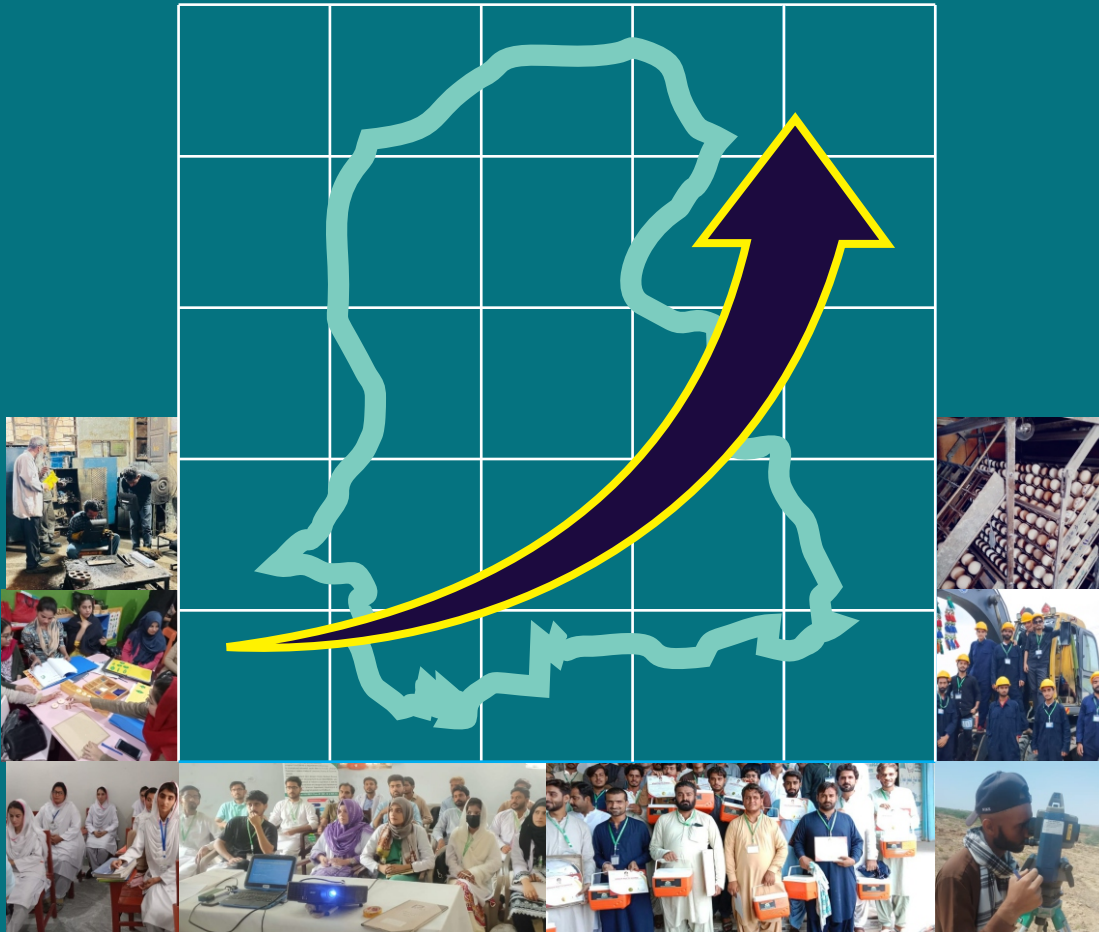




# Report of the Tracer Study on BBSHRDB Graduates

2016-17 to 2019-20

علم روشنی سب کو کام



**Research & Development Wing**  
**BENAZIR BHUTTO SHAHEED**  
**HUMAN RESOURCE RESEARCH &**  
**DEVELOPMENT BOARD**

*Syed Muhammad Ali*  
Deputy Director (R&D)





Livestock Community Health Workers



علم روشنی سب کو کام



# REPORT OF THE TRACER STUDY ON BBSHRRDB GRADUATES

2016-17 to 2019-20



*Reviewed and Evaluated by  
Applied Economics Research Centre (AERC)  
University of Karachi*

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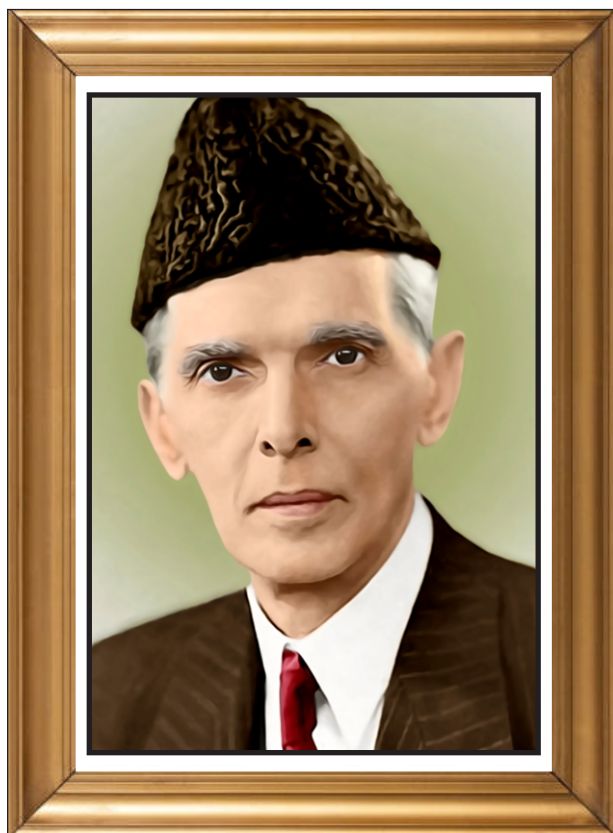
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There is no doubt that the future of our State will and must greatly depend upon the type of education and the way in which we bring up our children as the future servants of Pakistan. Education does not merely mean academic education, and even that appears to be of a very poor type. What we have to do is to mobilize our people and build up the character of our future generations.

There is immediate and urgent need for training our people in the scientific and technical education in order to build up future economic life, and we should see that our people undertake scientific commerce, trade and particularly, well-planned industries. But do not forget that we have to compete with the world, which is moving very fast in this direction. Also I must emphasize that greater attention should be paid to technical and vocational education.

In short, we have to build up the character of our future generations which means highest sense of honor, integrity, selfless service to the nation, and sense of responsibility, and we have to see that they are fully qualified or equipped to play their part in the various branches of economic life in a manner which will do honor to Pakistan.





In memory of the great martyred leader and states-person, Shaheed Mohtarma Benazir Bhutto, **BBSHRRDB** is a meek token of dedication to the great leader by Government of Sindh and a gift to the youth of province.

Shaheed Mohtarma Benazir Bhutto, scarified her life for the cause of people and democracy. She was one, who devoted her whole life in the struggle for the rule of poor masses & their welfare with matchless devotion and commitment. She always pondered to plan for proper utilization of talents and capabilities of youth.

Shaheed Mohtarma had an obsession to improve education and optimum use of youth through skill development, so that prevailing issues of poverty, unemployment, idleness, law and order and poor economy could be addressed & people would enjoy a prosperous and peaceful life.

We offer our humble acknowledgment and sincere tribute to the great shaheed leader in the context of this Board and this Study.



## MESSAGE FROM CHAIRPERSON BBSHRRDB



Assalam o Alaikum

The Government of Sindh is dedicated to facilitating youth, especially women, to improve their families' economic conditions. The Benazir Bhutto Shaheed Human Resource Research & Development Board (BBSHRRDB) was established to achieve this goal. Our training programs empower young men and women across Sindh, preparing them for successful careers and contributing to the province's economic development.

Notably, the BBSHRRDB has successfully reached remote and marginalized areas, providing training opportunities to those who might have otherwise been left behind.

The tracer study's outstanding results, with 68% of empowered youth securing employment or starting their own businesses, demonstrate the program's effectiveness. By tracking graduates' outcomes, we can refine the program to equip participants with in-demand skills for the job market.

The study's findings will inform the program's future direction. We will analyze the data to identify strengths and areas for improvement, ensuring the program meets the evolving needs of our workforce.

I urge the graduates to contribute meaningfully to Sindh's economic development and wish them the best in their future endeavors.

Pakistan Zindabad!

**(SADAF ANEES SHAIKH)**

Chairperson, BBSHRRDB, Sindh

**BENAZIR BHUTTO SHAHEED**

**HUMAN RESOURCE RESEARCH & DEVELOPMENT BOARD**

## **MESSAGE FROM CHAIRMAN TECHNICAL COMMITTEE, BBSHRRDB**

Assalam o Alaikum

It is a mandatory requirement to publish Tracer Study report on Benazir Bhutto Shaheed Human Resource Research & Development Board (BBSHRRDB) Graduates, which not only helps the Youth to become skill workers, but also to Sindh & Federal Governments, Industry and business community for future policies/requirements.



Indeed, it is a matter of fact that unemployment is a serious issue of country which causes blatant impact on the overall economy of the country leading to create frustration in our contemporary youth. On the other hand, it is very unfortunate that most of our labour force is ignorant of vocational skills that cannot fulfill the requirements of industries. In fact, employers look for new employees to join their institutions, they know that they want to find someone who has the capability and required skills to do the job well and can adapt quickly to the work environment.

Keeping in view the above aspects, BBSHRRDB was established in order to develop human resource in Sindh by empowering our youth with employable skills as youth population in Sindh is around 55% of the whole of Pakistan. I am glad to the fact that since its inception, BBSHRRDB is extra ordinarily performing its duties and produced more than 400,000 graduates in various vocational disciplines.

While glancing through this Tracer Study, I found it largely based on quantitative as well as qualitative research techniques. To know the current employment status of graduates and assess their competencies from various perspectives such studies are very much helpful while developing public sector development strategies and policies. The study approach includes structured questionnaire filled by selected graduates. Nevertheless, it is matter of my entire satisfaction that this study depicts 68% employment of BBSHRRDB graduates.

I offer my best wishes for BBSHRRDB and specially the designated team who performed this gigantic assignment in a well-placed and state of the art manner.

Pakistan Zindabad!

**DR. ISLAM HAMID**

Chairman Technical Committee &  
Member BBSHRRD Board  
(on behalf of Karachi Chamber  
of Commerce & Industry i.e. KCCI)



## **MESSAGE FROM EX SECRETARY SHARIQ AHMED**

Assalam o Alaikum

The Government of Sindh believes in facilitating youth especially women to help improve economic conditions of their families. In this quest, Benazir Bhutto Shaheed Human Resource Research & Development Board (BBSHRRDB) was established.



The training under BBSHRRDB empowers young men and women across Sindh, preparing them for successful careers and contributing to the economic development of our province. I am particularly pleased to note that the BBSHRRDB has been successful in reaching out to remote and marginalized areas of Sindh, providing training opportunities to those who might not have otherwise had access.

I would like to take this opportunity to appreciate the efforts of the BBSHRRDB for conducting a successful tracer study and presenting its results to keep a track of graduates who have been able to secure employment or start their own businesses after completing the training program, or have been motivated to pursue further studies. This is a significant achievement and one that we should all be proud of.

This tracer study has presented outstanding results. 68% of empowered youth is a testament of the effectiveness of our efforts. Understanding the employment outcomes of graduates allows us to continuously improve the program and ensure it equips participants with the most in-demand skills for the job market.

The findings of the tracer study will be instrumental in shaping the future direction of the program. We will analyze the data to identify areas of strength and areas for improvement, ensuring the program continues to meet the evolving needs of our workforce.

I am confident that the BBSHRRDB skill development program will continue to be a beacon of hope for our youth. By equipping them with valuable skills and knowledge, we are paving the way for a brighter future for themselves, their families, and the entire province of Sindh.

At the end, my message to the graduates is to contribute meaningfully to Sindh's economic development and wish them the best in their future endeavors.

Pakistan Zindabad!  
**SHARIQ AHMED**

**BENAZIR BHUTTO SHAHEED**

**HUMAN RESOURCE RESEARCH & DEVELOPMENT BOARD**

## **MESSAGE FROM EX SECRETARY BBSHRRDB WASIM AHMED URSANI**

Assalam o Alaikum

It gives me immense pleasure to learn that Benazir Bhutto Shaheed Human Resource, Research & Development Board (BBSHRRDB) is publishing a report of the Tracer Study on BBSHRRDB Graduates.



Indeed, it is a matter of fact that unemployment is a serious problem of country which causes blatant impact on the overall economy of the country leading to create frustration in our contemporary youth. On the other hand, it is very unfortunate that most of our labour force is ignorant of vocational skills that cannot fulfill the requirements of industries. Infact, employers look for new employees to join their institutions, they know that they want to find someone who has the capability and required skills to do the job well and can adapt quickly to the work environment.

Keeping in view the above aspects, BBSHRRDB was established in order to develop human resource in Sindh by empowering our youth with employable skills as youth population in Sindh is around 55% of the whole of Pakistan. I am glad to know that since its inception, BBSHRRDB is extra ordinarily performing its duties and graduated more than 500000 in various vocational disciplines.

While glancing through the BBSHRRDB Tracer Study, I found it largely based on quantitative as well as qualitative research techniques. To know the current employment status of graduates and assess their competencies from various perspectives such studies are very much helpful while developing public sector development strategies and policies. The study approach includes structured questionnaire, along with descriptive analysis nevertheless, it is matter of my entire satisfaction that this study depicts 68% employment of BBSHRRDB graduates.

I offer my best wishes for BBSHRRDB and specially the designated team who performed this gigantic assignment in a well placed and state of the art manner.

Pakistan Zindabad!

**WASIM AHMED URSANI**

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## LIST OF ABBREVIATIONS

|          |  |
|----------|--|
| AERC     | Applied Economics Research Centre                                  |
| BBSHRRDB | Benazir Bhutto Shaheed Human Resource Research & Development Board |
| BBSYDP   | Benazir Bhutto Shaheed Youth Development Program                   |
| CBTA     | Competency Based Training and Assessment                           |
| EoIs     | Expressions of Interest  |
| EU       | European Union   |
| FLFP     | Female Labour Force Participation                                  |
| HDI      | Human Development Index  |
| HQ       | Headquarter (of BBSHRRDB)  |
| HRDN     | Human Resource Development Network                                 |
| MIS      | Management Information System (of BBSHRRDB)                        |
| MoU      | Memorandum of Understanding  |
| NYDP     | National Youth Development Program                                 |
| PFTs     | Proposals for Training   |
| PLF      | Pakistan Labour Force Survey                                       |
| PS       | Public Sector  |
| PSTW     | Private Sector Training Wing                                       |
| PYDI     | Pakistan Youth Development Index                                   |
| PYWF     | Punjab Youth Work Force  |
| RFPs     | Requests for Proposal  |
| SDGs     | Sustainable Development Goals                                      |
| SPPRA    | Sindh Public Procurement Regulatory Authority                      |
| TC       | Technical Committee  |
| TEVTA    | Technical Education and Vocational Training Authority              |
| TNA      | Training Needs Assessment  |
| TVET     | Technical and Vocational Education and Training                    |
| UNEVOC   | A combination of UNESCO and Vocational Education                   |

## **ACKNOWLEDGEMENT**

Praise be for Allah and salawat over the Prophet and his progeny. This work of research could not have been initiated, conducted and completed without the help of some people of this organization. The very idea of conducting a Tracer Study was initiated by the Ex-Secretary Board, Mr. Shariq Ahmed who not only gave directions to conduct the research but also took personal interest and extend his all support for the purpose. Several of my colleagues contributed with their time and efforts. First of all, I acknowledge the support of Syeda Masooma Rizvi who, very kindly, spared the time to review the revised questionnaire and gave her valuable input. Mr. Khan Muhammad Zangejo very keenly helped through doing Sindhi translation of the questionnaire. MIS section provided data of relevant phases and took their part in the preparation of this report. Although the survey had been conducted all over the province, several of district officers did special efforts and took personal interest in conducting the field work namely, Mr. Muhammad Jahanzeb Kamal, Mr. Nawaz Ali Phulpoto, Mr. Niaz Hussain Ujjan, Mr. Fida Hussain Khoso, Mr. Khan Muhammad Zangejo (again). I am deeply indebted to the efforts of Mr. Faisal Ansar, who very keenly read the manuscript and did proof reading and made me able to submit the text with minimum chances of errors and mistakes. I cannot ignore the support extended by Mr. Faizullah Soomro, who eliminated every administrative hurdle which came across the publication of this report. Finally, how can I disregard the support and patronage of Mr. Riaz Hussain Soomro, the Secretary, BBSHRRDB, without whose support, this work could not be brought to existence. I acknowledge all staff and officers of this Board for their support and help without which this would be a much difficult task.

