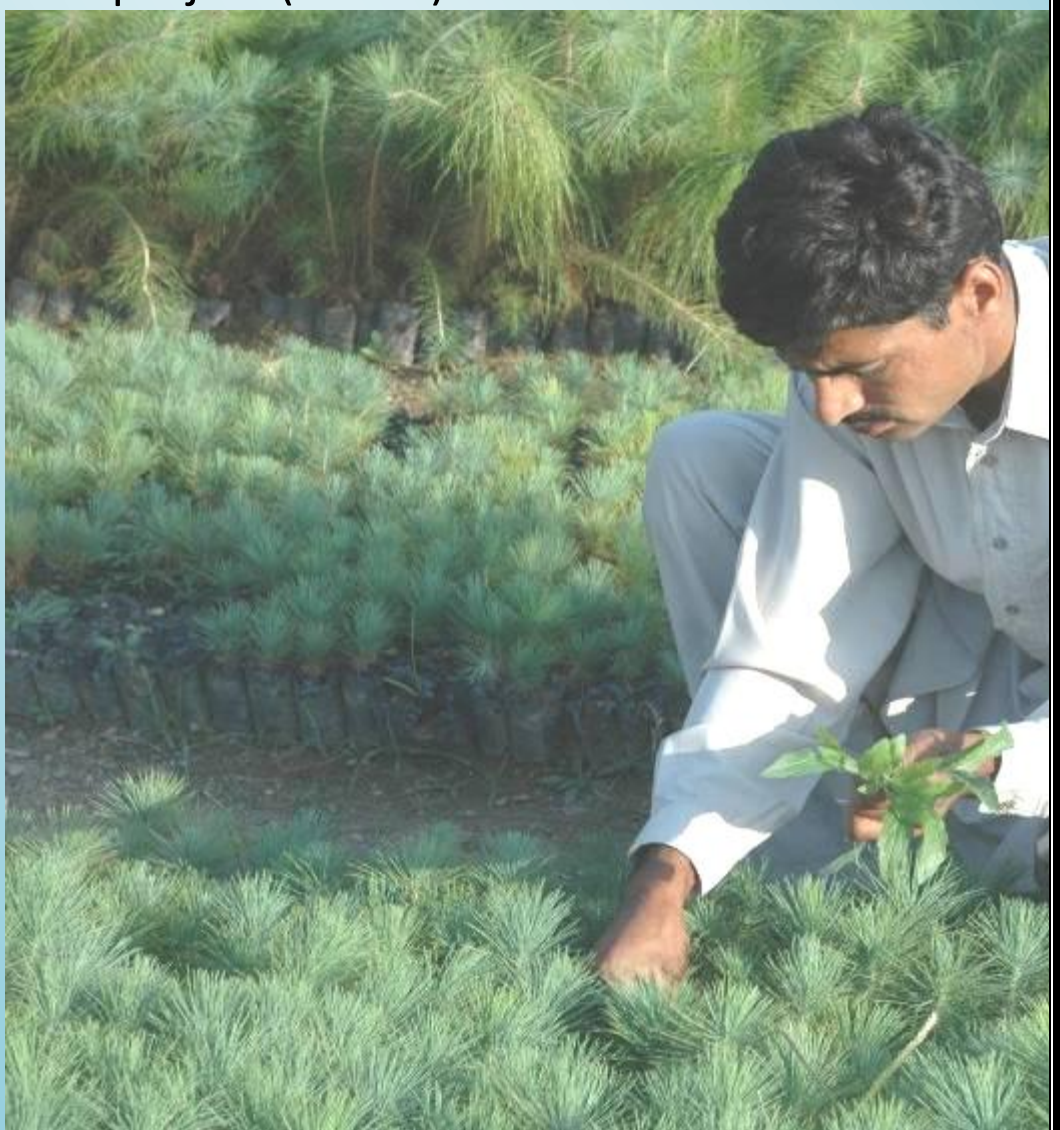


2011

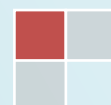


# IMPACT ASSESSMENT REPORT

Jobs project (USAID)



Mohsin Surani  
M&E Specialist PDMA/PaRRSA  
11/01/2011



## Acronyms used

<b>PDMA</b>	<b>PROVINCIAL DISASTER MANAGEMENT AUTHORITY</b>
<b>PARRSA</b>	<b>PROVINCIAL RECONSTRUCTION, REHABILITATION &amp; SETTLEMENT AUTHORITY</b>
<b>USAID</b>	<b>UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT</b>
<b>IP</b>	<b>IMPLEMENTING PARTNER</b>
<b>HH</b>	<b>HOUSE HOLD</b>
<b>EDO</b>	<b>EXECUTIVE DISTRICT OFFICER</b>
<b>CI</b>	<b>CONFIDANCE INTERVAL</b>
<b>UC</b>	<b>UNION COUNCIL</b>
<b>M&amp;E</b>	<b>MONITORING AND EVALUATION</b>

## ***ACKNOWLEDGEMENTS***

I take immense pleasure in thanking **Mr. Shakeel Qadir Khan Director General/Secretary PDMA/PaRRSA** for having permitted me to carry out this **IMPACT ASSESSMENT REPORT ON USAID JOBS PROJECT, MALAKAND DIVISION, KHYBER PAKHTUNKHWA, PAKISTAN**. I wish to express my deep sense of gratitude to his able guidance and useful suggestions, which really helped me in completing the impact assessment report, in time.

It is pertinent to mention that **Mr. Asad Mehmood Economic Growth Specialist PaRRSA and Mr. Muhammad Imran Economic Analyst** who had been prompt to provide me timely project data and baseline documents. I really appreciate the efforts of NRM Coordinators PaRRSA who were involved in quality data collection and data entry.

Finally, yet importantly, I would like to express my heartfelt thanks to my beloved parents for their blessings, my research teachers and my friends for their wishes for the successful completion of this impact assessment report.

**Mohsin Surani**

## Contents

Acronyms used.....	2
Executive summary of findings .....	7
1. Skill development trainings/on-job trainings in agriculture sector district Swat KP .....	8
1.1 Introduction .....	8
1.2 Selection criteria of potential beneficiaries and targets in sub-sectors .....	8
1.3 Assessment methodology:.....	9
1.4 Sample size and questionnaire framing:.....	9
1.4 Performance analysis:.....	9
1.4.1 Household’s income generating activities .....	9
1.4.2 Employment status of beneficiaries .....	11
1.4.3 Economic condition of households.....	12
1.4.4 Change in the economic condition of community .....	13
2- Project on skill development of the unskilled/less skilled labor in the industrial sector .....	14
2.1 Selection criteria of potential beneficiaries and targets in sub-sectors .....	14
2.2 Assessment methodology:.....	14
2.3 Sample size and questionnaire framing:.....	14
2.4 Performance analysis:.....	15
2.4.1 Household’s income generating activities .....	15
2.4.2 Employment status of beneficiaries .....	17
2.4.3 Economic condition of households.....	17
2.4.4 Economic condition of community .....	19
3- Apprenticeship/skill development program for unskilled/semi skilled labors.....	20
3.1 Selection criteria of potential beneficiaries and targets in sub-sectors .....	20
3.2 Assessment methodology:.....	20

3.3 Sample size and questionnaire framing:.....	20
3.4 Performance analysis:.....	21
3.4.1 Household’s income generating activities .....	21
3.4.2 Employment status of beneficiaries .....	23
3.4.3 Economic condition of households.....	23
3.4.4 Economic condition of community .....	24
4- Skilled workforce development in 4 Tehsils in Swat District .....	25
4.1 Selection criteria of potential beneficiaries and targets in sub-sectors .....	25
4.2 Assessment methodology:.....	25
4.3 Sample size and questionnaire framing:.....	25
4.4 Performance analysis:.....	26
4.4.1 Household’s income generating activities .....	26
4.4.2 Employment status of beneficiaries .....	27
4.4.3 Economic condition of households.....	27
5. ANNEXES .....	29

## Introduction:

Impact assessment report of the USAID Pakistan Jobs project has been written based on Jobs project objectives and impacts. It reveals the key performance indicators of Jobs project based on Jobs placement, primary and secondary income sources, HH economic conditions, communities' economic conditions, factors influencing the economic condition of potential beneficiaries of Jobs project. The report depicts the findings that should be considered in upcoming USAIDs interventions in Malakand division. PaRRSA lead apprenticeship and skill development program swat was started in May 2010 to improve livelihood of the marginalized communities through non-farm livelihood projects including

1. Skill development trainings/on-job trainings in agriculture sector district Swat KP
2. Project on skill development of the unskilled/less skilled labor in the industrial sector
3. Apprenticeship/skill development program for unskilled/semi skilled labors
4. Skilled workforce development in 4 Tehsils in Swat district

USAID awarded contract to **Abt Associates** as a first contractor/implementing partner. Abt Associates awarded sub-contracts to their IPs including LASOONA, CARVAN and Environmental Protection Society (EPS). All four components were started in the middle of the year 2010 and completion time for all four components was three months each. All three implementing partners implemented these components simultaneously.

Since it was PaRRSA led project therefore economic growth officials from PaRRSA coordinated with USAID and then to their IPs under the guidance of Director General PDMA/PaRRSA. There was hardly an involvement of PaRRSA during design and implementation phases; however, economic growth officials from PaRRSA coordinated with USAID and their IPs and in very later stages of the projects, progresses sharing started and follow-up field visits were conducted. PaRRSA received beneficiaries list from IPs and conducted a rigorous impact assessment on the basis of objectives defined by the implementing partners in their designs. Logical framework matrices were consulted by monitoring and evaluation wing of PaRRSA to measure the verifiable objectives through quantitative survey.

