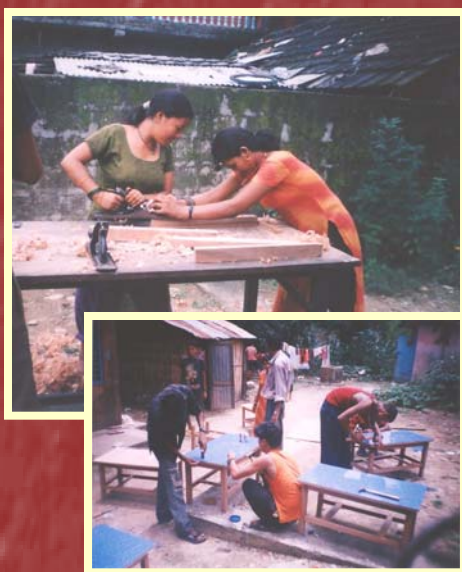


SKILL *Insight*

A newsletter compiled by SKILL-Nepal

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Market Appraisal: Carpentry



As a technical & vocational training provider, our main goal is to create self employment opportunities. Our success lies in employability of our trainees. Employment has direct relation with market need. Market, being the major influential factor, SKILL focuses on market study before conducting any event. Amongst the various study methods, SKILL has been using Rapid market appraisal (RMA) widely and effectively.

SKILL carried out RMA of carpentry trade in three development regions with the inclusion of both Terai and Hilly district. RMA was carried out in Siraha, Dolkha, Kathmandu and Dailekh. The report from all the three districts depicts that carpentry is a lucrative business. The demand for people with this skill is visible both in the hills and the plains. Our recent RMA in Kathmandu valley revealed that there is acute shortage of skilled carpenters in the capital as the trend of migrating for foreign employment is on the rise. This indicates that carpentry skill has its demand within the country as well as abroad.

Presently, furniture owners have been employing people coming from India and other parts of the district. The local employers expressed their grievance over the fact that there are large number of unemployed youths in the district yet they don't have sufficient manpower for their workshop. The usual trend in this business is that a person joins the workshop as a helper and imbibes carpentry skill in around 2-3 years period. On the contrary, an individual can learn the same skills in 2-3 months through skill based training. The culture of obtaining training before seeking employment is just beginning.

Carpentry is a rewarding business because there is plenty of resources available at local level, irrespective of its geographic location. As long as there is resource and demand for the product, there will always be demand for carpenters. The report depicts that most of the carpenters at local level lack designing and finishing skill. There are very few of them who have gone through a formal training as most of them have evolved from a helper.

Money is a huge motivating factor in any work and this trade offers a good wage rate. On an average, a beginner gets Rs. 2500 to 3000/month with two meals a day (source: RMA reports of three districts & trainee verification). An experienced worker manages to earn around Rs. 12-15000 per month.

The various factors mentioned above initiated SKILL to develop a package and provide quality training to its target clientele. Developed package has been tested successfully, piloted and later through Developing a Curriculum (DACUM) process it has been finalized. As a result a standard package in line with Occupational Skill Standard (OSS) Level-1 has been developed. A basic package of 365 hours have been developed and tested in Dhanusha, Sindhuli and Siraha district. Further, based on the market requirement, SKILL will be providing carpentry training to locals at Dolkha, Dailekh and Sindupalchowk in the near future.

Case Study

Name: Sushil Kumar Singh

**Address: Naktajhij VDC, ward no 1
Dhanusha**

Sushil's craftsmanship and precision makes people wonder. "Can a three month training make a person so skillful?" Sushil has proved it. He can build a product (table, chair) in few hours time and there is no questioning about his finishing skill. As a result, he manages to earn around Rs.500 a day. An income of Rs.10000 to 15000 a month is a lot of money for an average Nepali living in a small town.