**Deputy Director (R&D)**

## **PREFACE**

It has been thirteen years since the publication of first tracer study. Since then, much water has been flown under the bridges. Around five hundred thousand youth has been gone through the trainings under BBSHRRDB. Most of which have successfully been employed. The program has conducted trainings in collaboration with international agencies like World Bank, JSDF and UNICEF. Outreach of trainings has been stretched up to maximum talukas of the province. The name of BBSHRRDB has become a household name merely through the word of mouth.



The project has become a Board. Training span has become wider and now almost all major economic sectors have been covered by training program. For quite some time, the need to conduct a study to assess the effectiveness, as well as, to straighten the future objectives of the trainings. This study, thus, is aimed at restoring the discontinued initial efforts made in the early years when a Tracer Study and a report of Training Needs Assessment was published. Current work, although on the format of the previous one, is an improvement over it. The questionnaire is updated. Online data collection through google form introduced in order to minimize physical interaction to the trainees which requires much time and effort. A much-detailed discussion chapter is written, corresponding to one in previous research. A comparison of responses from previous study is incorporated. Wherever necessary, industry wise and / or district wise responses are analysed. A good portion of discussion is dedicated to the analysis of trends. Some new approaches to visualize data are also included like Venn Diagrams and multiple chart figures. A very comprehensive annexure of tables has also been included, not only aiming to represent data, pictured in the graphs, but also to create a secondary data source for further studies. The purpose of this study is to disseminate the achievements of BBSHRRDB in providing job-oriented trainings to youth of Sindh, in order to justify the time, effort and money spent for this purpose. This report will serve policy makers in making right decisions towards betterment of youth in Sindh as well as in the Pakistan. It may also trigger the academic research in the field of technical education and training, especially over the training program running under the auspices of BBSHRRDB. It will also help the Board to redirect its efforts in a manner that more effective training programs may be initiated in the light of changing socio-economic situation of people, and according to the new technological trends in the world. The report, as the results show, presents very encouraging picture regarding performance of BBSHRRDB trainings. It also gives way forward for the future of this Board.

This would be worth mentioning here that Applied Economics Research Centre (AERC), University of Karachi, has graciously reviewed the report and provided very useful comments and suggestions, which not only enhanced the value of this text, but opened the door for further studies. Their evaluation is included as **Appendix** at the end of this report. Most of their recommendations regarding the report have been incorporated. The impact of training program shall be the part of a comprehensive impact assessment report, which is suggested by the AERC under “future scope of study” in their evaluation report. This report is published in hard form as well as it is present on the website of BBSHRRDB and can also be accessed through the QR code imprinted on the backside of the book. We hope that this report serves all of the purposes for which it is being published i.e. long awaited image building of BBSHRRDB trainings, guidance to other similar training programs being run in the province as well as in the country and to open new venues for researchers from universities and research organizations.

***Riaz Hussain Soomro***  
**Secretary BBSHRRDB**



## EXECUTIVE SUMMARY

Benazir Bhutto Shaheed Human Resource Research and Development Board (BBSHRRDB) is the pioneer in TVET for providing subsidized technical education and vocational training generally in Pakistan and particularly in Sindh. Since its inception as BBSYDP, over five (5) hundred thousand trainees have been signed up. Out of which reported employment within three (03) months of training is around 33%. Following are the major achievements of the training program:

- Initial huge success of Benazir Bhutto Shaheed Human Resource Research & Development Board (BBSYDP) paved the way to culminate the project into a permanent entity i.e. BBSHRRDB.
- A large pool of private sector organizations/institutions, across the province, although informal, is created a network of private sector training providers (over 400) varies from regular TVET sector institutes to universities, industries and multi campus organizations; is created and available for any help and input in respect of policy formulations, conduct of research, curriculum development and assistance intended towards employment of the trainees.
- This training program has contributed to enhance the expanse of TVET sector, and pulled a few prominent and reputable universities / and degree awarding institutions like Mehran University, IBA Karachi, Benazir Bhutto Shaheed University of Technology and Skill Development and others to provide short term TEVT trainings to youth.
- A vast pool of study text has been created / accumulated for different trades ranging from Auto Mechanic, Electrician, ICT related trades i.e. Auto CAD, Office Automation, Networking to Culinary Arts, Paramedics, Early Childhood Education and so on.
- A few very useful research activities have been done including Tracer Study 2010, Training Needs Assessment 2010, Telephonic Survey of JSDF Trainees 2013, Visit Report of Thar Coal 2018 etc.
- An effective and efficient district-based monitoring mechanism has been developed with adequate staff and infrastructure, which goes beyond its intended purpose and is also helpful in extending the network of BBSHRRDB. This includes a district officer from BBSHRRDB and District Coordination Committee having Deputy Commissioner be the chairperson and BBSHRRDB officer being the secretary along with the members from public sector and civil society.
- And last but not the least, a very huge number of alumni is engaged in the economy, serving in different sectors and representing BBSHRRDB as their alma meter.

A tracer study of the program has long been due since 2010. Current study has been conducted after the break of thirteen (13) years. It would be worth mentioning that this study, is quite characteristic compared to previous one. Following are the areas of distinction;

- Change in income of trainee before the training, right after the training and at the time of survey is studied.
- A separate comprehensive analysis of female participation is carried out.
- Comparison among variables is conducted wherever seemed relevant.
- Since this study is the second one, comparison of results with previous study is performed wherever seemed relevant.
- District and/or Sector wise analysis is conducted at each variable wherever seemed relevant.
- A more detailed and comprehensive secondary data is included in the form of tabulations in annexures.
- Major findings are compared with the contemporary studies to highlight the significance of results.

- The current report is peer reviewed by Applied Economics Research Center (AERC), University of Karachi, which enhances its reliability and trustworthiness.

This study focusses on the five (05) phases of the training program run after 2015, i.e. Phases VIII to XII, which were the universe of the study for the financial years from 2016-17 to 2019-20. Total number trainees in this duration were 106,033. Total male and female trainees were 54,993 and 51,040 respectively. The sample size required was 383 whereas the collected sample was 3677 from all over the Sindh. The data was collected through a structured questionnaire, which was administered physically as well as through online google forms.

As per results, employment was 68% of total respondents. 91.42% employed respondents report that their current employment is either directly or somewhat related to their training at BBSHRRDB. Most important factors for getting assistance for job are trainee himself / herself, teacher / instructor and relatives and friends and least potent factors include employment exchanges and community leadership. Areas where improvement is imperative to make training program more successful followed by decent employment are teacher's knowledge of subject, teacher's training delivery, job placement services and labs / workshops and equipment. 47.38% of respondents were those who were either jobless before the training and employed now or were employed before at lesser salary and their salary is elevated right now. 91.57% respondents reported that their previous occupation was (atleast to some degree) related with their training. 74.69% of respondents got the job within six (06) months of completion of training. 50.35% of all employed respondents belong to three (03) sectors of economy i.e. Education, Agriculture, forestry and fishing and Information and communication. 87.34% respondents are satisfied with their jobs they currently occupy. 43.36% of all respondents who are availing further education, are enrolled in public or private sector vocational training centers. 51.62% of all respondents who are attending further education (39.84%) opined that BBSHRRDB trainings were insufficient for employment or entrepreneurship. Over 94% respondents rated BBSHRRDB trainings 4 or 5 at a scale of 1 to 5.

The performance of program as appeared through this survey is promising with a few corrections in the track. Recommendations regarding further exploratory research, focus on local employment opportunities to avoid job relocation, competency based training and assessment (CBTA), to ensure efficiency in the efforts for post-training employment, coherent efforts for assistance in provision of jobs, to ensure minimum wage for mandatory employment, effective pre-training counselling of applicants, conduct training needs assessment (TNA), quest for fresh and potent training providers and employers and need to promote academic research. Following policy recommendations are made in the study which in details will be discussed in the proper place in this study:

- Focus on Local Employment Opportunities to Avoid Relocation for Job.
- Need for Competency Based Training & Assessment (CBTA).
- To Ensure Efficiency in the Efforts for Post-Training Employment.
- Coherent Efforts for Assistance in Provision of Jobs.
- To Ensure Minimum Wage for Mandatory Employment.
- Effective Pre-Training Counselling of Applicants.
- To Conduct Training Needs Assessment (TNA).
- Hunt for Fresh and Potent Training Providers and Employers.
- Need to Promote Academic Research.
- Further Exploratory Research.

The study will definitely impact on the improvement of services under training program as well as beyond BBSHRRDB and will prove out to be useful for TVET sector in Sindh and the country.



Cullinary Arts Trainees (Karachi East)



Cullinary Arts Trainees (S. Benazirabad)



Industrial Stitching Trainees



Graphics Designing Trainees



Monitoring Team at Work



Health and Safety Supervisor Trainee





Dress Making Trainees



HVACR Trainees



Fashion Designing Trainees



Office Management Skills Trainees



Mobile Phone Repair Trainees



Baking & Pastry Trainees



## INTRODUCTION

It is perceived that technical and vocational education is one of the “bulwarks of social efficiency” as the preparation of a well-trained workforce is of “an efficient society” (Camp, 1982 & 1983). Technical education “is that aspect of education which leads to the acquisition of skills as well as basic scientific knowledge.” (Washington-Office of Superintendent of Public Instruction, nd; UNEVOC, 1996; Maclean & Wilson, 2009). And vocational education is a practical instruction that gives learners specific occupational skills. It is “training for a specific vocation in industry or agriculture or trade” (Webster, 1993).

Technical and vocational education and Training (TVET) has been an integral part of national development strategies in industrialized societies because of its impact on productivity and economic development (Wirth, 1972; McNabb, 1997). It is concerned with the acquisition of skills and knowledge for employment and sustainable livelihood (Maclean & Wilson, Springer 2009).

### Overview of the Training Program

Since its inception, Benazir Bhutto Shaheed Human Resource Research and Development Board (BBSHRRDB) is trying to address four of the Sustainable Development Goals (SDGs) i.e. *No Poverty, Gender Equality, Decent Work and Economic Growth and Reduced Inequality*.

### National Scenario

When talking about inequality in Pakistan, it may easily be classified as a structural problem. Among its other causes, it is uneven spread of skills which aggravates the incidence of economic disproportion. A host of reforms most importantly include the provision of jobs which is needed to handle the ever-worsening situation of poverty and inequality (Zaidi, 2015). Improving economic growth through employment creation and raise the HDI of people is, in fact, among the most important challenges facing the nation today (Ahmed, 2019).

### Provincial Overview

Province of Sindh is not an exception to the national “norm”. Mainly due to mismatch between demand and supply of skills, youth unemployment is 5.15% in the province (Husain, Qureshi, & Hussain, 2019).

The eighth item of Sustainable Development Goals (SDGs) requires the nations of the world to “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”. One of its targets is “By 2020,

substantially reduce the proportion of youth not in employment, education or training”.

In Table 1.1 Pakistan Youth Development Index (PYDI), 2021 by National Youth Development Programme (NYDP) indicates that though Sindh Province shows minute increase, rather stable YD index, it lags back in 2020 with respect to national average.

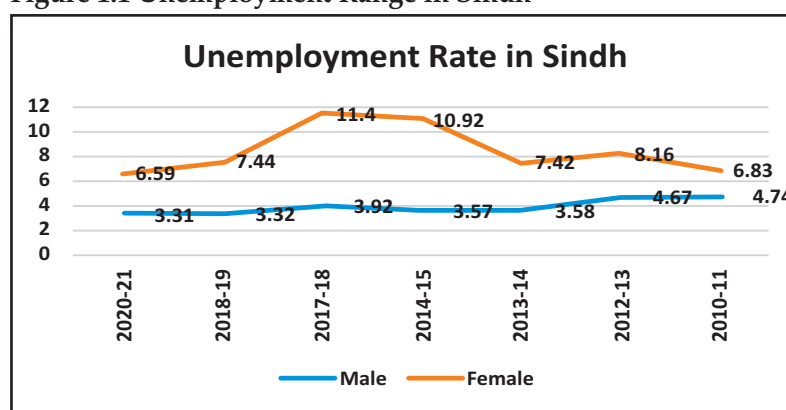
**Table 1.1 Pakistan Youth Development Index, 2021**

| National Unit | 2016  | 2017  | 2018  | 2019  | 2020  |
|---------------|-------|-------|-------|-------|-------|
| Sindh         | 0.402 | 0.413 | 0.418 | 0.423 | 0.427 |
| Pakistan      | 0.398 | 0.409 | 0.417 | 0.422 | 0.429 |

The situation of women is even worse. Figure 1.1 shows the comparison between unemployment rates of males and females:

Although the Pakistan has a large labour force, the country has not yet reaped the full potential of the economic productivity due to low female labour force participation (FLFP) (World Bank, 2019).

**Figure 1.1 Unemployment Range in Sindh**



*Pakistan Labour Force Survey of Respective Years*

In this regard BBSHRRDB has specific focus on the enrolment of females in its trainings. In fact, there are some trades which are only female oriented and as a policy they are seldom offered to males, e.g. stitching, embroidery, beautician, etc.

## Role of BBSHRRDB

From the day one, BBSHRRDB is committed to equip enough, the youth of Sindh, so that they can achieve decent and viable employment. The first tracer study, conducted for the Phase-I of this training program, reported 27% employment all over the Sindh. 87% relevance among jobs and trainings was reported. 26% of passed out graduates were reported that they were getting higher salary than before. 83% graduates reported that they were somehow satisfied with their post training job.

At the inception of Benazir Bhutto Shaheed Youth Development Program (BBSYDP), its long-term objectives included; (1) Quality of human resource to be improved (quality of training and institutional discipline-wise). (2) Trained manpower to be exported to international markets. (3) Earning capacity of semi-literate and educated youth to be enhanced. (4) To enable a majority of urban and rural population to recognize the reward of education. (5) Foreign donors to be attracted to the Program. (7) Stagflation to be addressed.

Initially aim of this training program included;

- To train human resources in Sindh to cater to the needs of public and private sector in local and international markets,
- To provide stipend to various categories of unemployed educated youth, with a view to provide them some income.
- To provide quality training and certification to (initially 100,000) youth through technical and professional institutes and “On-Job training” by the public and private sector trainers to increase their employability, and
- To provide linkage to the trained manpower with the local and international job market and explore self-employment opportunities.

The vision and objectives were so well positively achieved that the Government of Sindh decided, in 2013, to transform it into a full-fledged Board with permanent presence and enhanced functions. Thus, the parliament approved the Act on 13<sup>th</sup> March, 2013, and it came into force since 25<sup>th</sup> of that month.

The functions of the Board, as per BBSHRRDB Act, 2013, however, are now comprised of;

- To undertake research and development to conduct skills and vocational trainings.
- To carryout skills and vocational trainings to unemployed persons.
- Facilitate employment to graduates.
- To establish the annual plan for skills training.
- To formulate policy guidelines to be followed by the training providers for the performance against benchmarks.
- To do the needs assessment for subsequent training phases.
- To create Human Resource Development Network (HRDN).
- To participate in EoIs (in the fields of expertise of the organization).
- To publish annual report of BBSHRRDB.
- To contribute in the curriculum development of TVET sector.
- To publish annual alumni directory of the BBSHRRDB graduates.

## **Working of the Training Program**

The long- and short-term training programs under BBSHRRDB are tried to be well designed and conducted on the basis of their market demand and employment viability, by training providers at most suitable institutes throughout Sindh. The trainees are selected on merit through open advertisements, with the limitation of Domicile from Sindh, Age 18-35 years, qualification, with preference given to unemployed youth and female candidates. Placement is made in the vicinity of training institute. Anyone who availed earlier training through this program is rejected while a trainee with dual registration or having less than 60% attendance in two consecutive months is expelled. Market driven trades are considered on the basis of viability. During the training period a trainee is given stipend and dislocation allowance on certain conditions.

Training through private sector is conducted through bidding process as per SPPRA Rules. The process includes publications for RFPs from private institutions, followed by pre-qualification, in the light of certification / affiliation, adequacy of faculty, reliable enrolment, forward linkages for placement, certain minimum annual financial turnover, physical verification and recommendation, and signing of contracts.

Training proposals (PFTs) from public sector departments and TVET institutions are considered on the basis of evaluation of training institutions through baseline reports and after observing certain procedural requirements. Training proposals are examined by BBSHRRDB, evaluated by Technical Committee (TC) and approved in the periodic Board meeting, before signing of MoU, issuance of Administrative Approval and financial releases.

Keen monitoring mechanism comprising of Inception Report, Program Monitoring Report, Course Completion Report, Internal Monitoring by Training Provider, Monitoring by the leadership of BBSHRRDB and higher ranks along with Assistant Directors (HQ). The reports are examined by technical committee and placed for further review of concerned forum. Training linkages are established with the graduates for further multi-sided facilitation.

## **Background of the Study**

Appraisals from prior participants of training programmes are generally termed as tracer studies or graduate surveys. Occasionally other terms are also heard i.e., graduate career tracking system, follow-up surveys or alumni surveys (Schomburg, 2016).