**Table 1 shows the total beneficiaries, sample size, confidence interval and total budget**

SR#	IP NAME	TOTAL BENEFICIARIES	SAMPLE SIZE	CI AT 90% OF THE TIMES	Total Budget PKR
1	Skill development trainings/on-job trainings in agriculture sector district Swat KP	375	27	15%	6,391,500
2	Project on skill development of the unskilled/less skilled labor in the industrial sector	425	28	15%	19,392,700
3	Apprenticeship/skill development	200	26	15%	9,159,200

	program for unskilled/semi skilled labors				
4	Skilled workforce development	350	28	15%	15,069,800
<b>TOTAL</b>		<b>1,350</b>	<b>109</b>		<b>50,013,200</b>

### Executive summary of findings

Impact assessment survey was conducted in district Swat for four components of Jobs project in December 2010. Economic condition of HH and community, jobs status, primary and secondary income generation sources and factors causing HH economy of potential beneficiaries were measured and cumulative findings are:

- 25%<sup>1</sup> of the beneficiaries got jobs during last six months due to the Jobs project against 70% of targets.
- 5.2 percent respondents are earning their income through handloom industries.
- 30% respondents are earning their income through skilled labor.
- 8.3 percent respondents are earning their income through agriculture sector
- Overall 25.7 percent respondents have increased their earning opportunities due to the project in last six months.
- 54% of the respondents told that their HH economic situation is a little better during last six months.
- 16% of the respondents told that their HH economic situation is a worse during last six months.
- 50% of the respondents have improved their earning opportunities due to various factors.

Graph-1 shows the cumulative jobs status of project beneficiaries

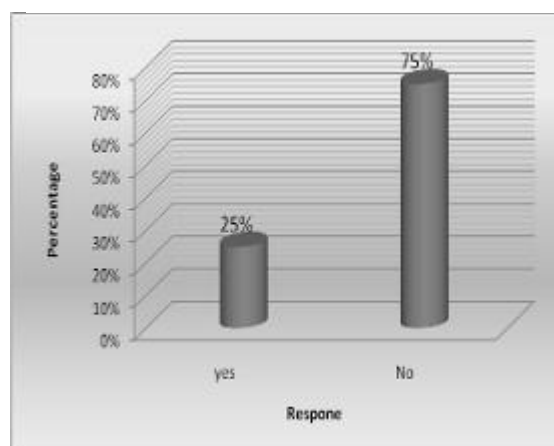


Chart-1 shows the cumulative HH economic status



<sup>1</sup> Impact assessment survey (findings)

## **1. Skill development trainings/on-job trainings in agriculture sector district Swat KP**

### **1.1 Introduction**

District Swat consists of population of 150,000<sup>2</sup> with 7 Tehsils and 65 union councils. Livelihood dependencies of people are mainly on agriculture, livestock, forests, tourism and small businesses. Agriculture is an important source of livelihood in insurgency areas of Swat where 80% of the population relies on farming and livestock rearing as their primary source of income. A total cultivated area is 985, 29 hectares whereas 708, 60 hectares are irrigated.

In agri-based businesses in Swat, primary occupation of nearly 100% communities is hub for horticulture crops like apple, peach, plums, apricot persimmon and walnuts. Swat people normally prefer the plantation of fruit trees as they provide them ready cash and jobs opportunities for laborers. Baseline statistics reveal that total area under fruits orchards is about 12420 hectares. Thereby hundreds of people earn their livelihoods through spraying, pruning fruit trees, nursery rising packing and transportation. Baseline statistics also revealed that during insurgency, overall losses of vegetables were 70-80% and cereal crops losses were 51%. An average land holding of 174,000 farming families are 0.5 hectares and population per cultivated hectare is 14.<sup>3i4</sup>

Lasooona implemented the project of cost 6,391,500 rupees. The project was started from May 2010 and ended in August 2010. Total numbers of potential beneficiaries were 375 (225M+150F).

### **1.2 Selection criteria of potential beneficiaries and targets in sub-sectors**

Separate selection criteria's were selected for different beneficiaries (375) of the project to ensure relevance and effectiveness in training programs and build the capacity of potential beneficiaries.

- 375 potential beneficiaries will get trainings on horticulture, livestock and poultry management.
- At least 60% of total trained beneficiaries will get jobs after trainings.
- At least 70% of total trained beneficiaries will get job in nursery rising at the end of project.
- 20-30% of the yield of beneficiaries will increase in vegetables, post harvesting and harvest management.

---

<sup>2</sup> 1998 population census

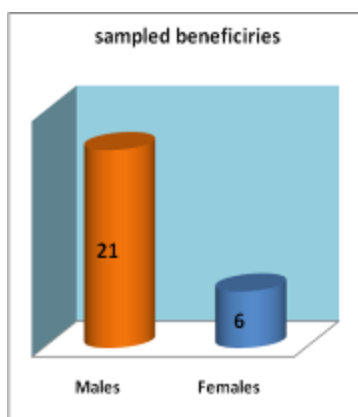
<sup>3</sup> Report on agriculture desperate for support farmers

<sup>4</sup> Project document

### 1.3 Assessment methodology:

Assessment is based on triangulation of monthly progress reports shared by the implementing partners and a quantitative sampled survey. A linear systematic sampling technique was adopted in which a representative sample size from the beneficiaries list has been determined. Three units of analysis have been identified including district, sources of income and jobs status of males and females. Performance analysis has been done based on units of analysis. Data has been analyzed in STATA-15, SPSS and MS excel.

Graph-2 sampled respondents



### 1.4 Sample size and questionnaire framing:

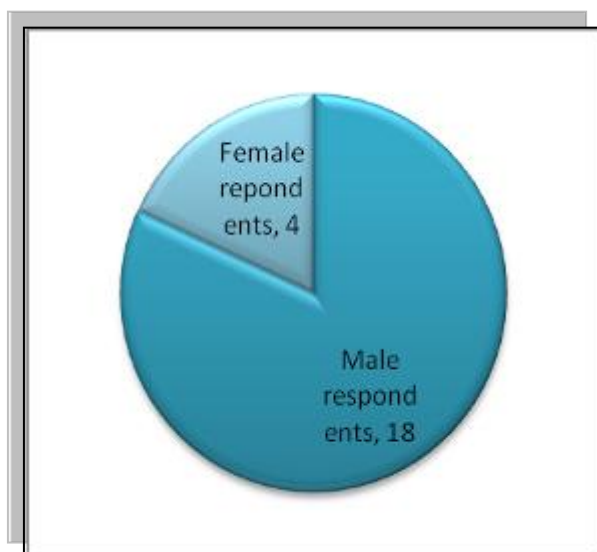
A sample of 27 direct beneficiaries is determined through systematic linear sampling methodology out of 375 direct beneficiaries. A confidence interval 90% has been taken at 15% of the times.

A quantitative questionnaire has been developed based on projects implementation strategy and key performance indicators including improvement in household economy, trainings for vulnerable and less privileged community, employment for males and females, improvement in the yield of agriculture lands, milk production and increase in jobs pertaining to poultry managements.

### 1.4 Performance analysis:

#### 1.4.1 Household's income generating activities

Chart-2 shows the male and female respondents



Household income generating activities were measured through questionnaire in last six months as well as before projects interventions. All questions were asked from beneficiaries of the Jobs project. Out of total 21 sampled males, 18 responded whereas out of 06 sampled females, 04 females were willing to respond to the enumerators.

It was interesting to find that the total number of beneficiaries earning their livelihood through agriculture were only 7% after projects intervention.

When questions related to the potential beneficiaries were asked about their sources of income generation, 21% were related to non-agri wage labors whereas less than 4% were generating their income through livestock. 24% of the respondents were related to skilled

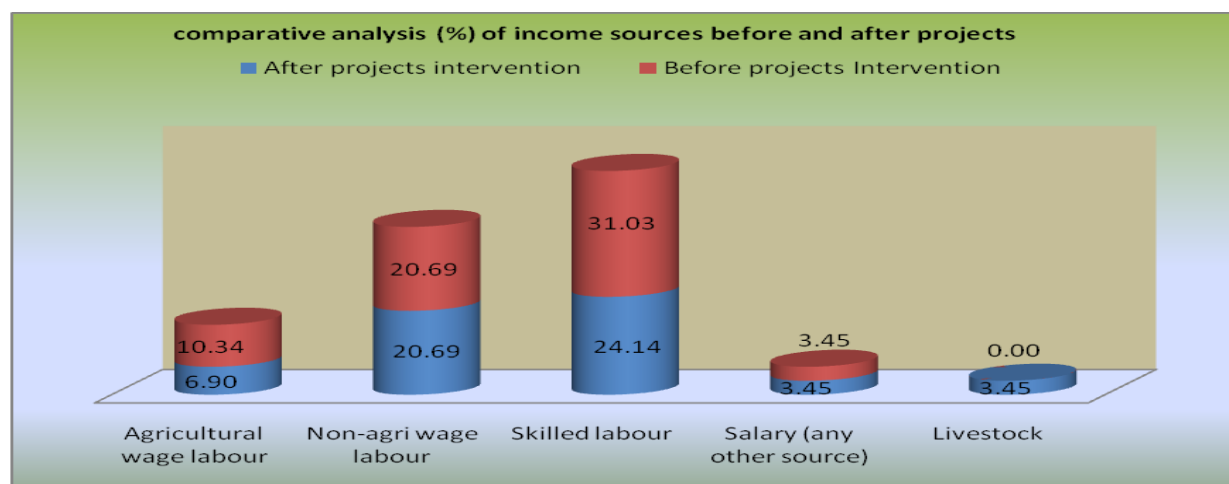
labor while less than 4% were earning their livelihood through salaries from any sources.

However, a correlation of these beneficiaries was analyzed through comparative analysis of income generating activities before and after projects interventions. The results were more negative though because the respondents related to agri-based livelihoods were even more than the percentage of respondents earning their incomes after projects intervention.

