

Training Completion Report

Chapter -One

Introduction

Poverty alleviation and conflict mitigation have been an overreaching development goal of Nepal. Nepal has implemented different types of poverty alleviation programs over the past a decade especially since restoration of democracy in 1990. However, the attempt of national goal has been limited and its effectiveness remains fruitless because of discrimination against poor, Ethnic and religions like Muslim and low cast community population. The implementing agencies of government hardly felt need to involve poor, ethnic and groups that has not access. As the people of Nepal thought of all around development for the country at all levels. But, the expectations of people have not been fulfilled due to their top to bottom policy and discriminations toward poor, marginalized and ethnic community. Especially, youth girls/women manpower was precluded.

Banke District wherein varieties of group have been inhabited, it could not be untouchable by above mentioned circumstances. Minorities, ethnic, Dalit, access less community have been dominated in all aspect of development in area since its history. Because of it, Economic condition and cultural norms have precluded group of people to earn income by self employment and they have neither privilege to have primary education nor vocational education/ Training. The life condition is very severing. These illiterate and unskilled manpower especially women are tortured and mentally depressed in immense way in contemporary world. Marginalized and backward women are underestimated and cheated in everywhere. It is only because they have not higher education and vocational training skill as well as life skill knowledge. These youth women are hardly exist in society for their hand to mouth. It is realized that until unless, women are not educated and trained by vocation skill, each and every effort made by Government of Nepal and Donor agencies remain fruitless.

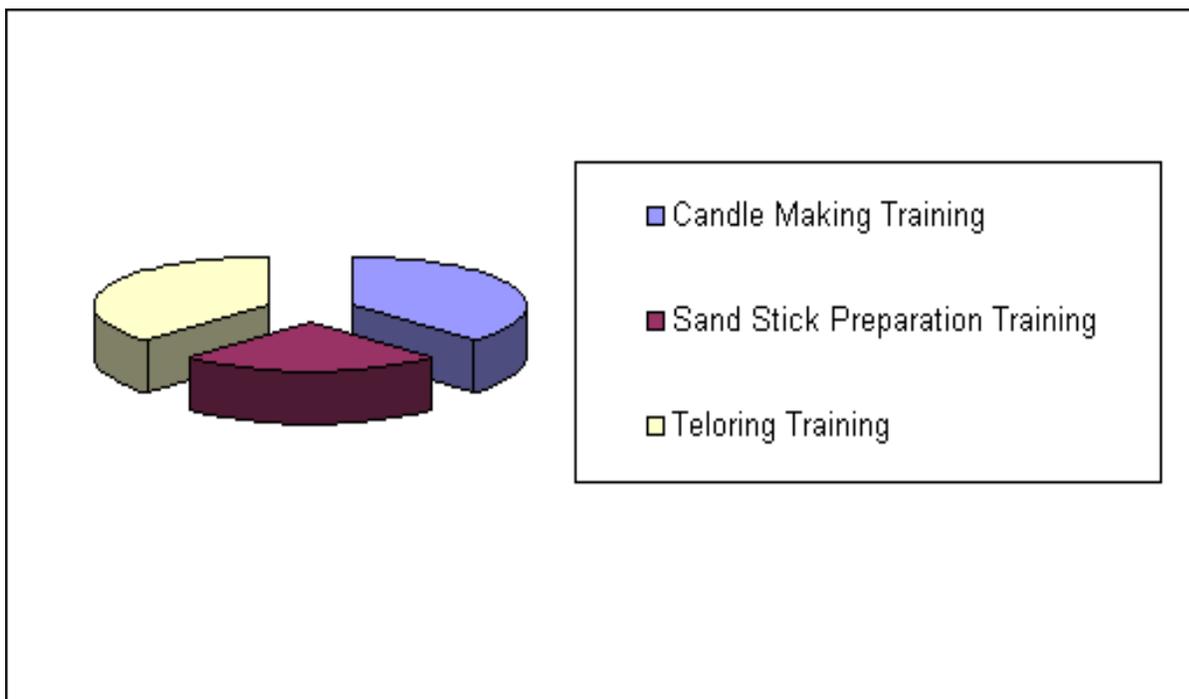
Therefore, Keeping over all prejudices in mind, Rural Society Upliftment Forum Nepal has conducted Vocational Training for Income Generation program in Banke district with support of Win rock International.