Many countries are experiencing growing demand to introduce a system of tracer studies due to requirements of reaccreditations and quality management. Education institutions are often forced by law to implement regular tracer studies, and demand from various donor agencies or stakeholders (such as the World Bank, EU, Asian Development Bank and the national agencies) to collect empirical evidence about the relevance of the education/training is also growing (Schomburg, Carrying out Tracer Studies Guide to Anticipating and Matching Skills and Jobs (Volume 6), 2016).

In Pakistan, in addition to BBSHRRDB, Punjab Youth Work Force (PYWF) and Sindh TEVTA also have published tracer studies for their own technical and vocational programs.

This is the second tracer study by BBSHRRDB, which is being conducted, a long period, after 2010. Fifteen phases of trainings have so far been completed in Private Sector Training Wing (PSTW) and twelve phases is going on in Public Sector (PS) wing.



## **Rationale**

The aim of this study is to evaluate the outcomes of Phases VIII to XII for both the Public Sector and Private Sector wings in terms of achievements and shortfalls. As mentioned earlier, it has been over 10 years since the publication of 1<sup>st</sup> tracer study conducted in 2010. In all these years it was desperately needed to reach out to the graduates of training program under BBSHRRDB, in order to assess the efficiency, efficacy and direction of trainings in terms of jobs, economic improvements, performance and satisfaction of the graduates. All this is to achieve the sole objective to conduct more effective and outcome driven trainings in the future.

## **Methodology**

This research was designed mainly on the scheme of previous Tracer Study which was published in 2010. Only the limitations which were discussed in the prior work were tried to be covered in the current task.

### **OBJECTIVES:**

The overall objective of the Tracer Study of Benazir Bhutto Shaheed Human Resource Research & Development Board (BBSHRRDB) is to evaluate the macro level outcomes of training activities with respect to graduates regarding: skills developed during training, their employment and income status after completing training and enhancement of their opportunities for promotion and mobility in the labour market. The information provided by the study is expected to assist the BBSHRRDB to improve the design of the trainings and would be used by the Board leadership and policy makers in the Government of Sindh to enhance the financial support to expand the span of trainings. This report will also be helpful in reaching out to the prospective donors in order to acquire their funding for the Board in achieving its objectives.

### **IMPLEMENTATION:**

During the implementation process, limitations of previous Tracer Study were taken into consideration and efforts were taken to avoid those limitations. Nevertheless, current study has its own set of limitations which will be discussed later in this chapter.

The research cycle includes intensive in-house discussion session, decision regarding research universe, sampling, development of a structured questionnaire, creation of online form (Google Forms), identification of respondents (through MIS data of BBSHRRDB), gathering online data, scrutiny of responses, data analysis, statistical inferences, writing of draft report, validation and preparation of final draft for approval.

## THE UNIVERSE:

Universe for the study was the trainings completed in all aspects including final payment of training cost and stipend. Too timeworn phases were excluded. Therefore, the universe was set for the Phases VIII to XII, roughly from 2016 to 2020. Total trainees registered in these phases were 106,033. Proportion of males and females was 51.86% is to 48.14%.

**Table 1.2 Total Universe of The Tracer Study**

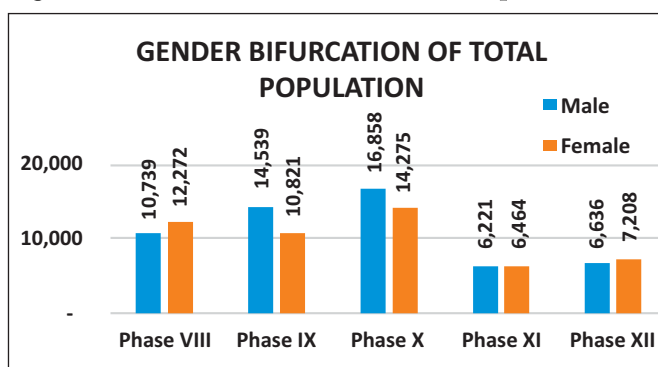
| S. No | Phases       | Male          | Female        | Total          |
|-------|--------------|---------------|---------------|----------------|
| 1     | Phase VIII   | 10,739        | 12,272        | 23,011         |
| 2     | Phase IX     | 14,539        | 10,821        | 25,360         |
| 3     | Phase X      | 16,858        | 14,275        | 31,133         |
| 4     | Phase XI     | 6,221         | 6,464         | 12,685         |
| 5     | Phase XII    | 6,636         | 7,208         | 13,844         |
|       | <b>TOTAL</b> | <b>54,993</b> | <b>51,040</b> | <b>106,033</b> |

Source: BBSHRDB Database.

Table and Figure 1.2 show the distribution of trainees in these phases. District wise breakup of trainees of each phase may be seen at the **Annexure I(A)** to this report.

Further, the training under these phases were conducted in 147 trades, categorized in 34 different Sectors / Industries.

**Figure 1.2 Gender Bifurcation of Total Population**



Source: BBSHRDB Database.

The complete list of trades with Sectors / Industries / Categories is present at **Annexure I(B)**. Gender bifurcation of total population (phase wise) has been elaborated in Figure 1.2.

## THE QUESTIONNAIRE:

The questionnaire was based upon the one which was implemented in previous Tracer Study, with changes according to the lessons learnt during all these years. It was translated in Urdu and Sindhi languages. All three versions may be seen at **Annexure II** to this report. A Google Form was developed to facilitate the gathering of data, thus good amount of extra time and effort for data entry was saved.

## SAMPLING:

Sampling was done through the following formula;

$$n = N \times \frac{\frac{Z^2 \times p \times (1 - p)}{E^2}}{\left[ N - 1 + \frac{Z^2 \times p \times (1 - p)}{E^2} \right]}$$

*Where;*

|     |   |                           |     |   |  |
|-----|---|---------------------------|-----|---|--|
| $n$ | = | Required Sample size      | $Z$ | = | Critical value of the normal distribution at the 95% confidence level (1.96) |
| $N$ | = | Population size (106,003) |     |   |  |
| $p$ | = | Sample proportion (50%)   | $E$ | = | Margin of error (5%)   |

In order to ease the effort, the online facility of sample size calculation (Calculator.net) has been utilized. The sample thus calculated, for 95% confidence interval with 5% margin of error, was 383 which is 0.36% of total population. The method, mainly used, was Stratified as well as Convenience Sampling. The sample percentage (0.36%) was applied to each of 29 districts of Sindh, and the Qambar @ Shahdadkot was the only district where responses were less than that of required sample. Total responses collected, were 4027, which were reduced to 3677 after properly scrutinized for invalid / redundant responses. With 3.47% participation rate, the confidence interval, thus we have is 99%, with only 2.1% margin of error. The gender wise bifurcation of respondents in each administrative district is available at **Annexure III**.

#### **ANALYSIS AND REPORT WRITING:**

The research wing of BBSHRRDB provided the staffing for the analysis and tabulation of data, graphical representation and preparation of initial and final draft of the report. Software used for the analytic work was MS Excel.

#### **LIMITATIONS:**

The limitations in the overall implementation of the study included,

- Primarily, the wide spread flood situation in the period in which responses were being collected.
- The lack of awareness of majority of trainees regarding the use of online forms was another factor. It might be due to the fact that 64.47% of population resides in the predominantly rural districts.
- The impact of multitasking, hierarchal instability, problem over team building and shared vision.
- And lack of inadequate funds, cautious move and extremely thrifty policy of BBSHRRDB (due to severe shortage of funding) regarding expenses.





Solar Panel Trainees



Welding Trainees



Welding Trainee



Mobile Phone Repair Work



Lathe Machine Operation





Motorcycle Repair Trainees



Lab Technician Trainee Taking Sample



Peramedical Trainees



House Electrician Trainees



Stitching & Sewing Trainees



Early Childhood Trainee at Work

## RESULTS OF THE STUDY AND COMMENTARY

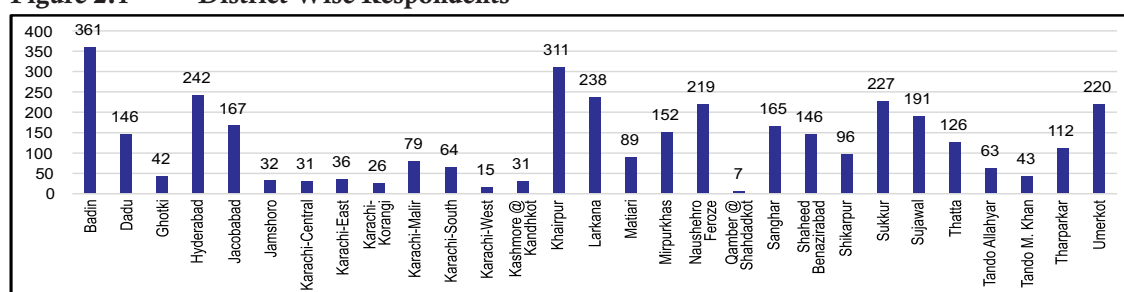
The descriptive results presented in this chapter first elaborate the total number of responses, i.e., after scrutiny and filtering-out of redundant responses, district and trade wise bifurcation of respondents, gender wise bifurcation, their marital status, rural / urban distribution of respondents, separate table for each district's trade-category and district wise distribution of respondents, and description of each response is present. Interrelated responses are also analysed through cross tabs. Tabulation of descriptive results may be seen in **Annexure IV** to this report.

### TRENDS OF PARTICIPATION

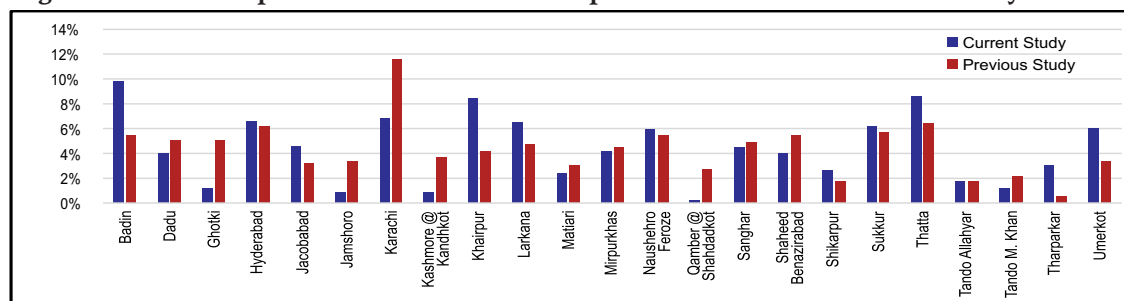
#### District Wise Number of Respondents:

There are total 3,677 respondents, which make 3.46% of total universe. Previous tracer study which was conducted hardly in six (06) months of completion of Phase I, had

**Figure 2.1 District Wise Respondents**



**Figure 2.2 Comparison of District Wise Respondents with Previous Tracer Study**



the figure 7.90% against the universe of 42,998 trainees. Several reasons might be behind this apparent variation, which include longer time duration between survey and training completion date, and nationwide torrential rains and floods during the period in which the survey was conducted, as major ones. However, the response is statistically significant, details of which have already been discussed in the Introduction chapter.

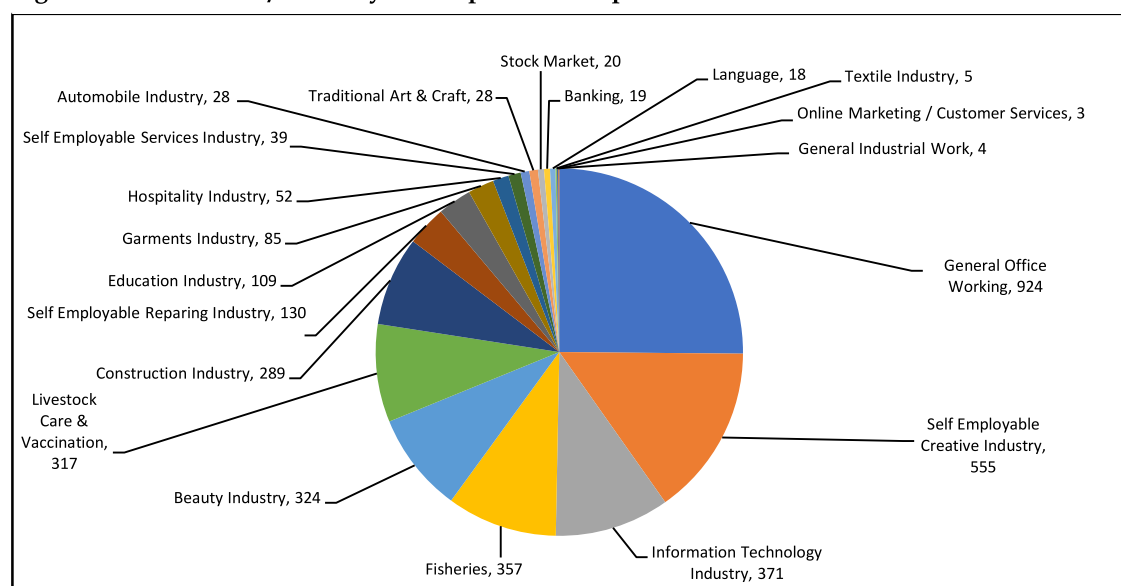
According to Figure 2.1 observations at district level depict that, some districts have responses greater in number proportionate to their share in the universe. These are Badin, Hyderabad, Kashmore @ Kandhkot, Matiari, Mirpurkhas, Naushehro Feroze,

S.Benazirabad, Shikarpur, Sujawal, Sukkur, Tando Allahyar, Tando Muhammad Khan, Tharparkar, Thatta and Umerkot. However, there are 14 (out of 24) i.e., 58.3% administrative areas which have considerable number of responses, i.e., 76.6%. These areas are Badin, Dadu, Hyderabad, Jacobabad, Karachi (division as a whole), Khairpur, Larkana, Mirpurkhas, Naushehro Feroze, Sanghar, Shaheed Benazirabad, Sujawal, Sukkur and Umerkot (see tabulation at **Annexure IV-A**).

### Sector / Industry and Trade Wise Responses:

All 3677 respondents belong to 20 Sectors or Industries so far. This is in comparison to the 15 Sectors / Industries from Phase I. Out of these 20 Sectors / Industries 7 (35%)

**Figure 2.3 Sector / Industry Wise Spread of Respondents**



have the concentration of 86.1% respondents. These sectors are Beauty Industry, Construction Industry, Fisheries, General Office Working, Information Technology Industry, Livestock Care & Vaccination and Self-Employable Creative Industry. Above pie chart shows, the share of each sector's respondents in the survey. The relevant tabulation may be seen in the **Annexure IV-B** to this report. In this connection this is also noteworthy that a few sectors / industries in both previous and current studies, have female participation more than males. Some have been omitted with the passage of time since Phase I and a few have been added. Figure 2.4 shows new / omitted / persistent sectors / industries in this training program, with regard to excess of females WRT males.