Table-2 shows the percentage of respondents with various income generating activities

Income sources after project's interventions	Percentage
Agricultural wage labour	6.90
Non-agri wage labour	20.69
Skilled labour	24.14
Salary (any other source)	3.45
Livestock	3.45
others	42

Graph-3 showing the comparative analysis of income generating sources of respondents before and after projects interventions



A comparative analysis of the income generating sources of respondents before and after Agriculture project showed that more than 10% of the respondents were generating their livelihoods through agricultural wage labors in contrast to the 7% after projects intervention. Similarly, various other indicators like non-agri wages, skilled labor, salaried persons and livestock's were analyzed. No indicator with percentage was found more than before the projects implementation except 3% of the respondents were earning their livelihoods through livestock in contrast to the none before project.

There might be various reasons against this comparative analysis like displacement of respondents, damages to their fertile lands and damages to their agri-based income generating platforms. However if the percentage of income generating activities before and after projects intervention were found at least equivalent then it could have helped the argument of out flux, damages and losses etc.

### 1.4.2 Employment status of beneficiaries

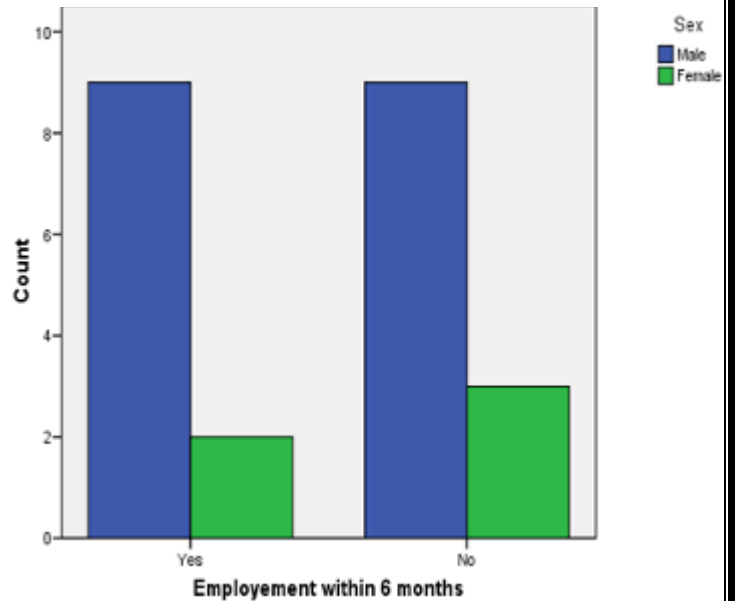
Employment status of respondents was very crucial as the project claims that more than 60% of the trainees will get job in the various agri-based sectors. Survey results revealed that out of total 23 male and female respondents, 11 got job while 12 replied NO to the enumerators.

Total number of male respondents were 18 and out of these 9 respondents replied YES for their current jobs in agri-based projects while out of total 05 females, 02 were employed against 03.

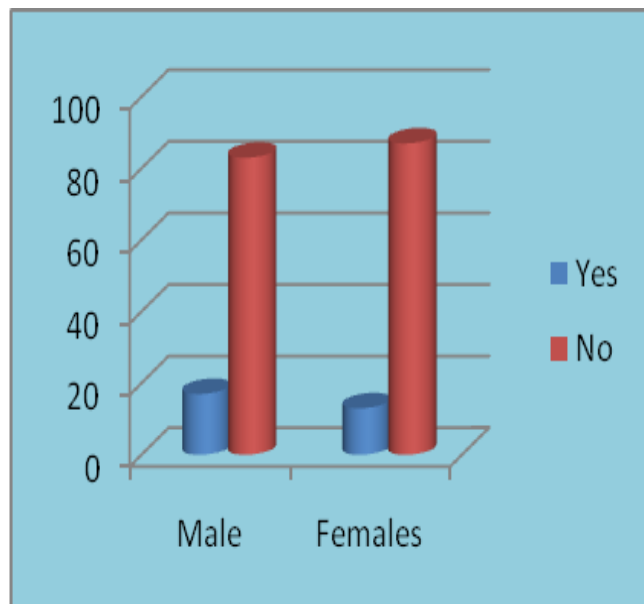
An overall 50% of the respondents told that they were employed in last six months especially after projects interventions.

Similarly more than 85% of the respondents were not affiliated to any kind of job before the project got implemented. It was quite encouraging that after projects interventions, employment ratio of potential beneficiaries increased at certain significant percentage.

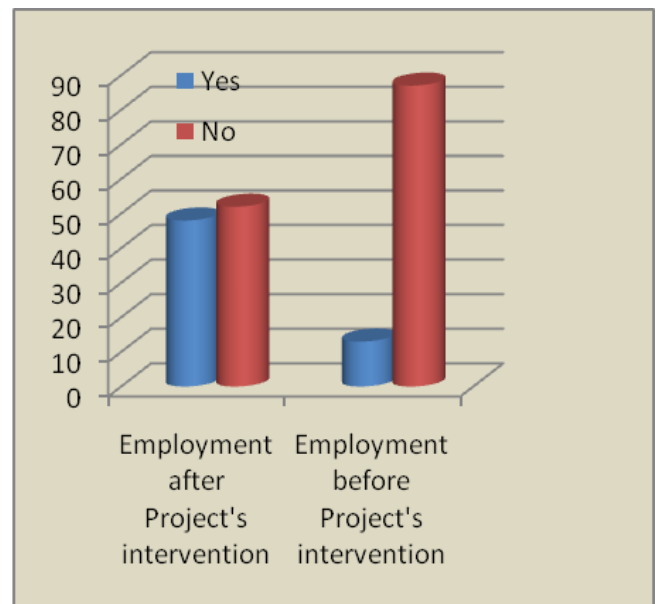
Graph-4 shows the jobs status of project beneficiaries' component-1



Graph-5 shows the employment status of respondents before project



Graph-6 shows the employment status before and after



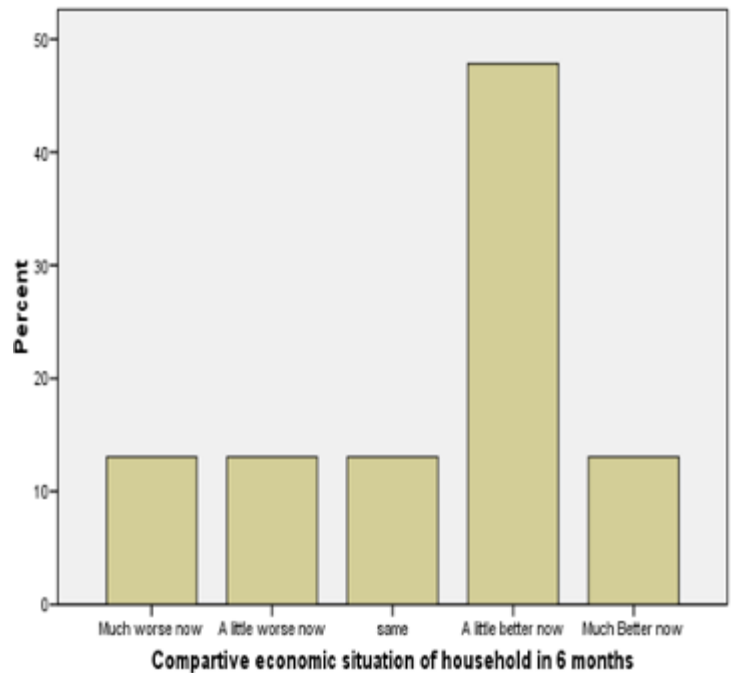
### 1.4.3 Economic condition of households

Economic condition of household was taken as unit of analysis. A correlation was built before and after project's intervention to measure the relevance and effectiveness of the Jobs project. More than 47% of the respondents told that their household's economic condition has improved a little during last six months. There were several factors causing the change in household's economic condition of the respondents including increased earning opportunities, better roads and market access, jobs, economic shocks, ailment etc.

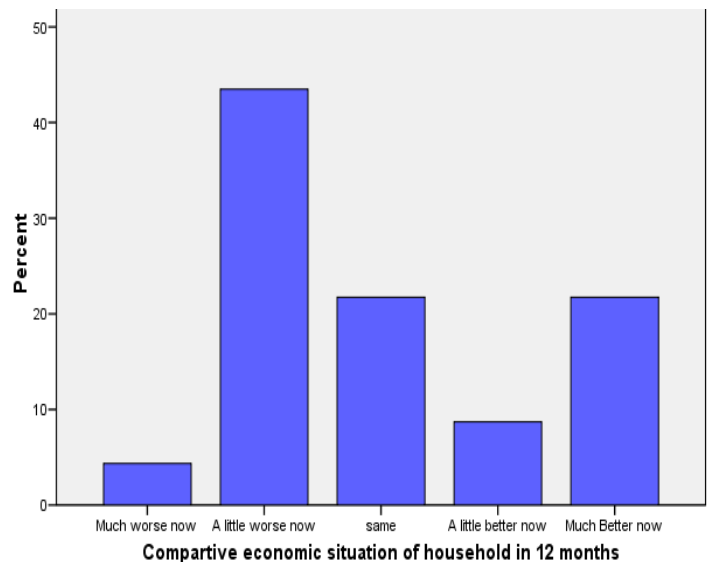
Economic condition of 13% of the respondents has much improved during last six months in contrast to 26% of the respondents whose household incomes were reduced in last six months. Similarly, 43% of the respondents told that their household's economic condition is little worst than it was one year back. There were certain reasons behind this reply including damages to their crop, house damages, and damages to their farms, livestock, health condition and loss of jobs due to insurgency in district Swat.

34% of the respondents told that their household's economic condition has been influenced by increased income generating activities in district Swat. Similarly, 26% of the respondents told that their household's economic condition has been influenced by the overall increase in the prices of the commodities in district Swat. This influence is obvious as inflation in the country has caused increase in the prices of the commodities. It was found that 22% of the respondents feel that the economic condition of their household is same and there is no change in it from last one year.