2. Purpose of the training

- ✎ To Mitigate conflict by providing vocational training on sand stick and candle preparation skill which uplift income of women of disadvantage and ethnic groups.
- ✎ To create self employment opportunities for youth women/ girls by involving them in vocational skill training.
- ✎ Boast-up women/ girls to open small community industries in their community level.
- ✎ To stop drop out rate at school by earning income through out making candle and sand stick. Women will learn importance of women education and vocational training as the result they will raise vice against discrimination and for their betterment.
- ✎ To promote women for entrepreneurship and orient them on day to day issues as HIV and AIDS, Sanitation, peace building skills as well.

Training Details

Kinds of Training conducted.

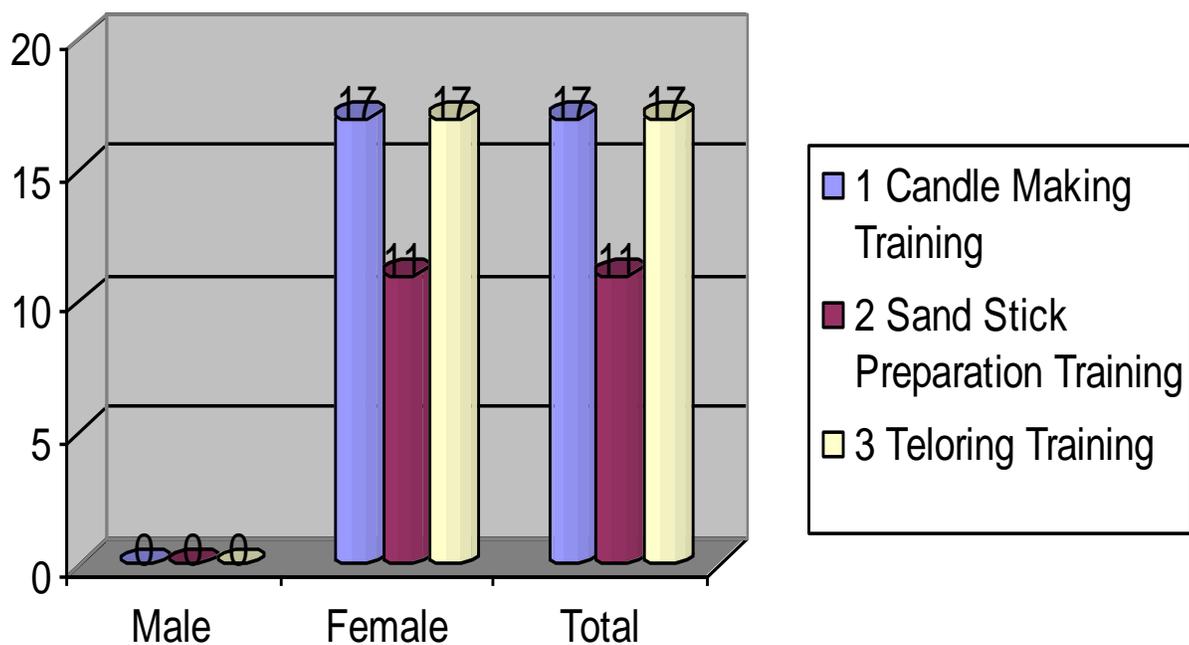


Chapter -Two

Training Structure

SN	Trainings	Training Commencement and its end	End of Training	Time of Training conducted	Duration Of Training	Total Hrs/day	Place and Location of Training	Remarks
1	Candle Making Training	jun 17/2009	April 17/2009	10.00 am to 4.00 pm 6 hrs/week	3 months	480/80	Nepalgunj Municipality-13, Gagangunj, Banke	Each Trainings participants were involved in one month internship and rest of 2 months in theoretical and practical.
2	Sand Stick Preparation	jun 15/2009	April 15/2009	10.00 am to 4.00 pm 6 hrs/week	3 months	480/80	Nepalgunj Municipality-13, Gagangunj, Banke	
3	Tailoring	jun30/2009	April 30/2009	10.00 am to 4.00 pm 6 hrs/week	3 months	480/80	Nepalgunj Municipality-2, Banke	

Number of Trainees participated in the Trainings



Technical Support

The following chart shows the number of Technical persons involved in the training. The chart also shows the interdependency to each other. During the training Each Trainer performs as they can better.