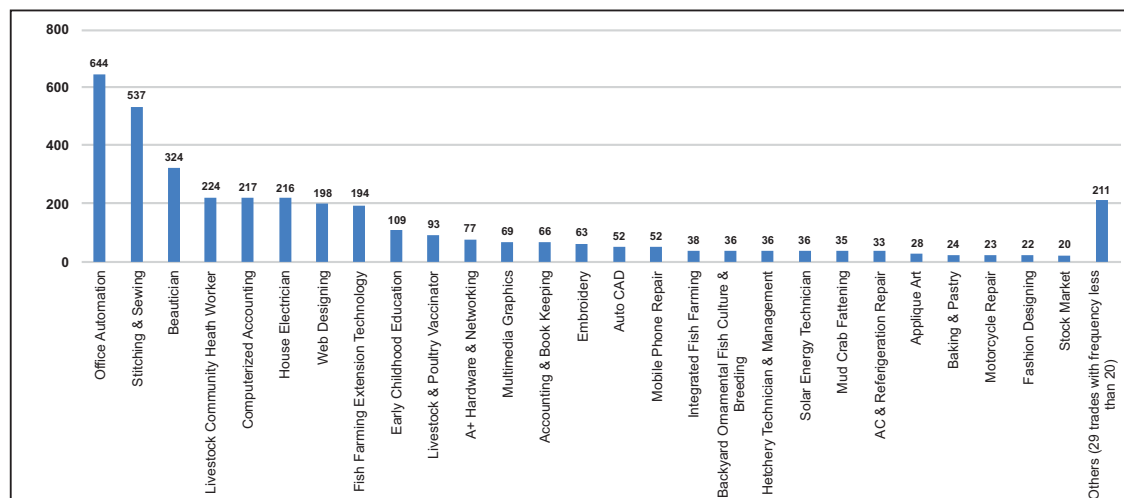
**Figure 2.4 Sectors where Females Exceed Males**



Dark blue area depicts common sectors/industries where number of female respondents exceed male respondents



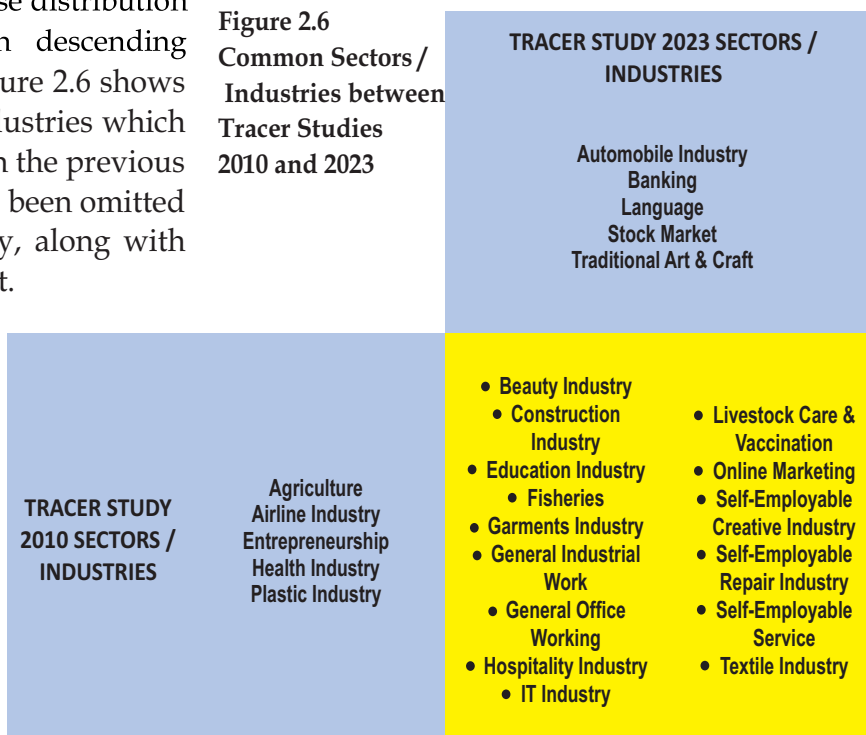
Figure 2.5 Trade Wise Spread of Respondents



There are total 56 trades to which all of the respondents belong. There are only 13 (23.2%) trades to which 80.7% respondents are associated. These trades are A+ Hardware & Networking, Accounting & Book Keeping, Beautician, Computerized Accounting, Early Childhood Education, Fish Farming Extension Technology, House Electrician, Livestock & Poultry Vaccinator, Livestock Community Health Worker, Multimedia Graphics, Office Automation, Stitching & Sewing, Web Designing. Figure 2.5 shows trade wise distribution of respondents in descending order. Further, Figure 2.6 shows those sectors / industries which were not present in the previous study or now have been omitted from current study, along with those which persist.

Figure 2.6  
Common Sectors /  
Industries between  
Tracer Studies  
2010 and 2023

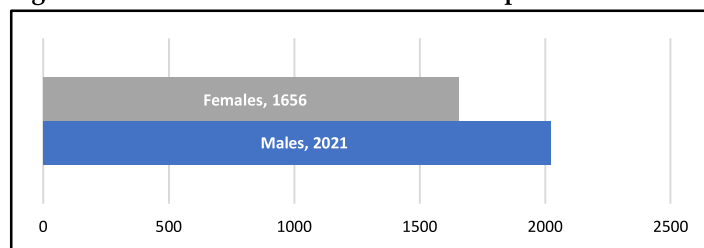
Yellow area depicts common sectors / industries among Phase I and Current Universe i.e. Phase VIII to XII



### Gender Bifurcation:

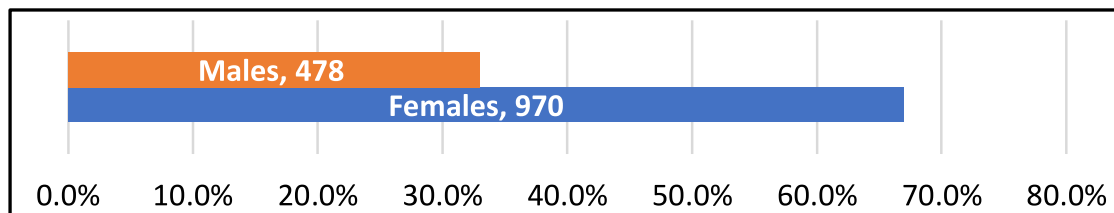
Distribution of Males and Females is 55% and 45% respectively, among respondents see Figure 2.7. A noteworthy fact is that in 14 (48.3%) out of 29 districts survey

Figure 2.7 Gender Distribution of Respondents



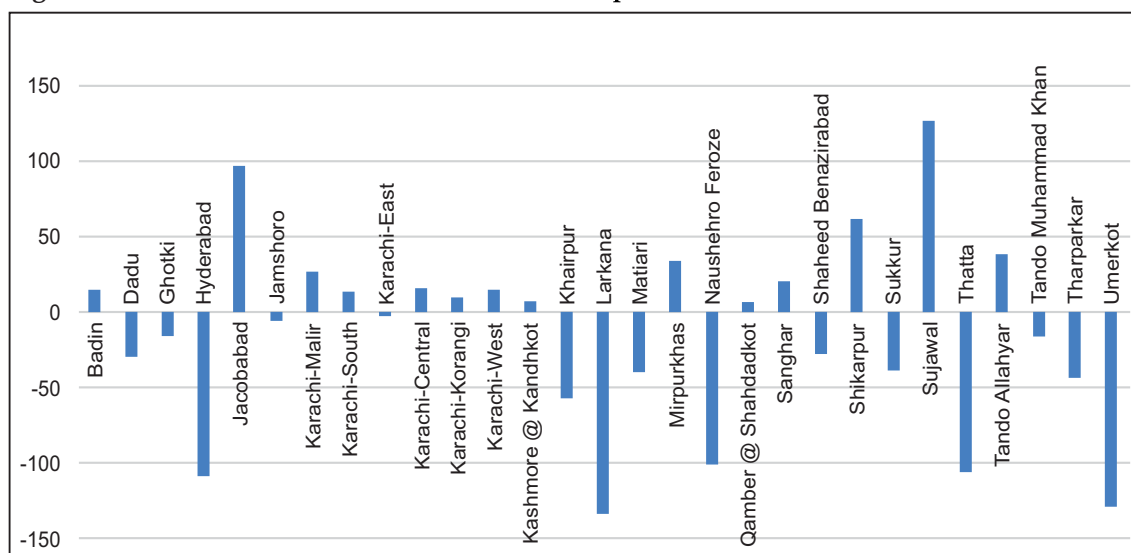
participation of females is higher than males see Figure 2.8. Among these districts are Badin, Sujawal, Jacobabad, Sanghar, Mirpurkhas, Shikarpur, All districts in Karachi

Figure 2.8 Overall Comparison of Males and Female Respondents in Districts where Females are in Excess of Males



Division except Distt. East, Tando Allahyar, Kashmore @ Kandhkot and Qambar @ Shahdadkot. In these districts, Distribution of Males and Females is 33% and 67% respectively. District wise excess or deficient female participation may clearly be seen in the Figure 2.9. Moreover, It would be interesting to note that district wise spread of

Figure 2.9 District Wise Number of Female Respondents in Excess of Males



female respondents in excess to males has been improved in the current study in comparison to previous one. Figure 2.10 depicts the situation quite vividly.



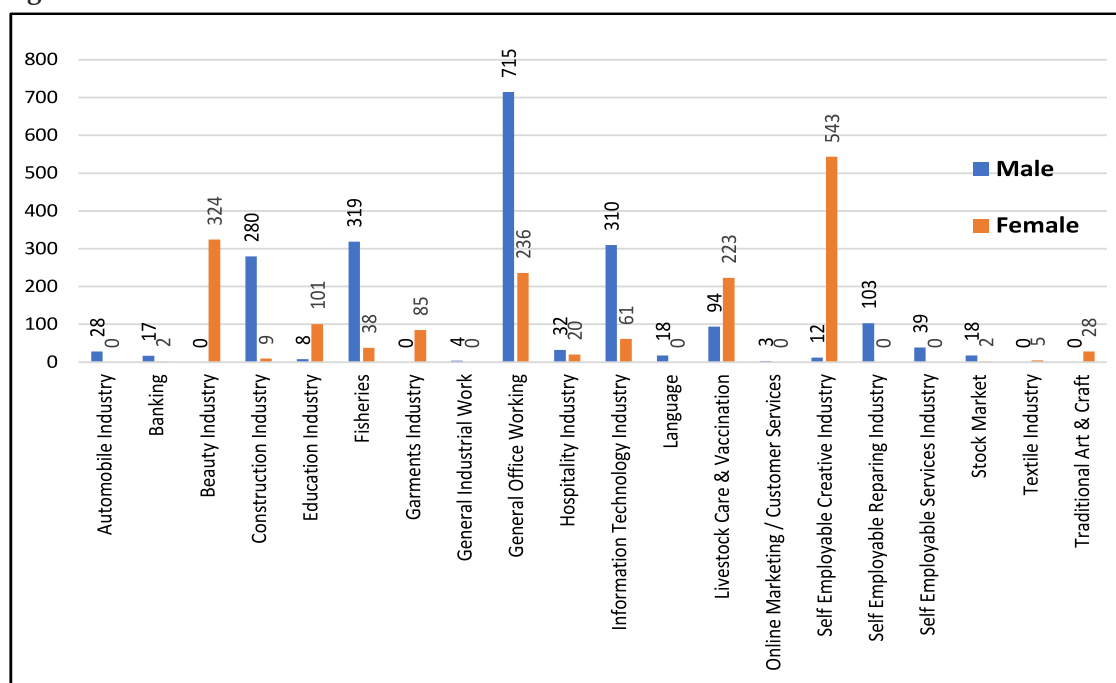
**Figure 2.10 Comparison of Current and Previous Studies Over Districts Where Females are in Excess of Males**

| CURRENT STUDY   | PREVIOUS STUDY   |
|---|--|
| <ol style="list-style-type: none"> <li>Badin</li> <li>Jacobabad</li> <li>Karachi (except Distt East)</li> <li>Kashmore @ Kandhkot</li> <li>Mirpurkhas</li> <li>Qamber @ Shahdadt</li> <li>Sanghar</li> <li>Shikarpur</li> <li>Thatta / Sujawal</li> <li>Tando Allahyar</li> </ol> | <ol style="list-style-type: none"> <li>Jamshoro</li> <li>Shaheed Benazirabad</li> <li>Thatta / Sujawal</li> <li>Tando Muhammad Khan</li> </ol> |

### Sector / Industry wise Female Participation:

It was revealed during the analysis that 90.1% of female respondents are concentrated in only 6 (30%) Sectors / Industries. Namely, Beauty Industry, Education Industry, Garments Industry, General Office Working, Livestock Care and Vaccination and Self-

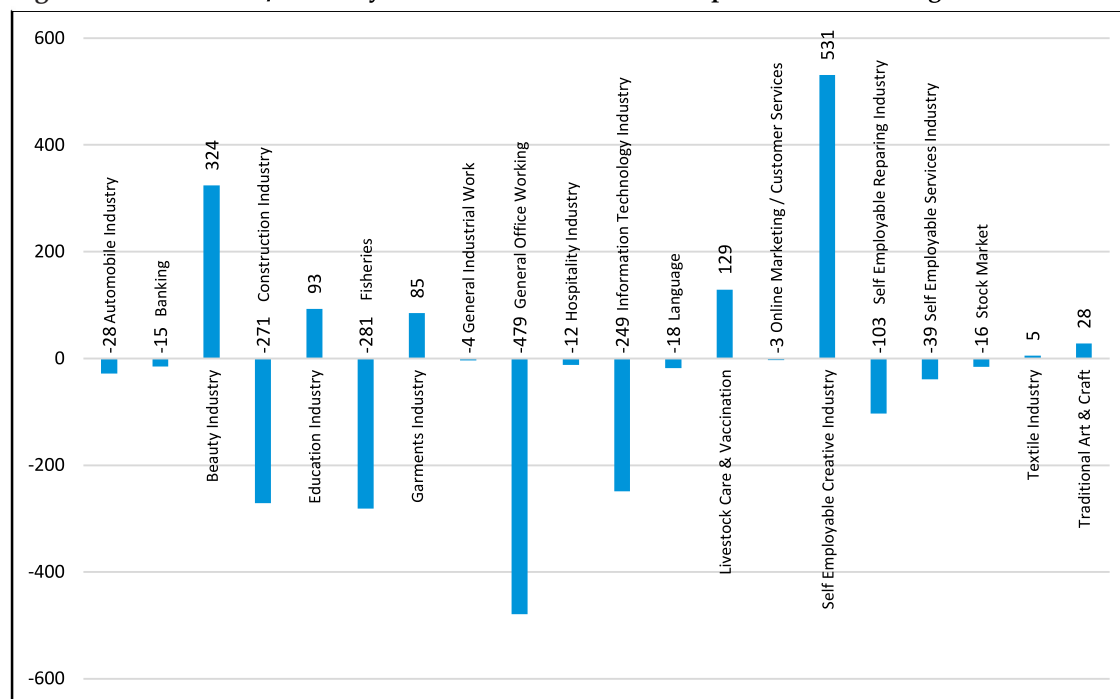
**Figure 2.11 Gender Bifurcation over Sectors / Industries**



Employable Creative Industry. Figure 2.11 depicts the distribution of Males and Females over 20 specific Sectors / Industries.

There are 7 (35%) sectors / industries where ratio of females is greater than males. 78.1% of total females belong to these which include Beauty Industry, Education Industry, Garments Industry, Livestock Care and Vaccination, Self-Employable Creative Industry, Textile Industry and Traditional Art & Craft. Following graph clearly shows female participation over sectors / industries.

Figure 2.12 Sector / Industry wise Number of Female Respondents Exceeding Males

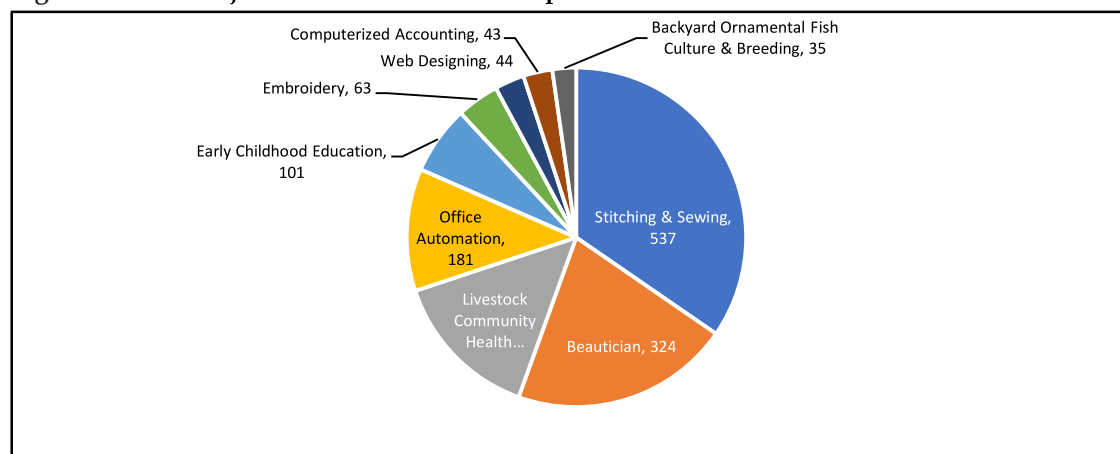


It would be noteworthy that while talking about sectors / industries where female respondents were more than males in numbers, it is revealed that such sectors / industries in previous tracer study were six (06) and in current tracer study such sectors / industries are seven (07) in numbers. Meanwhile, three (03) of these sectors / industries are common in both studies. This indicates a shift of female participation in the survey from 2010 to 2023. Figure 2.4 shows this situation more vividly. Tabulation regarding this data may be seen at **Annexure IV-D** to this report.