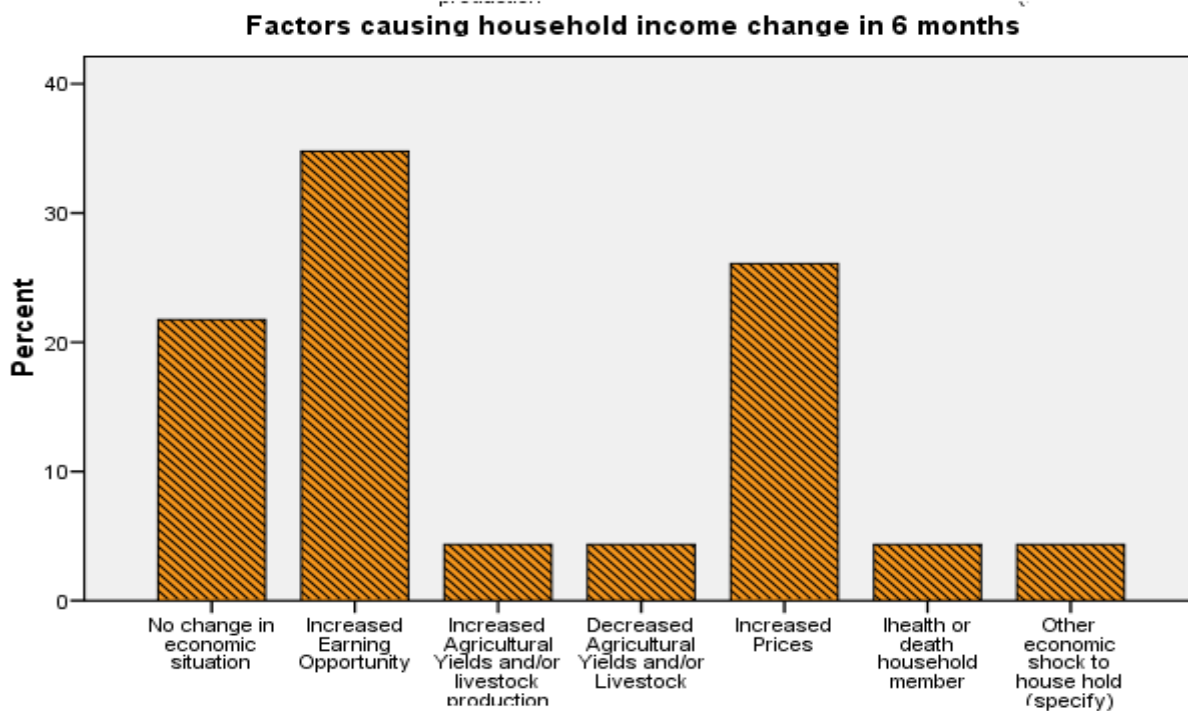
Graph-7 economic condition of HH after project implementation (component-1)



Graph-8 shows comparative economic condition oh HH now as compared to before project s implementation



Graph-9 shows the factors causing HH income changes after projects implementation

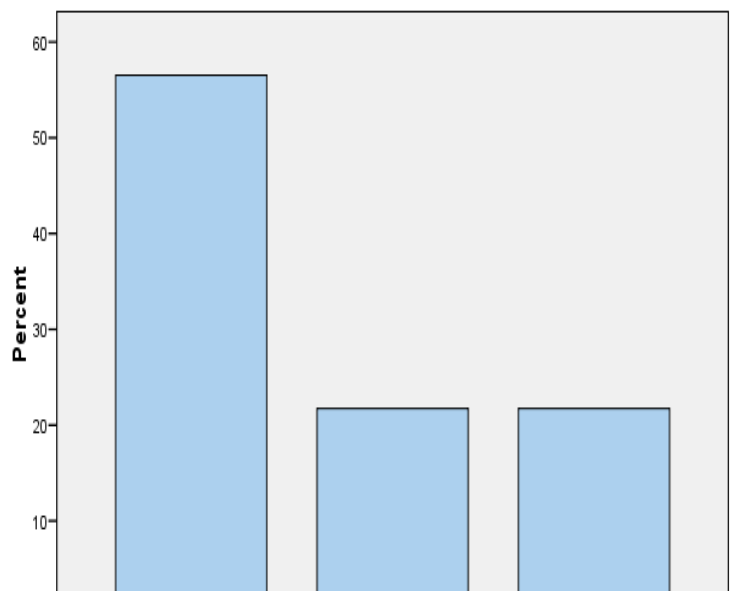


#### 1.4.4 Change in the economic condition of community

Perception of the respondents was measured in terms of overall economic condition of community. 56% of the respondents told that an overall economic condition of their communities are little better from last six months due to various reasons including employment opportunities, earning opportunities, better health condition, skilled labor and better agri and non-agri-based livelihood.

A correlation between last six months and last one year showed that same percentage of respondents told that overall economic condition of community is little worse as compared to it was before one year due to increase in prices, health condition, damages of crops and livestock's.

**Comparative Economic Situation of Community in 12 months**



Graph-10 shows the perception of potential respondents about communities' economic condition now as compared to last one year

Graph shows the perception of potential beneficiaries of Jobs project. More than 56% of the

respondents told that overall economic condition of community has worsened through last one year. It shows an obvious correlation of economic condition of respondents with respect to overall communities of district Swat.

Respondents perception of overall downfall in communities economic condition are high prices, damaged roads and communication links for the markets, high out-flux of business communities after insurgency due to certain damages to crops, vegetables, cattle's and infrastructure. Most of the impact assessment survey s respondents think that there is a dire need of in-flux of business communities after post insurgency although there are obvious endeavors of public and private sectors.

## **2- Project on skill development of the unskilled/less skilled labor in the industrial sector**

### **2.1 Selection criteria of potential beneficiaries and targets in sub-sectors**

Separate selection criteria's were selected for different beneficiaries (425) of the project to ensure relevance and effectiveness in training programs and build the capacity of potential beneficiaries.

- 425 potential beneficiaries were trained in industrial sector i.e. food processing, cosmetic industry, packages industry, wood-based industry.
- At least 70% of total trained beneficiaries will get jobs after trainings.
- At least 60% of total trained beneficiaries will get job in wood-based industry at the end of project.
- At least 70% of the beneficiaries will find job in cosmetic industry.
- At least 70% of the beneficiaries will find job in packaging industry.

### **2.2 Assessment methodology:**

Assessment is based on triangulation of monthly progress reports shared by the implementing partners and a quantitative sampled survey. A linear systematic sampling technique was adopted in which a representative sample size from the beneficiaries list has been determined. Three units of analysis have been identified including district, sources of income and jobs status of males and females. Performance analysis has been done based on units of analysis. Data has been analyzed in STATA-15, SPSS and MS excel.

### **2.3 Sample size and questionnaire framing:**

A sample of 28 direct beneficiaries is determined through systematic linear sampling methodology out of 425 direct beneficiaries. Only males are included in sample because people affiliated with local industries are mostly males. A confidence interval of 90% has been taken on 15% of the times.

A quantitative questionnaire has been developed based on projects implementation strategy and key performance indicators including improvement in household economy, trainings for vulnerable and less privileged community, employment for males and females in food processing, wood-based businesses and skilled labor.

An integrated quantitative (coded) questionnaire has been developed based on projects implementation strategy and key performance indicators including improvement in household economy, trainings for vulnerable and less privileged community on wood, cosmetics and plastic industry, employment for males and females, improvement in the yield of agriculture lands, milk production and increase in jobs pertaining to package industry .

## 2.4 Performance analysis:

### 2.4.1 Household's income generating activities

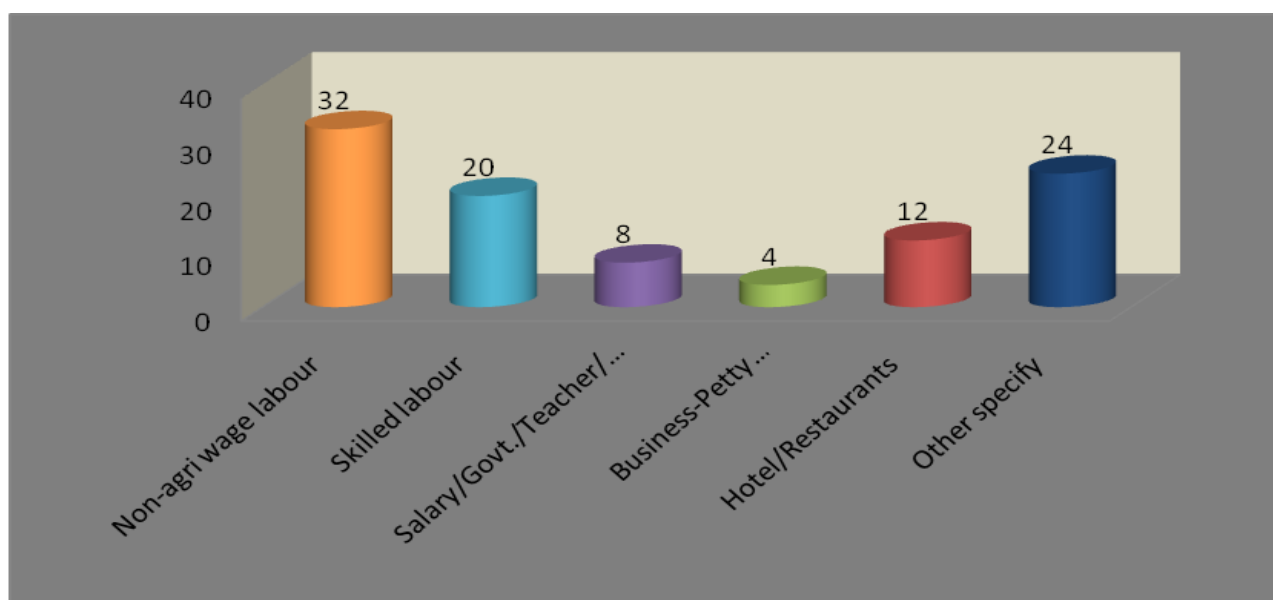
Household income generating activities were measured through questionnaire in last six months as well as before projects interventions. All questions were asked from beneficiaries of the Jobs project (Local industries component). Out of total 28 sampled males, 27 were willing to respond to the enumerators.

