

SKILL *Insight*

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Housing sector : the next big world of work

A peek into the Nepalese economy depicts that housing sector is one of the most thriving industries in the country. The concept of apartment and community housing is becoming popular amongst the Nepalese society thereby increasing demand for such spaces. It is estimated that more than 250 high rise blocks are being built in the valley. With the escalating construction work, the demand for people with constructional and technical skill is high.



SKILL-Nepal conducted a rapid labour market assessment in housing sector in order to identify a genuine demand for skilled people, type of skill proficiency required and possibility of linking graduates with the companies. The summary of the findings are as follows:

- There is huge demand for skilled people. According to the respondents, employment is not a problem. In fact, it is very difficult for them to find skilled and committed workers. In the absence of workers, many companies have not been able to complete their assignment on scheduled time and take up new assignments.
- It is difficult to quote an exact number of people in demand since the demand for workers depends upon different phase of construction on going in the site. The sites with initial phase of construction have demand for mason, plaster, finishing carpentry and some sites may have demand for electrical, sanitation and other finishing work depending upon the progress of their construction work. Companies working in the construction of more than 100 units can consume as many as 300 workers in their sites.
- Construction workers are hired directly by the construction companies through their petty contractors, supervisors and their workers. Many petty contractors travel across the country and bring in workers for their sites. In the absence of skilled Nepali workers, majority of the skilled workforce seen in the sites are Indians especially during finishing work.
- The current average wage rate being provided to a labour in housing construction site is Rs. 230. Skilled labor gets Rs. 300 to Rs. 500 per day depending upon the trade. Petty contractors may be taking some margin and offering lower rate to the workers. *(There are places where the petty contractors pay Rs. 150 and provide food and lodging facilities to labourers.)*
- During the study, we also interacted with contractors, construction companies and housing companies to get their insight on hiring skilled graduates. They are willing to hire skilled graduates because due to insufficient skilled manpower they have been unable to take up new projects and have been taking longer duration to finish their project. In their words, "It is a win-win situation for us if someone is willing to link us to skilled graduates." Some companies are also willing to sign MOU but prior to that they would like to pilot with a small group and examine the quality of skill as well commitment of the workers.

Everyone involved in this sector (respondents) had to say one thing in unison, “ there is blind fold demand for workers.” It is the supply aspect that needs to taken care of.

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The large scale migration of Nepalese workforce to foreign lands have left the country with scarce skill. TEVT sector can play a major role in bridging this gap by training unemployed youths and linking them with the companies. Thousands of youth could benefit from it.

No doubt, the findings prevail that there is huge demand for skilled people in this sector. However, donors' priority has always been the mid and far west region, where decade long armed conflict took the center stage. The trend of labour migration depict that people from these regions prefer to go to India as seasonal migrant workers rather than migrate to Kathmandu valley where tremendous opportunities for skilled workers are available. Thus, we may conclude that in order to supply trained skilled people for this sector, we could train unemployed youth from neighboring districts of Kathmandu valley.

WOMEN and their training need



“With willing hearts and skillful hands, the difficult we do at once; the impossible takes a bit longer”

Women have come a long way from its life in the shadow to standing at the same level with men. However, the journey of the female sex to being just a woman and not woman as in disadvantaged is still on. Amidst the many activities for equity, skill training for economic empowerment is an important one.



In an effort to understand training need for women, SKILL conducted rapid training need assessment in different VDCs of Kathmandu, Bhaktapur and Patan . Their training demand were limited to the obvious trades like tailoring, embroidery, beautician, food processing and craft based trades.

According to them, these are the trades in which the society will accept them, these are the trades that the employer/client will trust them with, these are the trades that they feel comfortable with, these are the trades that their family will allow them to participate in and these are the trades meant for women.



On the other hand, interaction with different employers depict that there is high demand for women with skill in silver jewellery , jakar weaving skill, template, metal casting work , carpentry, motorbike repair etc.,.

These trades fetch higher income and diversity of trades will yield employment opportunity for more women. It won't be long before we see women comfortable and successful in unconventional professional. However, progressive steps have to be undertaken. Women must be encouraged and motivated ,training events should be piloted, technical backstopping and post training support should be extended .

Case Study: Yasodha Aryal

Yasodha Aryal's plight is nothing new to many rural Nepalese household . Incomplete education, early marriage and struggle for survival , the story is familiar. However, her predicament were not limited to the constraints of a woman, she had to face even bigger challenge when her husband left her in the crossroad of life all alone with a child. She lived with her father and the income from their family's grocery shop was not sufficient. Life was difficult for her, having to ask every single penny from her father.



With education of merely primary level , she couldn't find any work that would fetch her substantial income as well as respect in the society. On the other hand, she didn't have access to quality training provider and she couldn't afford one in the city. It seemed like she had no option but to depend upon her father until the day she saw the beautician training announcement for out of school youth . "Free training with all the latest equipments , sophisticated beauty products, experienced trainers, I never thought I could be a part of it and that too so close to my home", Yasodha sparkles .

After the completion of the training, she opened the shop with financial assistance from her friends and with loan from a financial institution. She started her own beauty parlor and cosmetic shop in Battar Bazar, Nuwakot. Its been a year since she opened her beauty parlor. She has already repaid more than 75% of her loan amount. There are days when she earns as much as Rs. 1000 a day. Her monthly average income is Rs 9000. Further, she invested her money and started tailoring business by hiring a tailor. She makes around Rs.5000 a month from her tailoring business.

Yasodha is thankful to SKILL for having given the opportunity to her. She doesn't have to depend upon anyone for anything. She supports her family, fulfills their need and she takes pride in being independent and hopes to be an example for many women.

Today, Ms. Yasodha Aryal , a single mother, age 26 years old, class 5 drop out from Charghare -1, Chainpur of Nuwakot district is an owner of Swastika beauty parlour and tailors and an uprising entrepreneur and a successful woman.



For further information, please contact

Skill & Know-how Imparted at Local Level (SKILL-Nepal)

Kumaripati, Lalitpur G.P.O. Box 8975, EPC 674

Kathmandu, Nepal

Tel: +977-1-5527077/5549326

Fax: +977-1-5526811

Email: info@skillnepal.org.np

Website: www.skillnepal.org.np