#### Trade wise Female Participation:

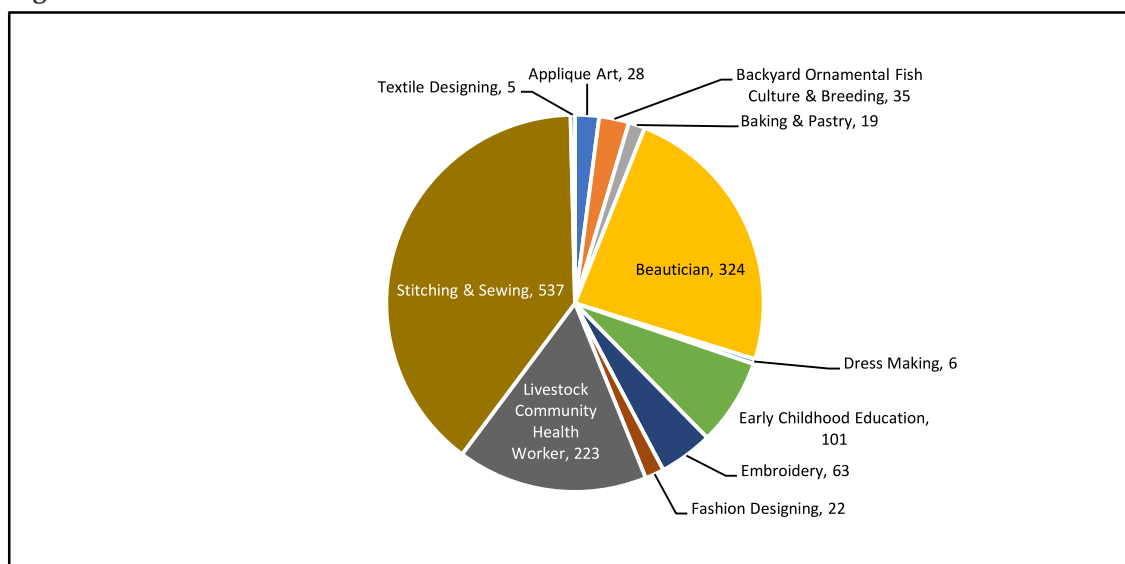
Figure 2.13 depicts the major trades in which 92.5% of all female respondents got training. There is another bifurcation from which female respondents are in excess of

Figure 2.13 Major Trades of Female Participation



males. Figure 2.14 shows such trades. 81.3% female respondents got training in these trades. Detailed list of all trades with gender bifurcation may be seen at the **Annexure IV-E** to this report.

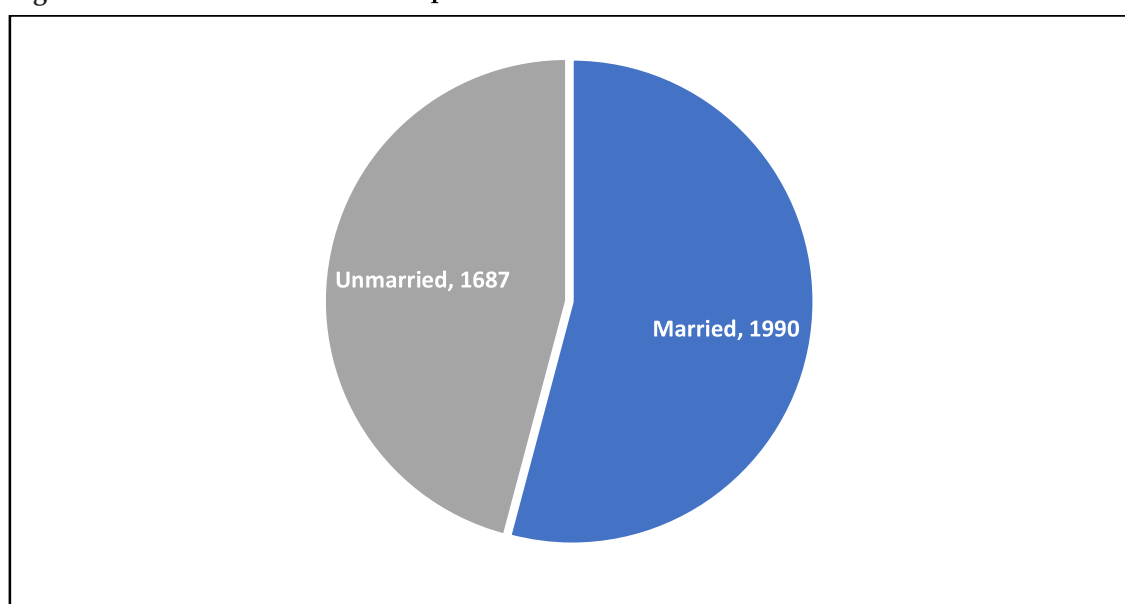
**Figure 2.14 Trades in which Females are in Excess of Males**



### Marital Status of Respondents:

Figure 2.15 shows marital status of respondents. 54.1% of respondents are married out of which 28.2% are males whereas 25.92% are females. Likewise, 45.88% respondents

**Figure 2.15 Marital Status of Respondents**



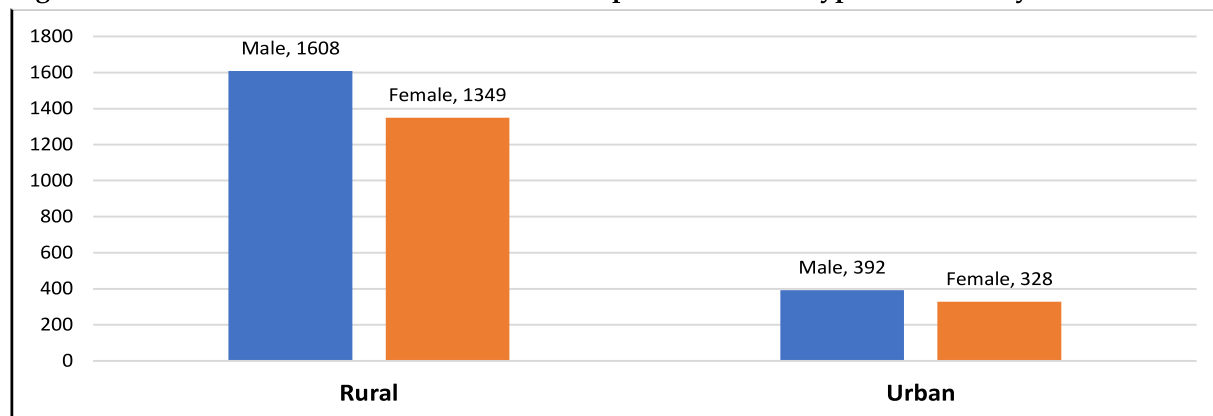
are unmarried out of which 26.19% are males and 19.69% are females. District wise bifurcation may be seen at **Annexure IV-F** to this report. In previous study this question was a voluntary question and only 10% response came. Therefore,

comparison with previous study might not be feasible.

### Economy Type of Area from Where Respondents Belong:

Status of economy (urban or rural) is decided upon the predominant urban or rural properties of a district. Therefore, Karachi Division and Hyderabad & Sukkur Districts

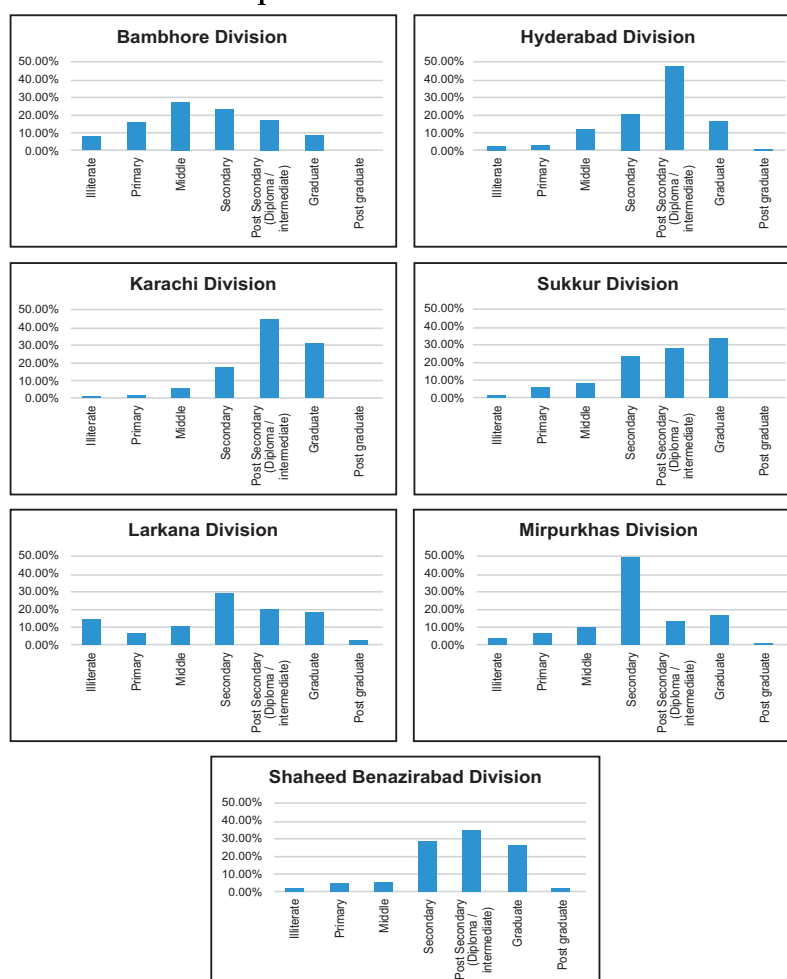
**Figure 2.16 Gender Wise Distribution of Respondents Over Types of Economy**



are termed as urban districts and all other districts are rural ones for the purpose of

this report. In this way 80.4% of all respondents are from rural areas and 19.6% of respondents belong to urban areas of Sindh. Figure 2.16 shows urban and rural distribution of respondents with further bifurcation of male and female in each category. There is no comparison available in previous study for bifurcation of economy. Tabulation showing distribution of urban and rural (gender wise bifurcated) respondents against each district may be observed at Annexure IV-G to this report.

**Figure 2.17 Division Wise Prior Education Level of Respondents**



### Prior Education Level of Respondents:

Status of prior education is shown division wise in Figure 2.17. This might be a biased



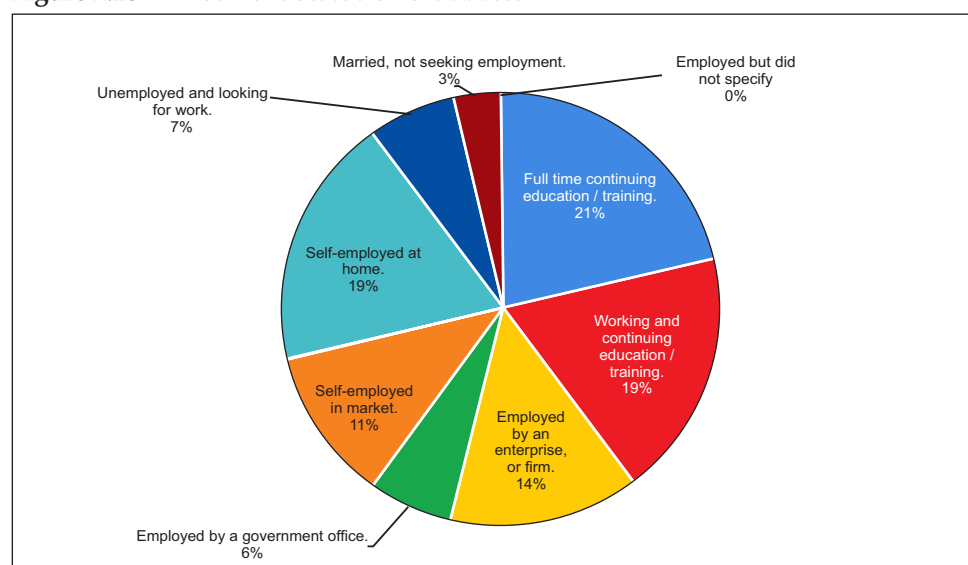
result because the very activity of filling an online proforma, even under supervision, requires a certain level of education. Thus, the results, naturally, might be tilted towards more educated respondents. That is why we can observe that for secondary and above education levels, respondents from Bambhore Division are 49.31%, Hyderabad Division 83.80%, Karachi Division 94.12%, Sukkur Division 85.33%, Larkana Division 69.20%, Mirpurkhas Division 80.00% and Shaheed Benazirabad Division 89.86%. However, the bright side of this biasness might be that the responses thus received are more impartial and logical rather than be influenced merely by the free of cost training or the amount of stipend given to the trainees. Tabulation may be seen at **Annexure IV-H** to this report.

## **ANALYSIS OF SURVEY RESPONSES**

### **Current Status of Graduates:**

The first and foremost purpose of any TVET program is to enable the graduates for having decent employment. Figure 2.18 shows the employment status of graduates at

**Figure 2.18 Current Status of Graduates**



the time of survey. The responses show that 68.75% of graduates had post training employment (part time or full time) at the time of survey. This may be compared with 27.33% employment observed in previous study. Further, this rate of employment may also be compared with a few other studies carried out globally in recent years, e.g. 63.7% employment was observed in second round of the tracer study conducted on the trainings under Council for Technical and Vocational Education, Nepal, in 2021 (Shrestha, 2021). Another study conducted in Namibia in 2017-19, observed 35% employment (Sichombe, 2022). In the study conducted for nursing graduates in Philippines, in 2015, 93.5% employment was observed which is very reasonable keeping in view the trade i.e. nursing, which has all time high employability in the world (Sanchez & Diamante, 2017). Another study regarding TVET sector in Sudan, in 2013, showed 59% employment result (Sorkatii, Khalid, Waheed & El Ashmawi,

2016). A more relevant study conducted under the auspices of European Union (EU) with the implementing partner as GIZ, during 2011-2016 achieved employment rate of 45-50% (Human Development and Safety Net, 2018). Keeping in view the contemporary tracer studies the employment rate achieved, it is quite reasonable and suggestive of the efficacy of BBSHRDB training program.

Detailed analysis of nature and classification of employment with respect to income, industry, survivability and region etc. will be presented later in this report.

**Figure 2.19 Changes in Employment Trends WRT Previous Study**

| CHANGES IN EMPLOYMENT TRENDS WRT PREVIOUS STUDY |  |                   |          |        |
|---|--|-------------------|----------|--------|
| S. No   | Options                                      | Change in Ranking |          |        |
|   |  | Male              | Female   | Total  |
| 1   | Self-employed                                | 0000              | 00000000 | 000000 |
| 2   | Full time continuing education / training.   | 00                | 0        | 0      |
| 3   | Working and continuing education / training. | 0                 | 0        | 0      |
| 4   | Employed by an enterprise, or firm.          | 0000              | 0000     | 0000   |
| 5   | Unemployed and looking for work.             | 000000            | 000000   | 000000 |
| 6   | Employed by a government office.             | 0                 | 0        | 0      |
| 7   | Married, not seeking employment.             | 000               | 0        | 000    |
| 8   | Other (Specify)                              | 0                 | 000      | 0      |

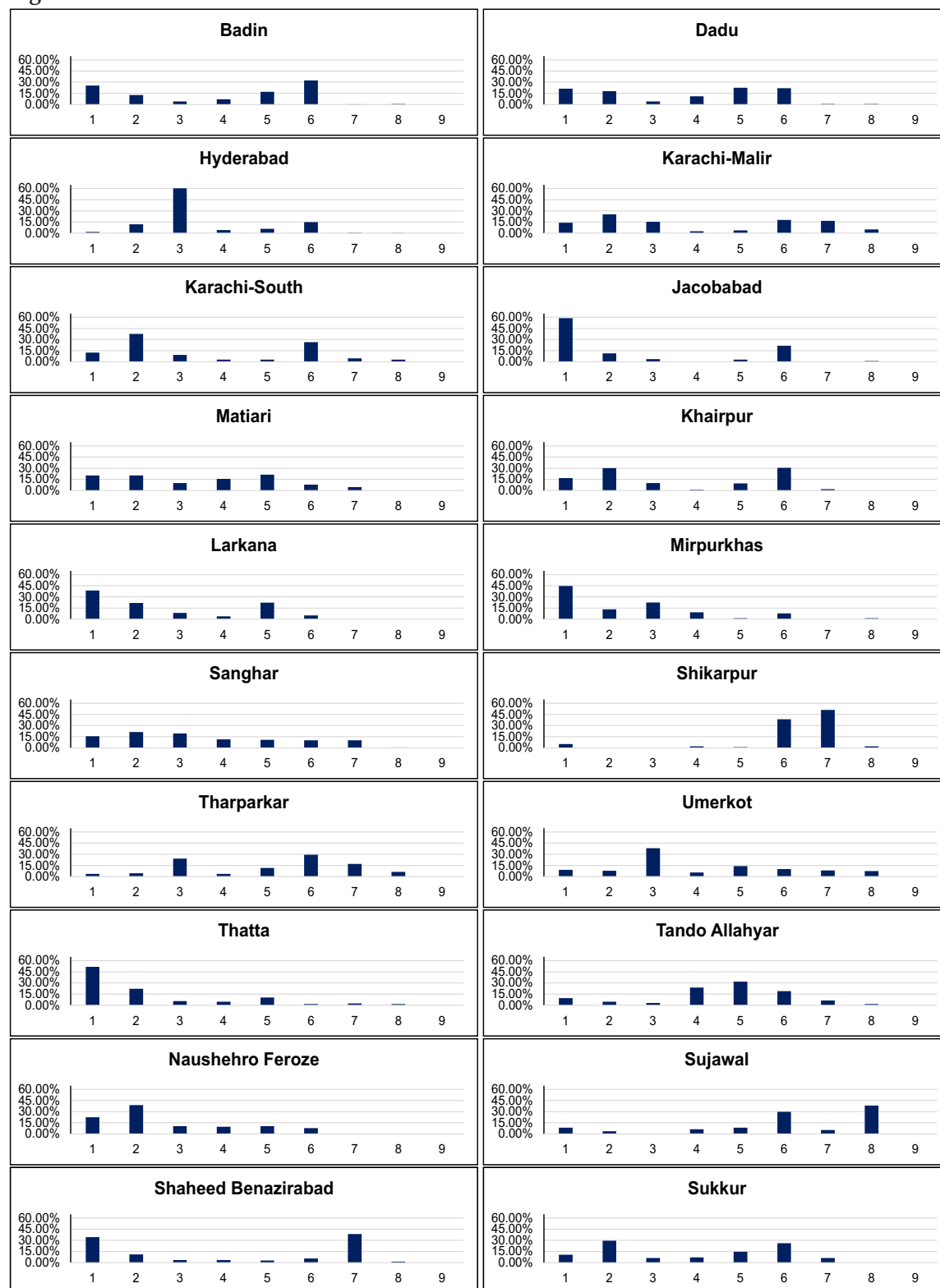
Figure 2.19 shows comparison of current and previous studies for changes in ranking of current status of respondents. In current study, self-employment is ranked number one with 30.11% share of respondents with the improvement of five (05) positions over previous study. Out of 30.11%, 11.31% were self-employed in market and 18.79% were working from home. On the 2<sup>nd</sup> number, 21.32% respondents were having full-time continuing education. Its ranking has been increased by one (01) position. Thirdly, 18.52% respondents were working part-timely with continuing education activity (the ranking was decreased by one (01) position). On the fourth position, 6.15% trainees were employed by an enterprise or firm (private employment) with improvement of three (03) positions over previous report. Respondents who were unemployed or looking for work constitute 6.47% of total, which stands 5<sup>th</sup> and declined by four (4) positions from previous tracer study. 6.15% of respondents were employed by a government office (including military services). This option came down by two (02) positions in comparison with previous study. 3.45% of respondents were either married or not seeking employment, this is also declined by four (04) positions compared to last tracer study. Other (unspecified) responses, which were 0.08%, suggested that the respondents, though, are employed, but did not specify their status this option was also worsened by two (02) positions in comparison with previous study. Following figure (2.20) clearly depicts the change in female