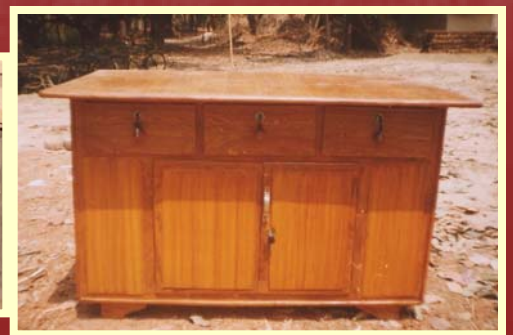


Sushil values time. He realized the fact that time was his biggest investment in the training and was determined to work hard for a fruitful return. Unlike many of his colleagues, he didn't spend a minute idly and made sure that he learnt every little task proficiently. He wasn't going to settle in for just know how , it was very clear to him that his investment of three months had to yield him a lifetime of benefit.

Sushil spent most of his childhood years helping his father in the field. He didn't have time and resources for education . Besides, illiteracy wasn't an issue in his society. Each passing year brought him an added responsibility. The income from farming wasn't enough for his family . He had three children and he wanted to educate them. He was uneducated and unskilled. He didn't have money to go and attain any kind of skill training therefore he assisted a local carpenter in his village in the hope of learning the skill . However, this assistantship didn't help him much. His employer was probably scared of creating a competitor thus Sushil was merely made to do minor laborious work. At this point of life when Sushil was burdened with responsibilities , expectations from the family and frustrations over his inability, SKILL-Nepal's carpentry training came as a ray of hope into his life. Three months' carpentry training was conducted by SKILL as a franchisee of F-SKILL.

Sushil was a quiet but keen student. The seriousness that reflected on his face was evident in his work. It has been almost a year since the training and his life is finally on the track. Today, he runs his own furniture workshop and has accumulated many tools and machines that is necessary. He has been able to provide employment to some of his friends from the training. He has been able to send his children to school. He is mentally at peace for being able to carry on his responsibility well. People love his work thus he has plenty of clients.

Sushil is one of the many examples of how SKILL's training package has benefited the poor and unskilled. An uneducated person through the training has now become an entrepreneur. The credit for his success also goes to the hardworking staffs of SKILL who spent a lot of time in market survey, development of training package, transfer of quality skill and in guiding & motivating them.



INTERVIEW

The purpose of the interviews below is to show comparison between rural and urban demand for skilled carpentry human resource.

NAME: KESHAB SIWAKOTI

Sundrawati Mai Bhagwati furniture Industry, Dolkha

How many employees do you have in your workshop currently? Are they enough?

Four of them. Two are from Siraha. I need more skilled manpower in order to meet my clients' demand.

What is restricting you from hiring more human resource?

There are many unemployed youths in the village but the problem is that they are unskilled. It will take me around 2 years to train them completely and that means investment of time and money.

How many skilled carpenters can you accommodate in your factory immediately?

I can give employment to around ten people.

How much will you pay to a skilled worker?

Currently, I pay them Rs. 4000 to 5000 per month and also provide them with food and lodging facility.

How many clients do you have in a month?

Around 50 of them.

STEEL WOOD PVT LTD, Patan Industrial Area

Information below is collected from the supervisors & workers of the factory

How many employees work in the factory currently?

<u>Permanent staff</u>	<u>Contractual staff</u>
Highly skilled – 5 Skilled – 1	Skilled – 7
Semi skilled – 1 Unskilled - 1	Semi skilled – 96

Are the workers enough ?

No. The factory has the capacity to absorb around 60-70 more people. Around 20-30 skilled people can be immediately put to work.

What is restricting you from hiring more human resource?

Lack of skilled human resource. Most of the skilled workers opt for foreign employment thus it is difficult to find one in the valley.

What is the wage rate ?

As per government rules. Rs. 350/day for contractual workers and Rs. 250/day for permanent workers

Who are the major clients?

Business house, Banks and individuals. The company has yearly business of around 4 crores.

For further information, please contact

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