**TAILORING
TRAINING**
Trainer- 1
Assist. Trainer-0
Trainers Name
Mr. Majahar Ali Shah

**SAND STICK
PREPARATION
TRAINING-2**
Trainer- 1
Assist. Trainer-0
Trainers Name
Mr. Binaya Shrestha

**CANDLE MAKING
TRAINING-1**
Trainer- 1
Assist. Trainer-0
Trainers Name
Mr. Judain Idrishi

Chapter - Three

Training Methodology

The selected participants were divided into three groups for Candle making, Sand Stick preparation and Tailoring Training as per their interest to acquire to learn skills for their job replacement at market. The grouped participants were sending to their respective training which was inaugurated by Constituent Assembly Member *Mr. Sarb Dev Ojha and Istihaq Rai*. During the Inauguration, the market assessment and job replacement opportunities, availability and its further possibility were disseminated to each training participants. The participants were oriented on their respective skills by practical and internship mythology. The training was conducted on the basis of participatory approach where each learner of the trainings learnt with rolling in laughter and enthusiasm because of pleasing environment of the training.

Acquiring practical skill, participants did internship in BMC, Nepalgunj to prepare themselves perfect in their respective skills. Their product during the internship was sold in the market for regularity and its market promotion. The returned of the product was used in the training for materials and miscellaneous use.

Selection Process of Participants

The host organization has been conducted survey in each ward in the Nepalgunj Municipality in order to choose original participants for the project. The collected data of participants was reviewed and analyzed with their direct interview and their household visit. The organization was also discussed with guardians of each participant on their interest to do business for enhancement of income. Finally, original participant have been selected and oriented on market opportunities and possibility of job replacement. While they had learnt about the possibilities as well as opportunities to increase their income, they themselves select skills training among the three i.e. candle preparation, sand stick making and tailoring Training. And, they were oriented since 3 months with practical and internship method.

Job placement of graduates and required support after training

The participants of Tailoring are setting up their own business at near by the market area. But some of them can not able to start it only because their economic status. Such short of trainees are doing OJT at the training centre until unless they could not able to bear up the economic fund for their own business. The host organization has determined and planed to support them by providing a **Swing Machine** to all participants which boast up them to move

ahead. But it is only possible if second and last installment for the program will release at the earliest.

Regarding the sand stick training participants, they are collectively doing OJT at Training centre. The product of their OJT Period, have been planned to supply for BMC Industries, Nepalgunj that distribute the product in different part of the country. The Industries promised to buy the products and its distribution. RUSUF Nepal has cooperating them by linking participants with market and selling responsibility. The income of the product is distributed to all participant according to mutual agreement held between participants and RUSUF. It is also agreed that while they want to do the business by themselves, RUSUF Nepal will handover it to them.

The participants of Candle making Training are also working under OJT in its Training Centre. RUSUF Nepal has invested for it. The Yields of OJT has manage to supply in various shops in the local Market of Nepalgunj as well as FAISHAL GENERAL STORE in order to supply the candle in other parts of county. This job has made glad to each participant that it has open gate way of increasing their income at their footstep. For a time being, they share their heartfelt sorrow about amount for investment for it. However, they are motivated do continue OJT until unless they are capable to setup their own for the same. Thus, the participants are heading towards job placement arenas. RUSUF has been processing to register it as small industries and shop in Chamber of Comber, Nepalgunj and other respective agencies for the commitment and positive steps of participant as well as RUSUFs' immense effort is enough to guarantee Trainees' job placement.

7. Problem faced during training and methods of rectification

There were number of problems faced during the program. General problems were strikes called by political parties and other their sister clubs. The specific problems were as bellow.