**Figure 2.20 Changes in Female Participation Rate WRT Previous Study**

| S.No | Options                                      | Change in Ranking |
|------|--|-------------------|
| 1    | Self-employed                                | 000000            |
| 2    | Full time continuing education / training.   | 00000             |
| 3    | Working and continuing education / training. | 0                 |
| 4    | Employed by an enterprise, or firm.          | 00                |
| 5    | Unemployed and looking for work.             | 0                 |
| 6    | Employed by a government office.             | 0                 |
| 7    | Married, not seeking employment.             | 00000             |

participation against each of the status item in comparison to previous study. Since it is the percentage participation between the two studies, the option i.e. "others (specify)" was not comparable since only three (3) females

Figure 2.21 District Wise Current Status of Trainees



|   |  |   |                                  |
|---|--|---|----------------------------------|
| 1 | Full time continuing education / training.   | 6 | Self-employed at home.           |
| 2 | Working and continuing education / training. | 7 | Unemployed and looking for work. |
| 3 | Employed by an enterprise, or firm.          | 8 | Married, not seeking employment. |
| 4 | Employed by a government office.             | 9 | Employed but did not specify     |
| 5 | Self-employed in market.                     |   |                                  |

responded in current study against zero (0) males, whereas, in previous study it was twenty-six (26) females against thirty-three (33) males. Nevertheless, the Figure 2.20 shows that female participation was decreased by one (01) point in “working and continuing education / training”, “Employed by a government office” and “Unemployed and looking for work”. Female participation in “employed by an enterprise or firm was increased by two (02) points”. Whereas, participation of females in “self-employed” was increased by five (05) points and in “Married, not seeking employment” female participation was increased by four (04) points. Thus, we can see a shift towards “self-employment” and not “seeking employment due to marriage”; from “working, continuing education / training”, “private or public employment”, or at least females increasingly tend to seek employment if they are unemployed. However overall participation of females increased by 3.82% as per current study compared to previous one.

Moreover, to observe district wise status of respondents, above Figure 2.21 shows status of employment of respondents in those districts where number of respondents were 50 or more. Badin has 75.07% respondents in “Self-employment at home” followed by “Full time continuing education” and “Self-Employed in market”. In Dadu 65.75% respondents have “Self-employment at market”, followed by “Self-employment at home” and “Full-time continuing education”. In Hyderabad, very high proportion of 88.84% respondents opted “Employed by an enterprise or firm”. Runner ups are lagging far behind which are “Self-employed at home” and “Working and continuing education and training”. In Jacobabad, out of 91.62% respondents, major occupation appears to be “Full-time continuing education and training”, followed by “Self-employed at home” and “Working and continuing education”. District Malir has 59.49% respondents in “Working and continuing education” as the major engagement of respondents followed by “Self-employment at home” and “unemployed and looking for work”. Karachi-South with 76.56% respondents, has also the major occupation i.e., “Working and continuing education” followed by “Self-employed at home” and “Full-time continuing education and training”. In Khairpur, most opted options of 77.49% respondents, were “Self-employed at home” and “Working and continuing education” respectively, whereas “Full-time continuing education and training” comes after. Larkana with 882.77% respondents in “Full-time continuing education and training” as the leading option, followed by “Self-employment in market” and “Working and continuing education and training”. In Matiari, leading option of 61.80% respondents is “Self-employment in market” equally followed by “Full-time continuing education and training” and “Working and continuing education and training”. 82.26% respondents of Mirpurkhas have “Full-time continuing education and training” as highest option followed by “Employed by an enterprise or firm” and “Working and continuing education and training”. 82.19% respondents of Naushehro Feroze have the majority in “Working and continuing education and Training”, followed by “Full-time continuing education and training”, “Employed by an enterprise or firm” and “Self-employed in market”. 56.36%

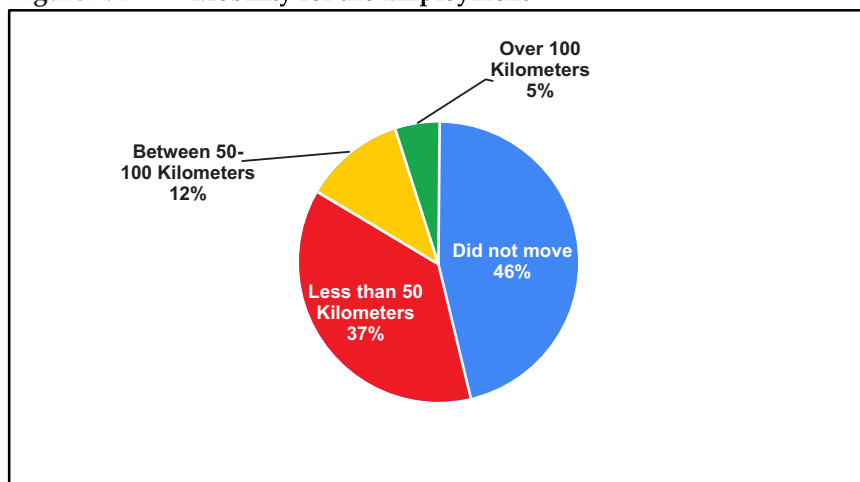


respondents of Sanghar have again at the top “Working and continuing education and training” followed by “Full-time continuing education & training” and “Employed by an enterprise or firm”. Majority of 83.56% respondents of Shaheed Benazirabad has distinction in having “Unemployed and looking for work” majority respondents, followed by “Full-time continuing education and training” and “Working and continuing education and training”. Shikarpur is the second of only two districts having highest number of “Unemployed and looking for work” responses, followed by “Self-employed at home” and a very small percentage of “Full-time continuing education and training”, collectively these make 94.79% of total respondents. District Sujawal has another distinction having majority responses i.e., “Married, not seeking employment”, followed by “Self-employed at home”, “Self-employed at market” and “Full-time continuing education and training”. Together these options contain 84.82% of total respondents. Sukkur has majority of 70.04% respondents from “Working and continuing education and training”, followed by “Self-employed at home” and “Self-employed at market”. 74.60% respondents of Tando Allahyar belong to “Self-employment in market”, followed by “Employed by a government office” and “Self-employment at home”. Tharparkar has 70.54% respondents belonging to “Self-employed at home”, followed by “Employed by an enterprise or firm” and “Unemployed and looking for work”. District Thatta has majority of 84.13% of respondents engaged in “Full-time continuing education and training”, followed by “Working and continuing education and training” and “Self-employed in market”. 62.27% respondents from Umerkot are “Employed by an enterprise or firm”, followed by “Self-employed in market” and “Self-employed at home”. Tabulations regarding this question may be seen at the **Annexure V-A** to this report

### Mobility for Employment

This piece of information indicates whether a trade is feasible to be conducted in a particular region on the basis of the distance a graduate has to travel for the job after

Figure 2.22 Mobility for the Employment



training. Figure 2.22 depicts pattern of mobility of graduates after training for the purpose of employment. While the chart is self-explanatory, it would be fruitful to

compare the results with previous study. The comparison shows in Figure 2.22 that 83.47% respondents in the current study either did not move or moved less than 50 kilometres after the training whereas, those were only 54.23% in the previous study. There is also a considerable decrease in number of respondents who travel from 50-100 km after training. Whereas, there are only 5.02% respondents who reported that they had to travel more than 100 km after the training as compared to previous study in which a whopping 23.27% of respondents had to travel more than 100 km after the training. Figure 2.23 shows gender wise change in mobility pattern of graduates after the training. This is indicative of the elaborated efforts by BBSHRRDB to make training programs more focussed on local industry and commercial venues in order to effectively minimize dislocation of trainees for employment. This spread of focused trainings is uniform vertically and almost horizontally. Against all of the employment status options, over 70% employed respondents have not moved more than 50 kilometres. On the other hand, over 75% employed trainees have not moved more than 50 kilometres, across almost all the districts of Sindh except Jacobabad, Matiari, Sujawal, Tando Allahyar, Tando Muhammad Khan and Thatta. Although total share of employed respondents from these districts are not more than 15% of total employed respondents of this study, some efforts surely are needed to introduced locally focused training programs in these districts. Tabulations regarding this question may be seen at **Annexure V-B** to this report.

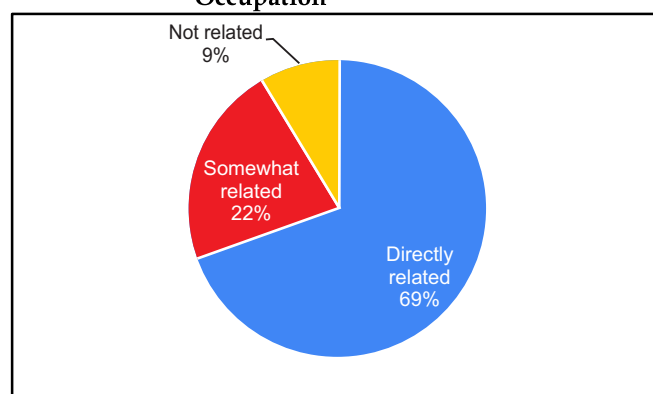
**Figure 2.23 Changes in Mobility Pattern of Graduates after Training**

| Options                   | Male              | Female            | Aggregate         |
|---------------------------|-------------------|-------------------|-------------------|
|                           | Change in Ranking | Change in Ranking | Change in Ranking |
| Did not move              | 🔴🔴🔴               | 🔴                 | 🔴🔴                |
| Less than 50 Kilometers   | 🔵                 | 🔵                 | 🔵                 |
| Between 50-100 Kilometers | 🔵                 | 🔵                 | 🔴                 |
| Over 100 Kilometers       | 🔵🔵🔵               | 🔵                 | 🔵                 |

### Relevance of Training Course with Occupation:

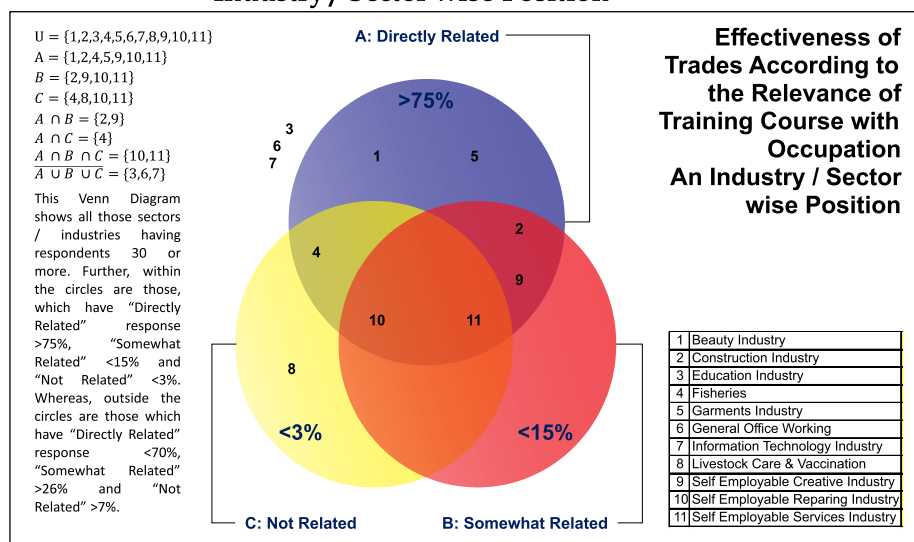
This elaborates the fact that how directed and determined are the efforts for the post training employment of graduates. Figure 2.24 reveals that a very good 91.42% respondents experienced the training related (directly related or somewhat related) to their current occupation. Previous study had also a very good response which was 87.35%. However, when the “Directly Related” option is singled out, current phase

**Figure 2.24 Relevance of Training Course with Occupation**



respondents experienced the training related (directly related or somewhat related) to their current occupation. Previous study had also a very good response which was 87.35%. However, when the “Directly Related” option is singled out, current phase

**Figure 2.25** Relevance of Training Course with Occupation: An Industry / Sector wise Position

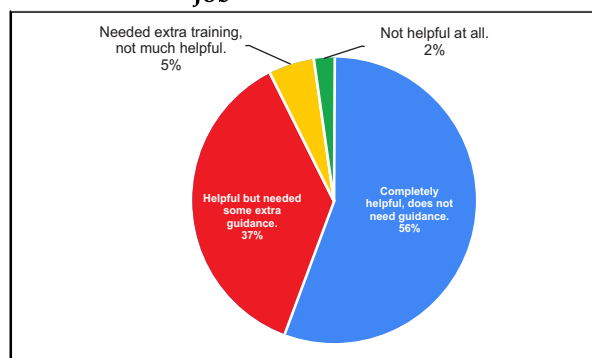


has quite a good edge (69.54%) over the previous study's figure (49.33%). Around 20% improvement suggests that there was a persistent effort in market study and some serious efforts towards post training employment of trainees by BBSHRRDB in collaboration with the training partners. Nevertheless, results indicate that the journey still remains. BBSHRRDB has to cover the 8.58% "not related" response, even it is an improvement over the previous study which had 12.65% such respondents. There is a need for a more focused effort for the employment of graduates in relevant industries. When analysing over industry / sector level, sectors having response frequency thirty (30) or above and came up as most efficient are "self-employable repairing industry" and "self-employable service industry", which have responses, "directly related" over 85%, "somewhat related" less than 12% and "Not related" below than 3%. However, the worst performers among these Industries / Sectors are the Education Industry, General Office Working and Information Technology Industry having options "directly related" below 70%, "somewhat related" over 26% and "not related" over 7%. The IT industry, in this regard, is singled out in a way that it has the highest percent of "Not Related" response i.e. 22.18%. The Venn Diagram at Figure 2.25 clearly elaborates the effectiveness of employment-relevance of each of the sectors having number of responses 30 or more. Here Sectors / Industries are classified according to their effectiveness. An industry is considered effective in having our graduates in the fields relevant to their training if Directly Related option is selected by over 75% respondents or Somewhat Related is selected by less than 15% respondents or Not Related option is selected by less than 3% respondents. According to this diagram, most potent Industries / Sectors are Self-Employable Repairing Industry and Self-Employable Service Industry. The least effective Industries / Sectors are Education Industry, General Office Working and Information Technology Industry. Tabulations regarding this question are present at **Annexure V-C** to this report.