Table-2 showing the primary income sources of respondents	
Income sources after project's implementation	Percentage
Handloom Industry	4
Livestock Production	4
Agricultural wage labor	8
Non-agri wage labor	31
Skilled labor	19
Salary/Govt./Teacher/ NGO/ UN	4
Business-Petty trade/shop keeping	15
Hotel/Restaurants	4
Carpet Weaving	4
Taxi/transport	8
<b>Total</b>	<b>100</b>

However, a correlation of these beneficiaries was analyzed through comparative analysis of income generating activities before and after projects interventions. The results were medium in terms of responses.

A comparative analysis of the income generating sources of respondents before and after apprenticeship component of Jobs project showed that more 19% of the respondents were generating their livelihoods through skilled labors while 15% of the respondents were earning their livelihoods through local industries and business. Out of total 28 sampled respondents, 4% were generating their incomes through hotel/restaurants.

Graph-12 shows the percentage of primary income sources of respondents before project's implementation



On the other hand, 31% of the respondents were using non-agricultural income sources as their primary sources of income. Similarly, other indicators like salaried persons, transport, agriculture wages and livestock production were also measured with insignificant percentages.

Before the implementation of jobs project, 32% of the respondents were earning their livelihoods through non-agri wage labors followed by 20% of the skilled labor. It is important to analyze that the target potential beneficiaries of the Jobs project (Apprenticeship) were people affiliated with the local business and industries but the maximum percentage of respondents were affiliated with non-agri-wages.

However, there is a significant up glide of primary income sources of sampled respondents in business/local industries from 4% to 15% after project's implementation. Respondents earning their

livelihood from skilled labor are almost equivalent to the percentage before implementation of the project.

### 2.4.2 Employment status of beneficiaries

Employment status of respondents was very crucial as the project claims that more than 70% of the trainees will get job in the various skilled labor sectors. Survey results revealed that out of total, 58% of the potential respondents got job while 42% replied NO to the enumerators.

Total numbers of male respondents were 28, 15 respondents replied YES for their current jobs in skilled-labor projects while 11 respondents didn't get job while rest didn't reply.

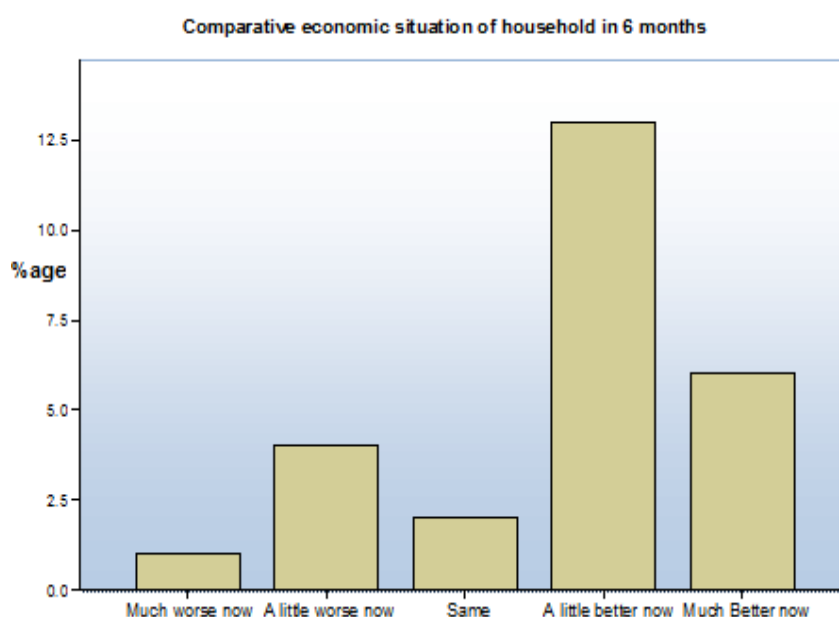
Table-3 showing the employment status of respondents before project's implementation

Status	Percent
Yes	8
No	88
Don't know	4

Similarly, 88% of the respondents were not affiliated to any kind of job before the project was implemented.

### 2.4.3 Economic condition of households

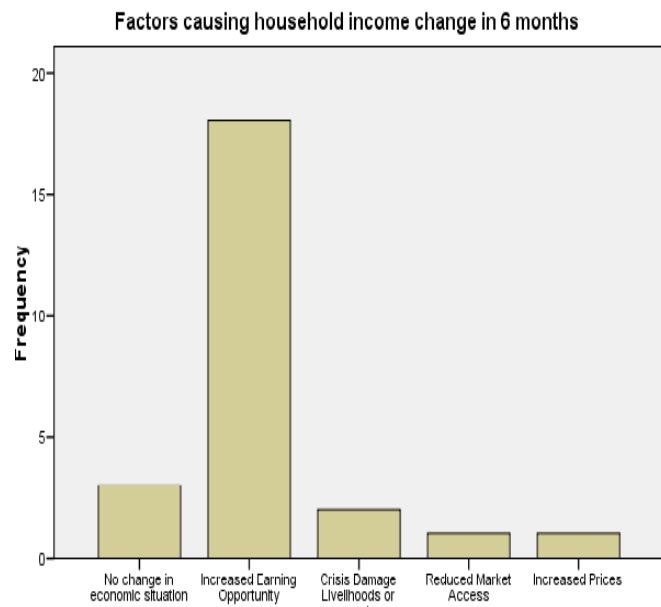
Economic condition of household was taken as unit of analysis. A correlation was built before and after project's intervention to measure the relevance and effectiveness of the Jobs project. More than 49% of the respondents told that their household's economic condition has improved a little during last six months. There were several factors causing the change in household's economic condition of the respondents including increased earning opportunities, better roads and market access,



jobs, economic shocks, ailment etc.

Economic condition of 23% of the respondents has much improved during last six months in contrast to 15% of the respondents whose household incomes were reduced in last six months. Similarly, 38% of the respondents told that their household's economic condition is little worst than it was one year back. There were certain reasons behind this reply including damages to their crop, house damages, and damages to their farms, livestock, health condition and loss of jobs due to insurgency in district Swat.

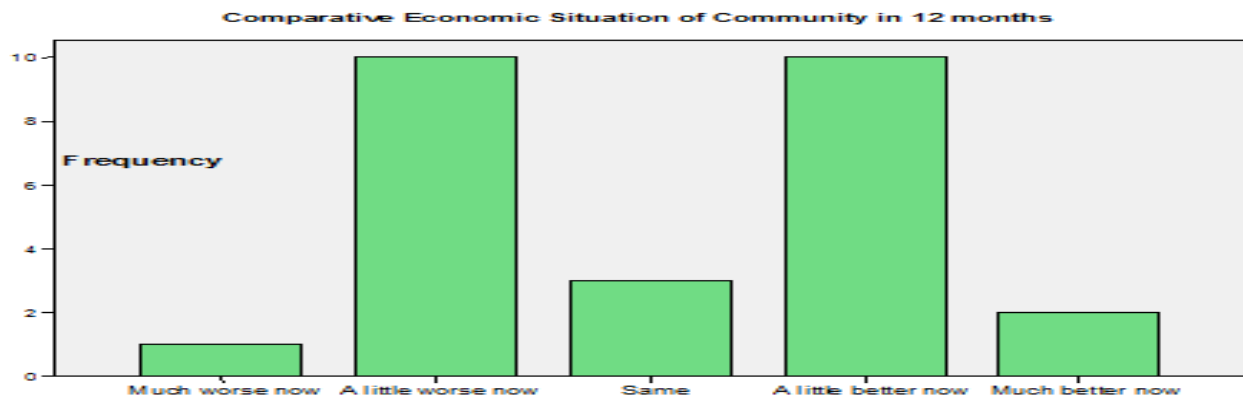
42% of the respondents told that their household's economic condition has been influenced by increased income generating activities in district Swat. This influence is obvious, as inflation in the country has caused increase in the prices of the commodities. It was found that 7% of the respondents feel that the economic condition of their household is same and there is no change in it from last one year.



### 2.4.4 Economic condition of community

Perception of the respondents was measured in terms of overall economic condition of community. 38% of the respondents told that an overall economic condition of their communities are little better as compared to the last 12 months due to various reasons including employment opportunities, earning opportunities, better health condition, skilled labor and better agri and non-agri-based livelihood.

Perception of the respondents was measured in terms of overall economic condition of community. 38% of the respondents told that an overall economic condition of their communities are little better as compared to the last 12 months due to various reasons including employment opportunities, earning opportunities, better health condition, skilled labor and better agri and non-agri-based livelihood.



### **3- Apprenticeship/skill development program for unskilled/semi skilled labors**

#### **3.1 Selection criteria of potential beneficiaries and targets in sub-sectors**

Separate selection criteria's were adopted for different beneficiaries (200) of the project to ensure relevance and effectiveness in the on job training programs and build the capacity of potential beneficiaries.

- 425 potential beneficiaries were trained in industrial sector i.e. bobbin winding, warping, weaving, washing, pressing and dying.
- At least 80% of total trained beneficiaries will get jobs after trainings.
- Identification of 100% handloom s owners
- Employment agreement signed between trainee and the handloom owner during training
- At least 70% of the beneficiaries will find job in packaging industry.

#### **3.2 Assessment methodology:**

Assessment is based on triangulation of monthly progress reports shared by the implementing partners and a quantitative sampled survey. A linear systematic sampling technique was adopted in which a representative sample size from the beneficiaries list has been determined. Three units of analysis have been identified including district, sources of income and jobs status of males and females. Performance analysis has been done based on units of analysis. Data has been analyzed in STATA-15, SPSS and MS excel.