- ↳ Luck of material availability in the market because of its least demand and NEPAL BAND.
- ↳ Trainers and their fee proved to be high costly.
- ↳ Market competition
- ↳ Such kind of Training needed sound investment but we have little.

The above problems were solved by as fallowing approaches.

- ✗ Durring the so-called Nepal Band, raw materials was purchased from neighbor country India after hard attempt with cost high cost price.
- ✗ Except fee, Extra benefits like fuel, Travel cost and tea and snacks were provided to trainers.

- ✎ The product of the Training was sold with minimum benefit compare to other product of the same.
- ✎ The extra amount has been managed by taking loan with other parties on interest.

Visitors in the field from USAID/Win rock or any other organization

The Training has been observed by fowling persons of the agencies

SN	Visitor's Name	Organization
1	Mr. Suresh Mahato	Winrock International/USAID
2	Durga Rai	Winrock International/USAID
3	Pratibha Limbu	Winrock International/USAID
4	Mr. Bhuwan Raj Pant	Skill Development Centre, Nepalgunj
5	Mr. Bisnu Paudel	Sathi Sanstha Nepalgunj
6	Mr. Udhab	IRD, Nepalgunj

Chapter - Four

Plans for post-training support

For the effective efficiency and performance, RUSUF Nepal has planed to conduct Bridging course or Advance Course for Tailoring Participants. It has been supposed that after having bridging course, the trainees can compete with market as the same time their income shall be permanent not exceeding than 4000-6000 per months.

Likewise, Sand stick and Candle preparation trainees will oriented on other skills so that their earning ways broaden. Only one skill can not upgrade these women for their economic support so it has been planed to conduct with support of WINROCK INTERNATIONAL/USAID in coming future.

Lessons Learnt

Only to have skills does not matter until unless its market is stable. Marginalized community where male dominated culture is overwhelmed, it has overlapped the women opportunities to strengthen their social status by income. These communities do not dare to set up any business only because uncertain market and invest problems. Especially illiterate women of these communities fear to involve in the business holding views in mind that they do not have an ideas about marketing and entrepreneurship. But once they have motivated and supported, they do best for their family and their life.

The job placement is complicated work in Nepal where uncertainty is prevailed everywhere. First, poverty drag back women to face with it in the changing environment of the world and secondly

patriarchy system and norms are the permanent barrier for women to come out of it and set mind for increasing income by different means of skills. Though, they have skill and will to work but knowingly they knee down against the norms. Women are preached at home by their husband and family that doing business is out of capacity of them because they could not manage the temporary situation of market. Since, they never dare to do so. We have experienced with the same phenomena with the participants. Finally while they have been motivated and morally appreciated, the way of increasing income came into function and running smoothly with support of their family and themselves too. The host organization learnt that with inadequate amount it is hard to manage such training i.e. candle making and sand stick preparation as just like iron rice to chew. It is because such short of skill training need more amount for investment.

Recommendations

It is realized and experienced that at the very beginning of training, it required enough fund to set up. So, WINROCK INTERNATIONAL/USAID should release at least 60 % of total agreed upon amount in agreement. If it did, partner Organization will have relief to manage program and to oath guarantee for job placement. Job placement does not mean the responsibility of partner organization but also to the Donor. That is why; the Win rock International/ USAID should reconsider and rethink on its release of fund mode.

Chapter - Five

List of Participants of Candle making Training

S.No.	Recipient ID	Recipient Name	Address
1.	13776	Bharati, Ganga	Bhawaniyapur-2, Banke
2.	12140	Dhapali, Asma	Nepalgunj Municipality-12, banke Gaun
3.	12143	Dhapali, Mina Hasmi	Nepalgunj Municipality-12, banke Gaun