### Helpfulness of Training during Job:

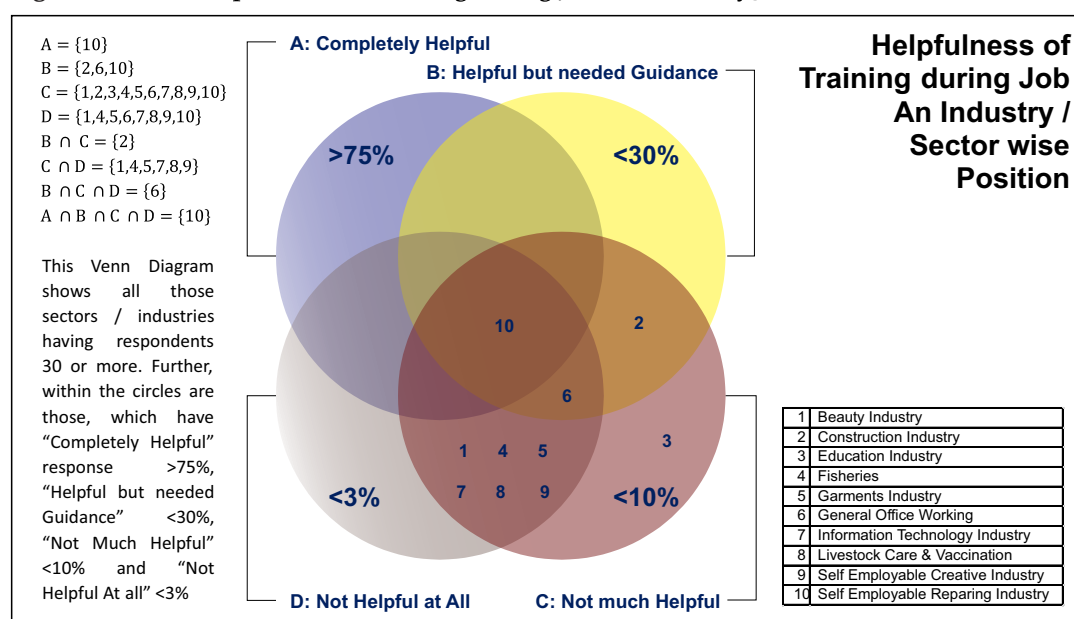
This is a very crucial question which throws light over the fact that whether a trade has to be updated according to evolving industrial needs or not. Figure 2.26 depicts

Figure 2. 26 Helpfulness of Training During Job



an apparently very good result that 92.64% of employed respondents found the training under BBSHRRDB helpful to their jobs. 5.14% of employed graduates feel the need of additional training and only 2.22% opined that the training they got was not helpful at all. However, a closer look at industry / sector wise bifurcated data depicts that among those sectors where number of respondents are 30 or more, only one sector can be singled out, i.e. "Self-employable repairing industry" as the best performer with no respondent opt "Not helpful at all", only 1.35 percent feel that the training was "not much helpful and they need extra training", whereas, an excellent 83.78% say that the training was completely helpful and they do not need extra guidance. Otherwise, for all other industries / sectors in which respondents are 30 or above, non has the option "Completely Helpful" more than 67%. Further, only two industries / sectors have option "helpful but needed guidance" below 30% of respondents. These

Figure 2.27 Helpfulness of Training during Job: An Industry / Sector wise Position

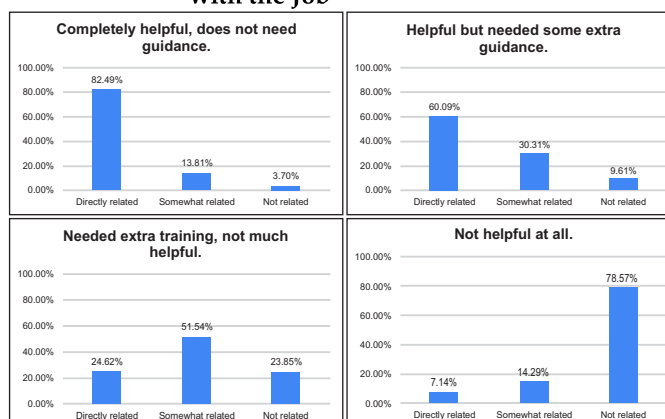




two are Construction Industry and General Office Working. All the other industries / sectors have over 30% respondents having this option. This indicates that with effective efforts in order to improve the curriculum in accordance with current industrial and workplace needs, the proportion of “Completely Helpful” response may easily be increased. Venn Diagram at Figure 2.27 shows the degree of helpfulness of training for respondents to get relevant employment. A training in a particular industry is considered helpful if percentage of respondents who chose the option Completely helpful is over 75% or the percentage of those who chose the option Helpful but needed Guidance is less than 30%, or who chose Not Much Helpful are less than 10% or who chose Not Helpful at All are less than 3%. We can observe that the trainings are most helpful in the Self Employable Repairing Industry, and the least helpful trades belong to the Beauty Industry, Fisheries Industry, Garments Industry, IT Industry, Livestock Care & Vaccination Sector and Self-Employable Creative Industry.

It would be useful here to compare helpfulness of training during job with its relevance with the job. At Figure 2.28, a relationship can visibly be observed between helpfulness and relevance. Where the training is completely helpful and respondent did not need any guidance, the direct relevance of training with job is reported by 82.49% respondents. Where respondents feel the training helpful with some guidance, the direct relevance is reported by 60.09% respondents. Where respondents need extra training during job and the BBSHRRDB training is not much helpful, 51.54% report that the training is somewhat related to their jobs. Where respondents found the training not helpful at all, they also report that the training was not related to their jobs. We can comfortably conclude that relevance of training with the prospective jobs has a vital role in the performance of trainees in their post-training employment. Tabulations regarding this question may be seen at Annexure V-D to this report.

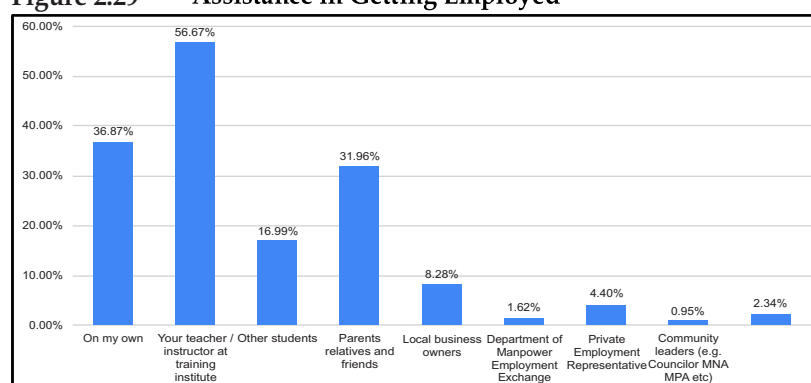
**Figure 2.28 Comparison of Helpfulness of Training during Job with the Relevance of Training with the Job**



### Assistance in Getting Employed:

This multiple-choice question indicates trust level of graduated trainees rather than determining actual act of assistance. In this way, it points to the most trusted formal

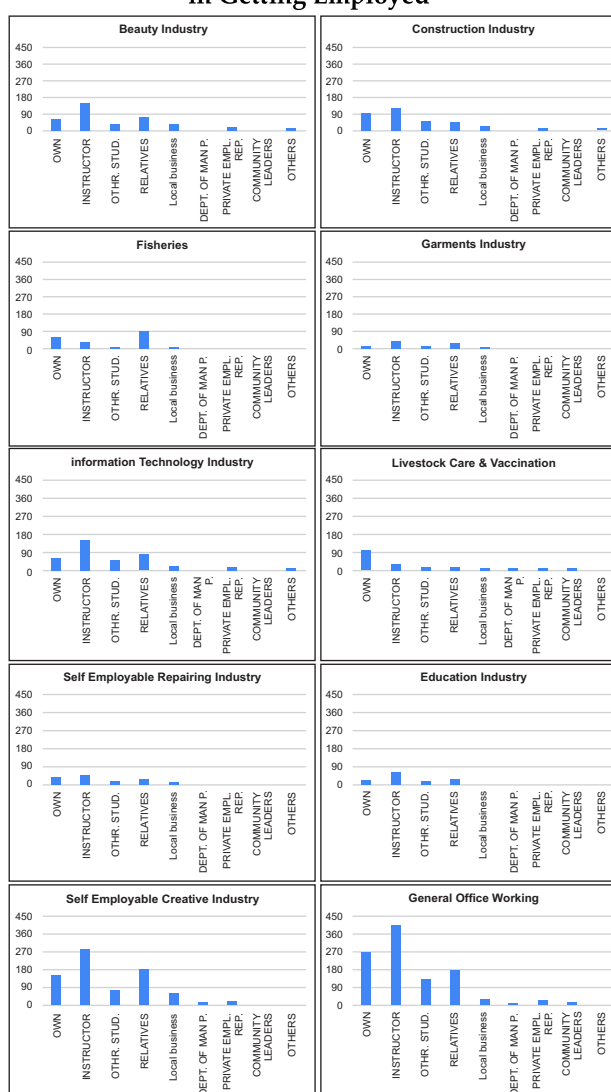
Figure 2.29 Assistance in Getting Employed



or informal sources / agencies for acquiring help in order to get employment. As per Figure 2.29, the highest trusted source for getting help for employment appears to be the “teacher, instructor at the institute” with 56.67% rate of response. The second and third highest are the own efforts of the graduates (i.e. “on my own”) and “parents, relatives & friends”, with 36.87% and 31.96% rates of employment. A couple of factors impact this rate of response which are “Sectors / Industries” and “geography (district wise)” of training.

While observing “Sector / Industry” responses, Figure 2.30 tells that except for Fisheries and Livestock Care & Vaccination industries, graduates highly trust their teachers or Instructors for getting assistance for employment. This is quite logical because in TVET sector, instructors, generally, are well aware of the industry situation regarding vacancies / opportunities and they are quite helpful in guiding graduated trainees regarding their respective trades and industries. As far as Fisheries industry is concerned, it is generally family-based industry in Sindh, therefore if “parents, relatives and friend” have the highest source of trust for graduates is comprehensible. In “Livestock Care and Vaccination”, the trend deviates

Figure 2.30 Industry wise Pattern of Assistance in Getting Employed

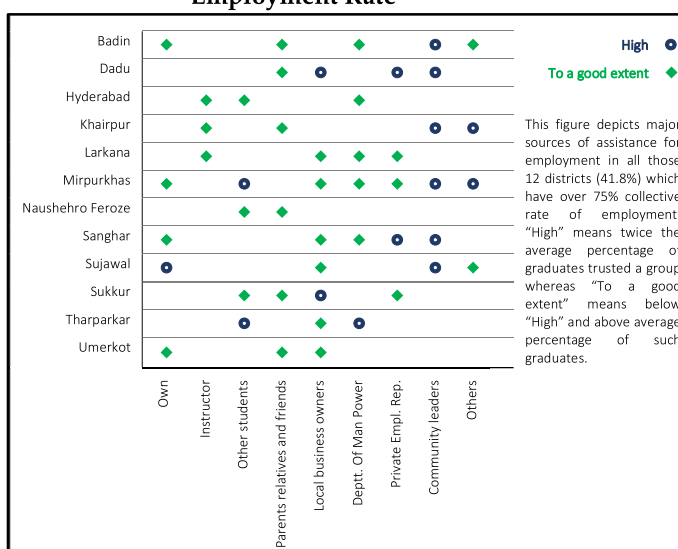


the general pattern and graduates' own efforts have the highest percentage in getting them employed. However, further research is needed to explore the industry wise pattern of trusted sources for graduates in the efforts to get employment.

While analysing geographically, it is observed that twelve districts of Sindh have collective employment rate of 75.67%. In Figure 2.31, district wise "High" and "To a good extent" trusted sources by

graduates for getting employment. Assistance from "Community Leaders" (i.e. MNAs, MPAs and Councillors, etc.) appeared highest trusted source for actual employment of graduates. This figure also reveals that there is not much strong relationship in getting assistance for employment and getting actual employment. This might be the result of misdirected efforts from the assisting groups. More cohesive and directed efforts are needed in order to get the graduates employed in different industries.

**Figure 2.31 Trends of Trusted Sources for Assistance in Getting Employment in Districts with High Employment Rate**

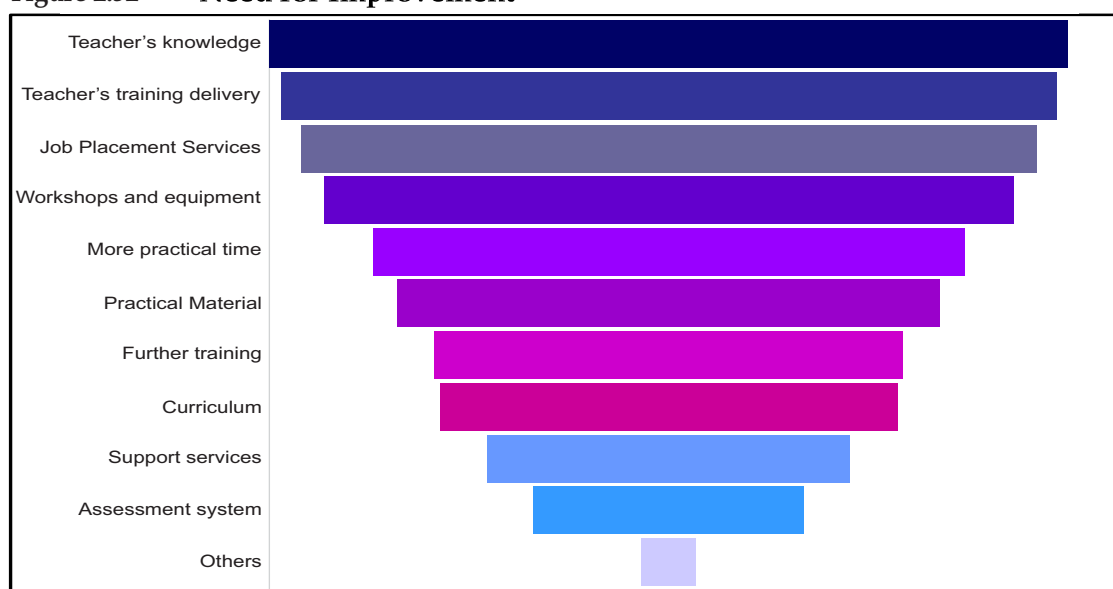


Comparison with previous study's results is not feasible due to the approach of counting multiple choice responses. Current study only considers the responses from employed respondents, whereas previous study took responses from all the respondents. Tabulations regarding this question may be seen at the **Annexure V-E** to this report.

### Need for Improvement:

A trainee is the primary beneficiary of the training program. No matter how fine training facilities are provided, the question always remains relevant, i.e. in which area(s), in the opinion of graduated trainee, is the need for improvement? This question is also multiple-choice one. Funnel chart at Figure 2.32 shows that first two highly selected options by trainees are "Teacher's Knowledge of the Subject" and "Teacher's Training Delivery", which need improvement. Since the graduated trainees who have spent some time being employed or in search of employment, are in the best position to identify deficiencies in training imparted to them. While detailed discussion will be made in the conclusion and recommendations, however,

Figure 2.32 Need for Improvement



this gives hint about deficiencies in tutor's training and their selection criteria adopted by the training provider. These results further depict that respondent analysed the training program quite rationally. Third most deficient service as per respondents is the jobs placement. BBSHRRDB has to streamline the training providers as well as to develop its own forward linkages in order to do more directed efforts to provide jobs to the graduates. Further, trainees also found need for improvement in laboratories, workshops and equipment; suggest more time for conducting practical activities; and more raw material for practical training to get enough equipped for the prospective employment. When it is compared with previous study: Change in trend may be viewed in Figure 2.33. Job Placement was on top in previous study which has now been demoted by two positions. Teacher's knowledge of the subject was on second number previously and tops in current study. Laboratories, workshops and equipment were on 3<sup>rd</sup> rank which now has further been demoted by one position. Teacher's training delivery was on 4<sup>th</sup> position which now becomes 2<sup>nd</sup> most cited issue to be improved. Previously, trainees wanted to get further training on 5<sup>th</sup> position, now the option is 6<sup>th</sup> in rank. In the last study graduates wanted to improve curriculum on 6<sup>th</sup> position, now they want the same at 7<sup>th</sup>. Remaining options haven't changed their positions.

Figure 2.33 Changes in Need for Improvement WRT Previous Study

| S.No | Option   | Male              | Female            | Total             |
|------|--|-------------------|-------------------|-------------------|
|      |  | Change in Ranking | Change in Ranking | Change in Ranking |
| 1    | Teacher's knowledge of subject.  | ↑↑                | ↓                 | ↑                 |
| 2    | Teacher's training delivery  | ↑↑                | ↑↑↑               | ↑↑                |
| 3    | Job Placement Services   | ↓↓                | ↓↓↓               | ↓↓                |
| 4    | Laboratories workshops and equipment   | ↓↓↓↓              | ↓↓↓↓↓             | ↓                 |
| 5    | Allow more time for individual students over equipment                                 | ↓                 | ↑↑↑               | ↑↑                |
| 6    | To prepare courses and programs for you to continue further training                   | ↓                 | ↓↓                | ↓                 |
| 7    | Content of Curriculum to prepare you for employment                                    | ↓↓                | ↑                 | ↓                 |
| 8    | Support services (i.e. library Health and food services recreation boarding facility). | ↓↓                | ↓↓↓↓              | ↓                 |
| 9    | Exams and grading system   | ↑↑↑↑↑             | ↑↑↑↑↑↑↑           | ↓                 |
| 10   | Others   | ↑                 | ↑                 | ↓                 |

study graduates wanted to improve curriculum on 6<sup>th</sup> position, now they want the same at 7<sup>th</sup>. Remaining options haven't changed their positions.