#### **3.3 Sample size and questionnaire framing:**

A sample of 26 direct beneficiaries was determined through systematic linear sampling methodology out of 200 direct beneficiaries. Both males and females are included in sample because people affiliated with local industries are from both genders. A confidence interval of 90% has been taken on 15% of the times.

A quantitative questionnaire has been developed based on projects implementation strategy and key performance indicators including improvement in household economy, trainings for vulnerable and less privileged community, employment for males and females in handloom industry, food processing, wood-based businesses and skilled labor.

An integrated quantitative (coded) questionnaire has been developed based on projects implementation strategy and key performance indicators including improvement in household economy, trainings for vulnerable and less privileged community on wood, cosmetics and plastic industry, employment for

males and females, improvement in the yield of agriculture lands, milk production and increase in jobs pertaining to package industry .

### 3.4 Performance analysis:

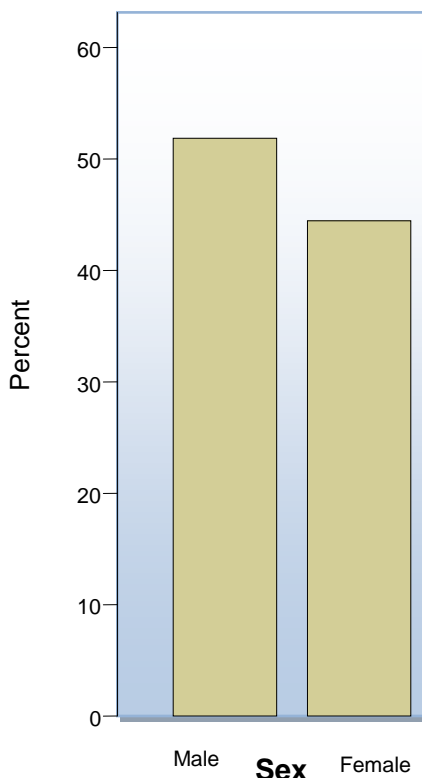
#### 3.4.1 Household’s income generating activities

Household income generating activities were measured through questionnaire in last six months as well as before projects interventions. All questions were asked from beneficiaries of the Jobs project (Handloom and waving industry). Out of total 26 sampled males, 14 males and 12 females were willing to respond to the enumerators.

However, a correlation of these beneficiaries is taken through comparative analysis of income generating activities before and after projects interventions. The results were medium in terms of responses.

A comparative analysis of the income generating sources of respondents before and after handloom component of Jobs project showed that only 17% of the respondents were generating their livelihoods through handloom industry while 26% of the respondents were earning their livelihoods through non-agri-based livelihoods. Out of total 26 sampled respondents, 52% were generating their incomes through skilled labor.

Similarly, other indicators like salaried persons, transport, agriculture wages and livestock production were also measured with insignificant percentages.

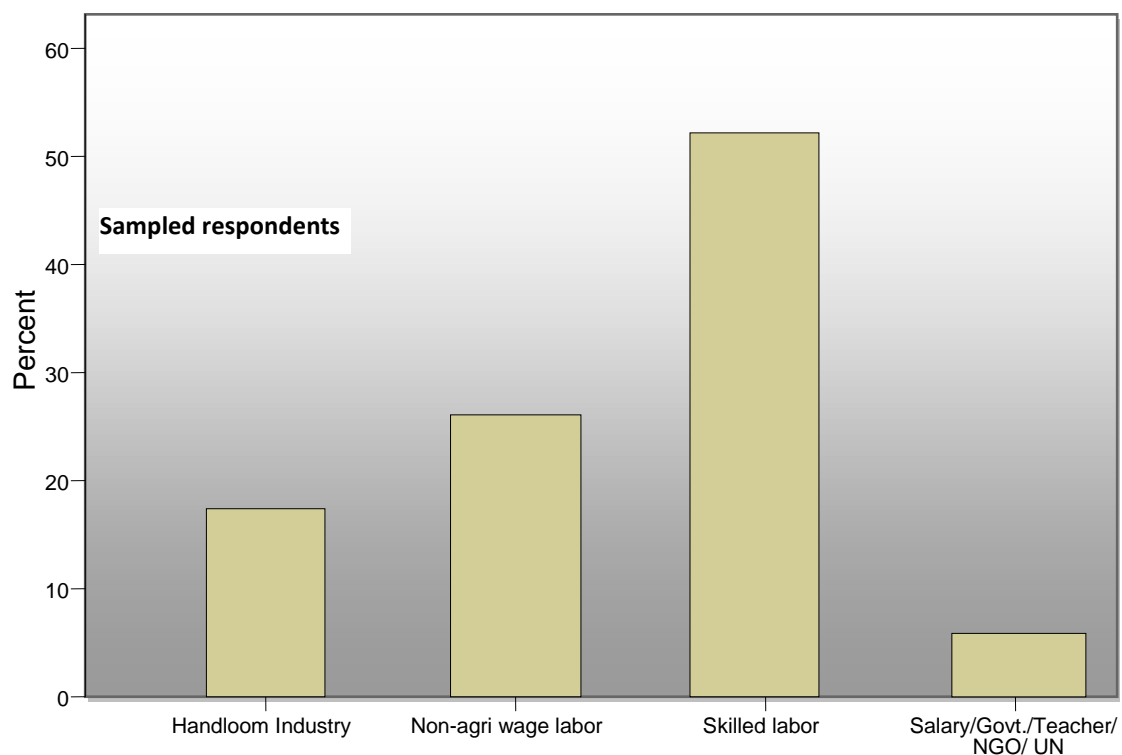


However, there is a significant up glide of primary income sources of sampled respondents in business/local industries from 9% to 17% after



project’s implementation.

Graph-17 shows Household's income sources after project's implementation



Before the implementation of jobs project, 9% of the respondents were earning their livelihoods through handloom industry followed by 17% of the non agri-based labor. It is important to analyze that the target potential beneficiaries of the Jobs project (handloom) were people affiliated with the local industries but the maximum percentage of respondents were affiliated with skilled labor.

Table-4 shows the income sources of Households before implementation of project

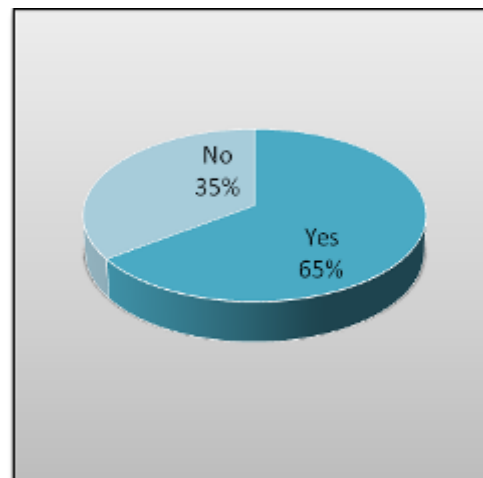
Income sources before project's implementation	Percentage
Handloom Industry	9
Livestock Production	4
Agricultural wage labor	4
Non-agri wage labor	17
Skilled labor	57
Other specify	8

Respondents earning their livelihood from skilled labor are almost equivalent to the percentage before implementation of the project.

### 3.4.2 Employment status of beneficiaries

Employment status of respondents was very crucial as the project claims that more 80% of the trainees will get job in the handloom industry.

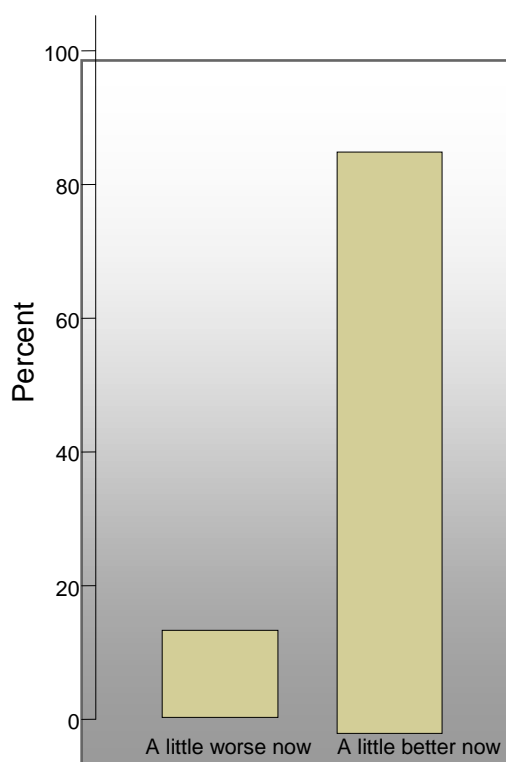
Survey results revealed that out of total, 65% of the potential respondents got job while 35% replied NO to the enumerators.



### 3.4.3 Economic condition of households

Economic condition of household was taken as unit of analysis. A correlation was built before and after project's intervention to measure the relevance and effectiveness of the Jobs project.

More than 87% of the respondents told that their household's economic condition has improved a little during last six months. There were several factors causing the change in household's economic condition of the respondents including increased earning opportunities, better roads and market access, jobs, economic shocks, ailment etc.