4.	12135	Dhapali, Rubi Hasmi	Nepalgunj banke Gaun	Municipality-12,
5.	13613	Dhapali, Sajid	Nepalgunj banke Gaun	Municipality-12,
6.	13806	Dhapali, Shahana Hasmi	Nepalgunj banke Gaun	Municipality-12,
7.	13797	Dhobi, Laxmi	Nepalgunj Ranitalaw	Municipality-9,
8.	13605	Faruki, Aasmin	Nepalgunj Dewaphulbari	Municipality-5,
9.	13733	Giri, Bina	Nepalgunj phultekra	Municipality-7,
10.	13789	Kanaujiya, Mira	Nepalgunj	Municipality-10, DSP road
11.	13785	Ksnaujiya, Laxmi	Nepalgunj	Municipality-10, DSP road
12.	13610	pariyar, Basanti	Nepalgunj Jailroad	Municipality-13,
13.	13743	Sashu, Rajani	Ramnagar-7	
14.	13800	Shahu, Kusmi	Ramnagar-7	
15.	13606	Shekha, Bano	Ghasiharn Tole-5	
16.	13803	Shekha, Kismatul	Ghasiharn Tole-5	
17.	13608	Soni, Punam	Nepalgunj phultekra	Municipality-7,

List of participants of sand Stick Preparation Training

S.No.	Recipient ID	Recipient Name	Address
1	12152	Barma, Manju	Nepalgunj Municipality-16, Muktipur, Banke
2	12159	Jaisawal, Subhadra	Nepalgunj Municipality-11, Banke
3	12176	Kausal, Laxmi	Nepalgunj Municipality-16, Muktipur, Banke
4	12190	KC, Sita Kumari	Nepalgunj Municipality-8, Gagangunj, Banke
5	12150	Khan, Mumtaj Banu	Nepalgunj Municipality-11, Banke
6	12185	Khatri, Sima	Nepalgunj Municipality-8, Gagangunj, Banke
7	12164	Mamandhar (Thapa), Ganga	Nepalgunj Municipality-8, Gagangunj, Banke
8	12206	Tharu, Mamta	Nepalgunj Municipality-16, Muktipur, Banke
9	12204	Tharu, Mina	Nepalgunj Municipality-15, Idgahroad, Banke
10	12201	Tharu, Ram Sundari	Nepalgunj Municipality-16, Muktipur, Banke
11	12146	Tharu, Sundari	Nepalgunj Municipality-17, Bakebagiya, Banke

List of Participants of Tailoring Training

S.No.	Recipient ID	Recipient Name	Address
1	15332	Adhikari, Sita	Nepalgunj Municipality-5, Ganeshpur
2	15347	Ansari, Aamna Khatum	Nepalgunj Municipality-9, Ranitalaw
3	15405	Baisya, Kabita	Nepalgunj Municipality-10, Ranitalaw
4	15353	Barma, Rajani	Nepalgunj Municipality-9, Ranitalaw
5	15392	BC, Bal Kumari	Nepalgunj Municipality-8, karkado
6	15410	Chaudhari, Anisa	Nepalgunj Municipality-13, Gosaigaun
7	15337	Chaudhari, Laxmi	Phattepur VDC-7, Banke
8	15418	Chaudhari, Ram Kumari	Phattepur VDC-7, Banke
9	15341	Chaudhari, Rima	Phattepur VDC-7, Banke
10	15366	Gurung, Nisa	Nepalgunj Municipality-2, Gharbaritole
11	15208	kandel, Laxmi	Nepalgunj Municipality-2, Gharbaritole
12	15386	KC, Hira	Puraini VDC-2 ,Banke
13	15371	Paudel, Kamala	Raniyapur-2, Banke
14	15358	Shrestha, Kabita	Nepalgunj Municipality-8, Gosaigaun
15	15399	Shrestha, Sikah Kumari	Nepalgunj Municipality-2, Gharbaritole
16	15361	Thapa, Saraswoti	Nepalgunj Municipality-2, Gharbaritole
17	15403	Baishya Sarita	Nepalgunj Municipality-11, MadesiChouk

Annex -1

A Glimpse of the training on photos:-



Participants Learning Tailoring skill (Above)



Participants learning sand stick skills



Participants learning Candle making skills



USAID | **NEPAL**
FROM THE AMERICAN PEOPLE

USAID/Nepal's Education for Income Generation in Nepal Program

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**Training Completion Report on
Candle Making, Sand Stick Preparation and Tailoring Trainings**

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Submitted to

Winrock International /USAID

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