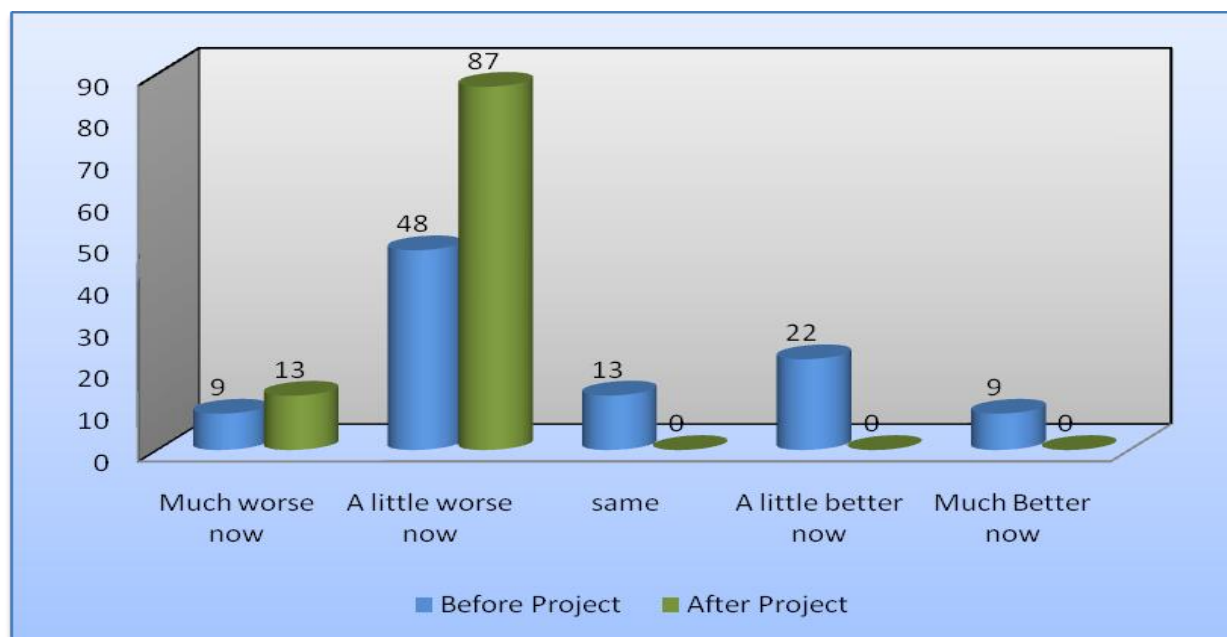


Economic condition of 13% of the respondents remained little worse in last six months. Similarly, 48% of the respondents told that their household's economic condition is little worse than it was one year back. There were certain reasons behind this reply including damages to their crop, house damages, and damages to their farms, livestock, health condition and loss of jobs due to insurgency in district Swat.

22% of the respondents told that their household's economic condition has been influenced by increased income generating activities in district Swat. This influence is obvious, as inflation in the country has caused increase in the prices of the commodities. It was found that 13% of the respondents feel that the economic condition of their household is same and there is no change in it from last one year.

Economic condition

Graph-18 shows the comparative analysis of economic condition of HH before and after project



### 3.4.4 Economic condition of community

Perception of potential beneficiaries of Jobs project were measured and quantified to analyze the overall economic condition of their respective communities. 52% of the respondents told that an overall economic condition of their communities are little better as compared to the last 12 months due to various reasons including employment opportunities, earning opportunities, better health condition, skilled labor and better agri and non-agri-based livelihood.

Tables-5, 6 shows the Economic Status of Community Before and after Projects Implementation

Economic Status of Community After Projects Implementation	Frequency	Valid Percent
Much worse now	1	4
A little better now	12	52
Much better now	9	39
Don't know	1	4

Economic Status of Community Before Projects Implementation	Frequency	Valid Percent
A little worse now	8	35
same	1	4
A little better now	12	52
Much better now	1	4
Don't know	1	4

## 4- Skilled workforce development in 4 Tehsils in Swat District

### 4.1 Selection criteria of potential beneficiaries and targets in sub-sectors

Separate selection criteria's were selected for different beneficiaries (425) of the project to ensure relevance and effectiveness in training programs and build the capacity of potential beneficiaries.

- 350 unskilled worker (males) will be trained in different trades
- At least 60-70% of total trained workers will be placed or self employed

### 4.2 Assessment methodology:

Impact assessment is based on triangulation of monthly progress reports shared by the implementing partners and a quantitative sampled survey. A linear systematic sampling technique was adopted in which a representative sample size from the beneficiaries list has been determined. Three units of analysis have been identified including district, sources of income and jobs status of males and females. Performance analysis has been done based on units of analysis. Data has been analyzed in STATA, SPSS-15 and MS excel.

### 4.3 Sample size and questionnaire framing:

A sample of 28 direct beneficiaries is determined through systematic linear sampling methodology out of 350 direct beneficiaries. Only males are included in sample because people affiliated with local construction industries are mostly males. A confidence interval of 90% has been taken on 15% of the times.



industry.

A quantitative questionnaire has been developed based on projects implementation strategy and key performance indicators including improvement in household economy, trainings for vulnerable and less privileged community, employment for males construction related businesses.

An integrated quantitative (coded) questionnaire has been developed based on projects implementation strategy and key performance indicators including improvement in household economy, trainings for vulnerable and less privileged community on construction

## 4.4 Performance analysis:

### 4.4.1 Household's income generating activities

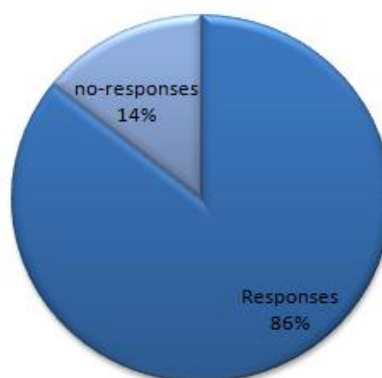
Household income generating activities were measured through questionnaire in last six months as well as before projects interventions. All questions were asked from beneficiaries of the Jobs project (construction component). Out of total 28 sampled males, 24 were willing to respond to the enumerators. A total of 86% males responded to enumerators while rest didn't respond to every question.

However, a correlation of these beneficiaries was analyzed through comparative analysis of income generating activities before and after projects interventions. The results were medium in terms of responses.

Primary income sources of respondents before and after construction component of Jobs project showed that more 25% of the respondents were generating their livelihoods through skilled labors and construction industry while 21% of the respondents were earning their livelihoods through local non-agri wage labors.

Out of total 28 sampled respondents, 17% were generating their incomes through pure agri-based labors.

Table-7 shows the primary income sources of respondents after implementation of construction component of Jobs project

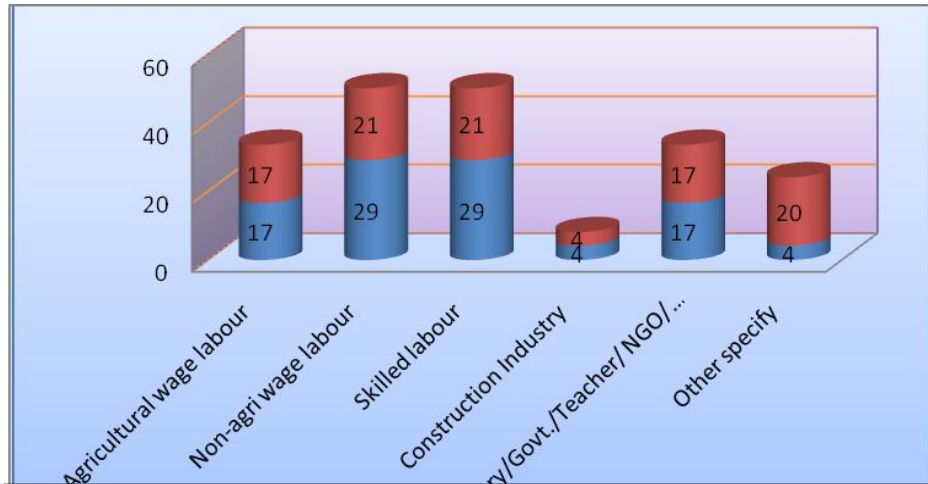


Current Household income source	Frequency	Percentage
Agricultural wage labor	4	17
Non-agri wage labor	5	21
Skilled labor	5	21
Construction Industry	1	4
Salary/Govt./Teacher/ NGO/ UN	4	17
Business-Petty trade/shop keeping	2	8
Taxi/transport	1	4
Other specify	2	8

On the other hand, 17% of the respondents told that their primary sources of incomes are salaries while 20% of the respondents told that primary income sources are others like trade, business, transport etc.

Before the implementation of jobs project (construction component), 29% of the respondents were earning their livelihoods through non-agri wage labors followed by 29% of the skilled labor. It is important to analyze that the target potential beneficiaries of the Jobs project (construction) were people affiliated with the local construction and industries.

However, It is important to analyze that an overall respondents earning their livelihoods through skilled labour and construction industries are 25% in comparison to the respondents primary income sources before project's implementation.



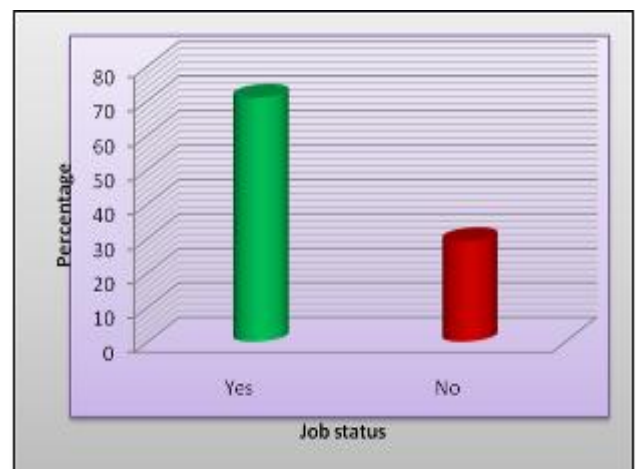
Graph-19 shows comparative analysis of (percentage) primary income sources of respondents before and after projects implementation.

Restoration of primary income sources to the level of before insurgency are significant change in household's economy. There were certain factors causing change in household's economy after insurgency in Malakand division including outflux, displacements and ruined businesses of the districts therefore restoration of communities's HH economy at 60-70% level is an important indicator.

#### 4.4.2 Employment status of beneficiaries

Employment status of respondents was very crucial as the project claims that 70% of the trainees will get job in the various skilled labor and construction sectors. Survey results revealed that out of total respondents, 71% of the potential respondents got job while 29% replied NO to the enumerators.

Similarly, 92% of the respondents were not affiliated to any kind of job before the project's implementation.

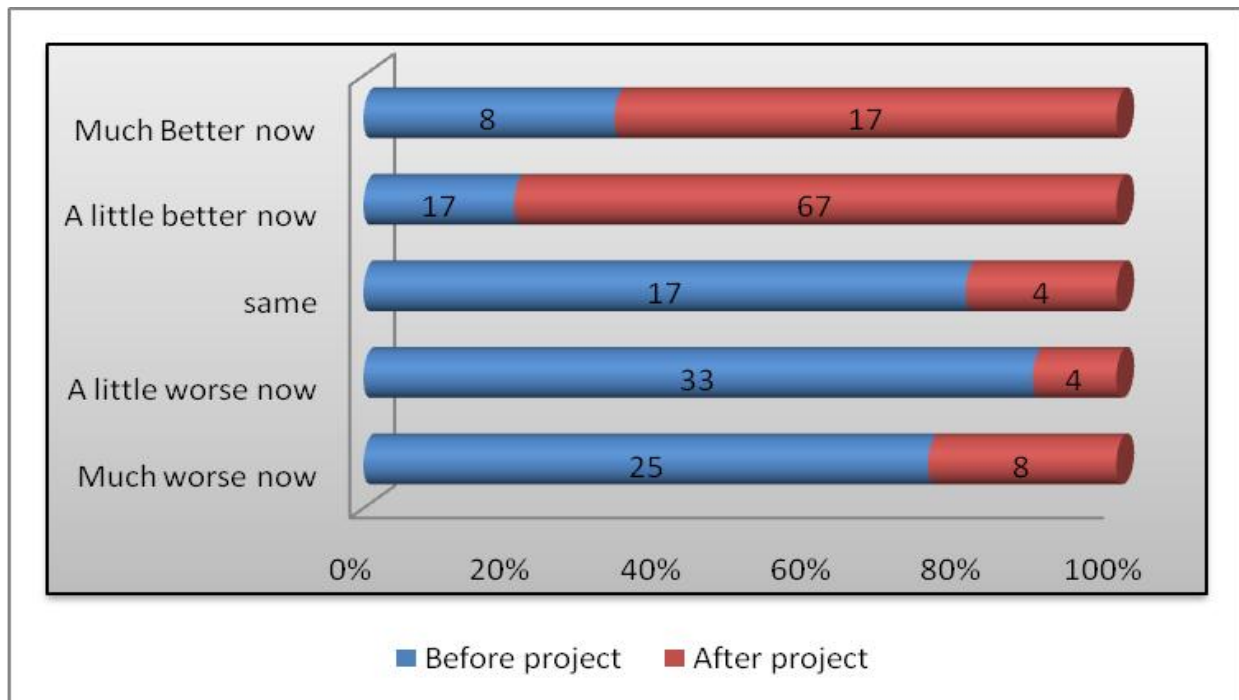


#### 4.4.3 Economic condition of households

Economic condition of household was taken as unit of analysis. A correlation was built before and after project's intervention to measure the relevance and effectiveness of the Jobs project. More than 17% of

the respondents told that their household’s economic condition is much better during last six months due to various factors i.e. influx of business after insurgency, jobs creation, restoration of business, agri and non-agri business etc. There were several factors causing the change in household’s economic condition of the respondents including increased earning opportunities, better roads and market access, jobs.

Graph-20 shows the comparative analysis of HH economic condition before and after implementation due to various factors



Economic condition of 67% of the respondents has improved a bit during last six months in contrast to 15% of the respondents whose household incomes were reduced in last six months. Similarly, 33% of the respondents told that their household’s economic condition is little worse than it was one year back. There were certain reasons behind this reply including damages to their crop, house damages, and damages to their farms, livestock, health condition and loss of jobs due to insurgency in district Swat.

## 5. ANNEXES



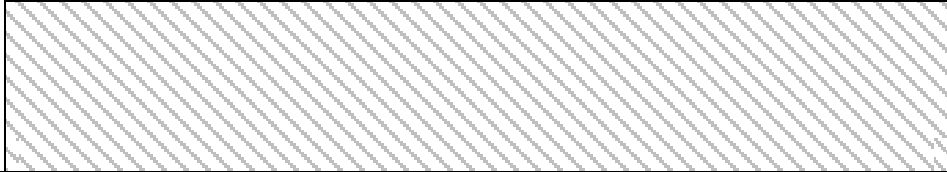
Provincial Disaster Management Authority/ Provincial Reconstruction, Rehabilitation and settlement authority PDMA/PaRRSA


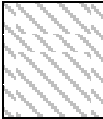



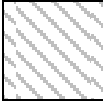
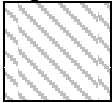
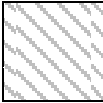


### Impact assessment questionnaire for USAID s job project

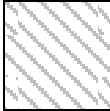
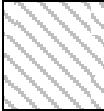
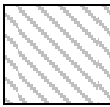
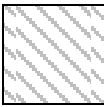
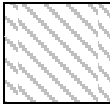
<p>Skill development trainings/on-job trainings in agriculture sector district Swat KP=1                  Project on skill development of the unskilled/less skilled labor in the industrial sector=2                  Apprenticeship/skill development program for unskilled/semi skilled labors=3                  Skilled workforce development in 4 Tehsils in Swat district=4</p>	<p style="text-align: center;"><b>A.0 Name of the project</b></p> <div style="text-align: center; border: 1px solid black; width: 100px; height: 60px; margin: 0 auto;"></div>
<p><b>A.1 District Name</b></p>	<div style="background: repeating-linear-gradient(45deg, transparent, transparent 2px, #ccc 2px, #ccc 4px); height: 60px;"></div>
<p><b>A.2 Tehsil Name</b></p>	<div style="background: repeating-linear-gradient(45deg, transparent, transparent 2px, #ccc 2px, #ccc 4px); height: 70px;"></div>
<p><b>A.3 UC Name with village</b></p>	<div style="background: repeating-linear-gradient(45deg, transparent, transparent 2px, #ccc 2px, #ccc 4px); height: 90px;"></div>
<p><b>A.4 Name of Respondent</b></p>	<div style="background: repeating-linear-gradient(45deg, transparent, transparent 2px, #ccc 2px, #ccc 4px); height: 80px;"></div>
<p><b>A.5 Sex</b></p>	<p>Give code here</p>

Male=0  
Female=1



<p><b>Codes for B1, B2</b>                  Handloom industry=1                  Livestock production=2                  Forestry and timber sales=3                  Agricultural wage labor=4                  Non-agric. wage labor=5                  Skilled labor=6                  construction industry = 7                  Other types of construction = 8                  Salary/ Government /Teacher/ NGO/ UN=9                  Private practicing professional = 10                  Business-Petty trade/ shop keeping=11                  Hotel/restaurants=12                  Cross border trade=13                  Firewood /charcoal sale=14                  Handicrafts (sewing, embroidery, etc)=15                  Carpet weaving=16                  Mining=17                  Military service=18                  Taxi/transport=19                  Remittances from seasonal migrants=20                  Other specify=21</p>	<p><b>B.1</b> What are your current household's income generating activities in the last 6 months order of importance?</p>	<p><b>B.2</b> What were your household's income generating activities in order of importance in the last 12 months?</p>
	<p><b>1st most important income source</b></p> 	
	<p><b>2nd most important income source</b></p> 	
<p>Codes for B.3 &amp; B4 yes=0 No=1</p>	<p><b>B.3</b> Did you get any employment in last six months?</p> 	<p><b>B.4</b> Did you get any employment in last 12 months?</p> 
<p><b>Codes for B5 &amp; B6</b>                  Much worse now = 1                  A little worse now = 2                  Same = 3                  A little better now = 4                  Much better now = 5                  Don't know = 6</p>	<p><b>B.5</b> How do you compare the overall economic situation of the HOUSEHOLD in last six month ago?</p> 	<p><b>B.6</b> How do you compare the current overall economic situation of the HOUSEHOLD with one year ago?</p> 
<p><b>Codes for B.7 &amp; B.8</b>                  No change in economic situation = 0                  Increased earning opportunities = 1                  Increased earning opportunities due to in-migration=2                  Improved market access = 3                  Improved means of communication = 4                  Increased agricultural yields and/or livestock production = 5                  Reduced earning opportunities = 6</p>	<p><b>B.7</b> What was the main factor causing the change in the household economic situation between now and six month ago?</p>	<p><b>B.8</b> What was the main factor causing the change in the household economic situation between now and before one year?</p>

Monitoring and evaluation PDMA/PaRRSA

<p>Crisis damaged livelihoods or assets = 7                  Reduced earning opportunities due to out migration=8                  Reduced market access = 9                  Reduced means of communication = 10                  Decreased agricultural yields and/or livestock production=11                  Increased prices = 12                  Health or death household member= 13                  Other economic shock to household= 14                  (Specify)                  Don't know =15</p>		
<p><b>Codes for B9 &amp; B10</b>                  Never =0                  Rarely (1 to 3 times) =1                  Sometimes (4 to 6 times) =2                  Often (few times per month) =3                  Mostly (this happens a lot) =4                  Don't know =5</p>	<p><b>Specify here if Other</b></p> <p><b>B.9</b> How often in the last year did you have problems satisfying the food needs of the household?</p> 	<p><b>Specify here if Other</b></p> <p><b>B.10</b> How often in the year before the insurgency, did you have problems satisfying the food needs of the household?</p> 
<p><b>Codes for B11 &amp; B12</b>                  Much worse now = 1                  A little worse now = 2                  Same = 3                  A little better now = 4                  Much better now = 5                  Don't know = 6</p>	<p><b>B.11</b> How do you compare the overall economic situation of the COMMUNITY with last six months?</p> 	<p><b>B.10</b> How do you compare the overall economic situation of the COMMUNITY in last 12 months?</p> 