Moreover, district wise perception of graduates regarding need for improvement may be observed in the Figure 2.34. In the twelve (12 i.e. 41.4%) districts which represent over 70% of respondents, only three (03), namely Badin, Khairpur and Mirpurkhas,

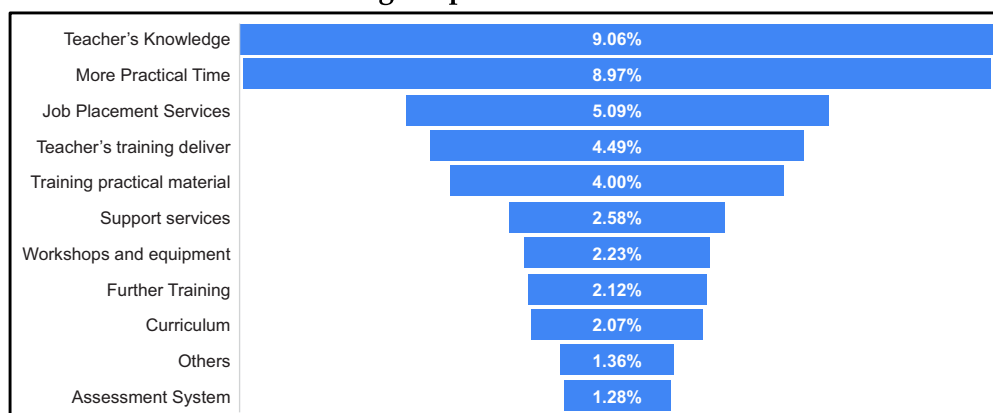
**Figure 2.34 District wise Graduates' Perception Need for Improvement**



have the Teacher's knowledge regarding subject need most improvement. Only one (01) district (Naushehro Feroze) has Teacher's training delivery as mostly needed to be improved. In four (04) districts, i.e., Sanghar, Shaheed Benazirabad, Sujawal and Sukkur have "Support Services i.e. Library, Health and Food Services and Boarding Facility" need improvement the most. Hyderabad considers preparation of courses for further training, Jacobabad has Exams and Grading system, Larkana: Job Placement Services and Umerkot says that individual students may be allowed more time over equipment; as needed improvement the most. This figure has quite contrary results compared to the whole Province. It implies that districts with low response rate, report highly contrary situation, and therefore it is inferred that area / district wise solution may be devised for the quality issues raised by the graduates.

It would also be fruitful to look into the data through another window. There are 1590 Nos. those trainees who chose only one option, which makes 43.24% of total

**Figure 2.35 Need for Improvement according to Respondents who have Selected Single Option**

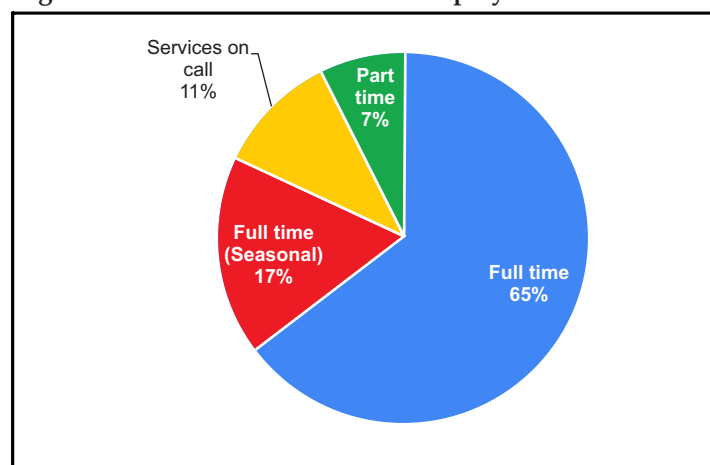


respondents. Opting for a single choice might reveal clarity and vividness of mind regarding the issue. Figure 2.35 depicts pattern of such responses. Save for the 1<sup>st</sup> and 3<sup>rd</sup> choices, ranking of all other options have been changed. Most singled-out choice is for allowing more time over equipment (practical time) which moves from 5<sup>th</sup> position to the 2<sup>nd</sup>. Rest of the responses are also reflected differently. Tabulations regarding this question are present at **Annexure V-F** to this report.

### Nature of Current Employment

Nature of post training employment explains efficacy of training as well as effectiveness of efforts made for the employment of graduates. Pie chart at Figure 2.36

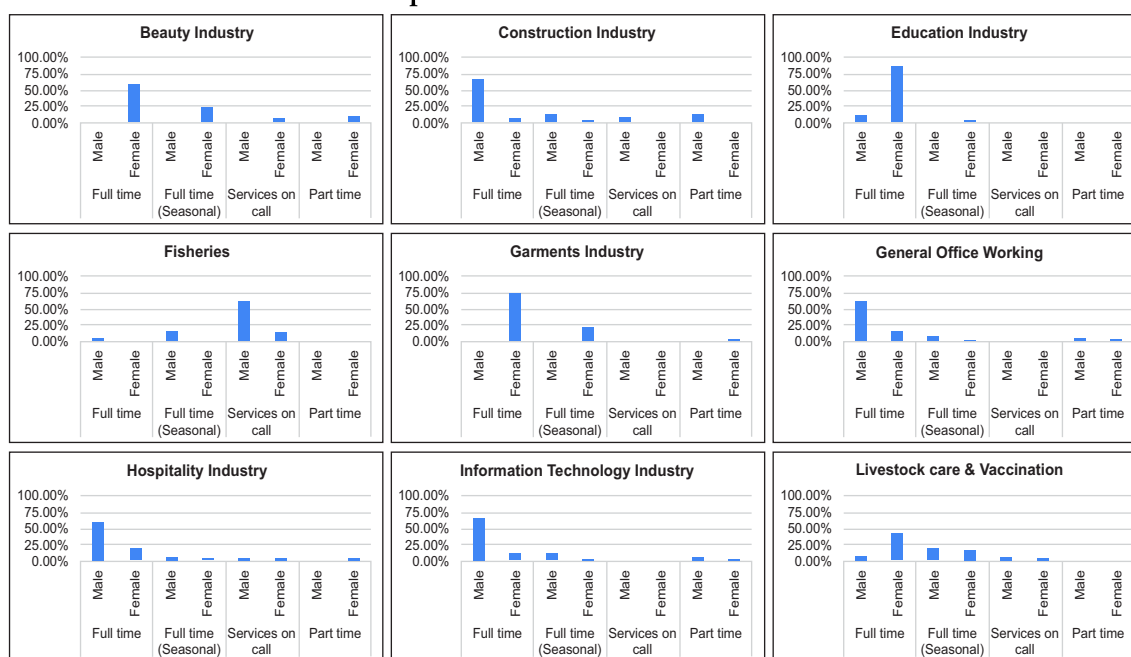
**Figure 2.36 Nature of Current Employment**

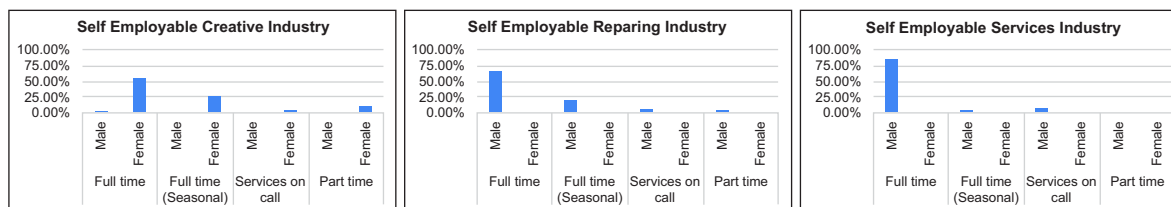


presents distribution of employment nature. The highest share goes to the full-time employment. When coupled with full time seasonal employment the total full-time employed graduates are 82% of total employed. More elaborated picture appears when it is analysed that the gender wise nature of employment in sectors / industries as well as in districts.

In the Figure 2.37, it can be witnessed that beauty industry is ruled by females with 58.92% in full-time and 25.95% working full-time seasonal. Construction industry is predominantly male oriented, 66.67% work full-time, 13.22% work part-timely, 9.77% work full-time but seasonally. A little percentage (2.3%) of full-time employed graduates are females which is particularly interesting. When dug deep in data, it was revealed that all of them were trained for designing job (AutoCAD) in construction industry. In education industry, majority of teachers are females, with 86.76% employed full-time, and the males are 10.29%. Majority of respondents from Fisheries sector are males who work on call. Looking deep in data reveals that majority of those male graduates are trained in Fish Farming Extention Technology, Hatchery Technician and Management and Integrated Fish Farming. They are needed to build up fish farms whenever needed. 16.06% of females also work as “on call service providers”. It is interesting, as majority of these female trainees are trained in Backyard Ornamental Fish Farming. 16.06% males are engaged in full-time seasonal work, whereas, 3.63% are full-time workers. Garment industry is only for females. 98.08% work full-time / seasonal, whereas, only 1.92% work as part-time. In General Office Working sector, majority of graduated respondents are male i.e. 78.6%. Further, full-time employment has 77.88% of total respondents (62.59% males and 15.29% females). 11.33% are full-time seasonal are 11.33% (9.53% are males and 1.8% are females). 9.35% work part-timely (5.4% males and 3.96% females). Hospitality industry is generally considered as seasonal in Pakistan especially due to cold northern hilly and mountainous regions. However, in Sindh, which is generally temperate and plane area, it is a year-long business. That is why, this industry has 80.65% full-time employment rate. Out of which 61.29% are males and 19.35% females.

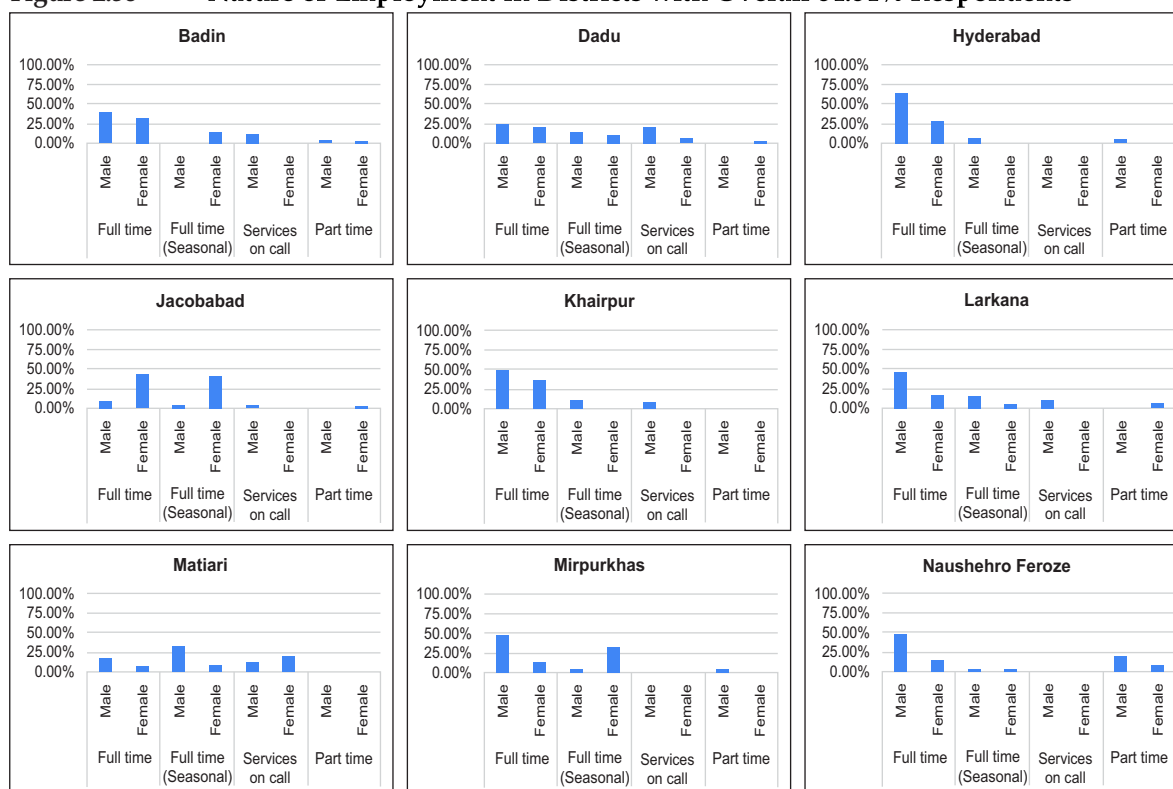
**Figure 2.37 Nature of Current Employment of Graduates in the Sectors / Industries with More Than 30 Respondents**



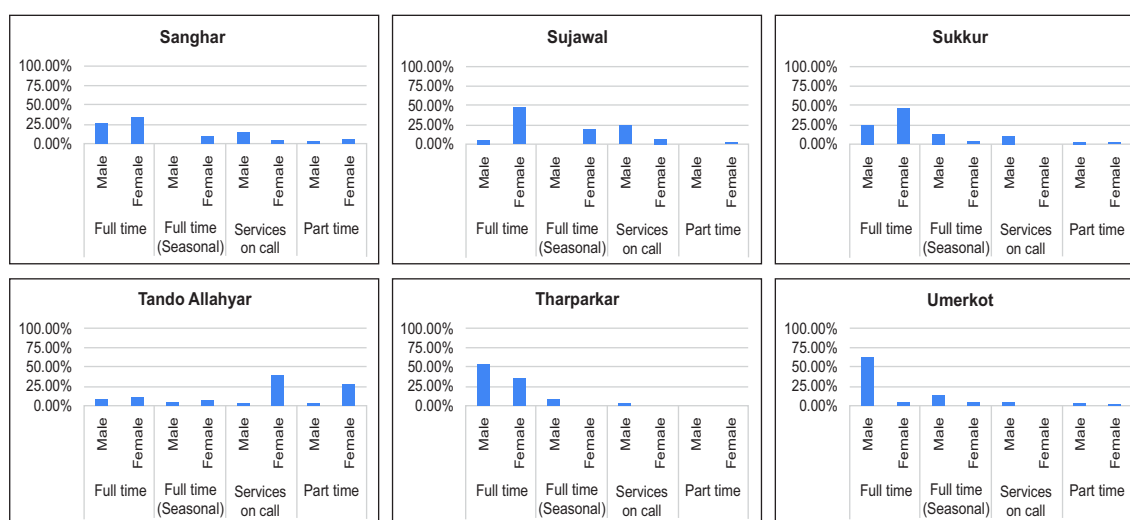


9.68% are seasonally employed (6.45% males and 3.23% females). 6.45% work on on-call services based (equally divided between males and females). 3.23% respondents who are females work part-timely. IT industry has 78.4% of full-time employment with 67.2% males and 11.2% females. 13.2% work seasonally, mainly due to the nature of industry in their areas, as majority of these respondents live in rural areas. 8% work part-timely with 5.6% males and 3.23% females. Self-Employable Creative Industry, with 97.36% female respondents, is predominantly female industry. 54.79% are full-time workers with 2.31% males. 27.06% work full-time seasonally. 3.96% work on call. 11.55% work part-timely with 0.33% male respondents. Self-Employable Repairing Industry has 100% male respondents. 69.44% work full-time. 20.83% work full-time seasonally. 5.56% work on call. 4.17 work part-timely. Likewise, Self-Employable Services Industry is also completely male oriented industry. 87.5% respondents work full-time. 3.13% work full-time seasonally and 9.38% work on call. No respondents work part-timely in this area.

Figure 2.38 Nature of Employment in Districts with Overall 84.84% Respondents







While studying district wise nature of employment of respondents, those 15 districts (51.72%) are selected which have the most respondents (84.84%). Figure 2.38 depicts general male dominance (maximum 64.24%) with exception of Jacobabad, Sujawal, Sukkur and Tando Allahyar (maximum 47.62% females). Full-time employment is the major option (maximum 64.24% males and 47.62% females) with the exception of Matiari (17.65% males and 7.84% females) and Tando Allahyar (7.69% males and 11.54% females). Highest incidence of full-time seasonal employment comes from Jacobabad i.e. 46.03% (females 41.27%), Matiari i.e. 41.18% (males 33.33%), Mirpurkhas i.e. 35% (females 32.5%) and Sujawal i.e. 19.05% (all females). Most options for Service On-Call come from Dadu i.e. 26.8% (male 20.62%), Matiari i.e. 33.33% (female 21.57%), Sujawal i.e. 28.57% (male 23.81%) and Tando Allahyar i.e. 40.38% (female 38.46%). Part-time jobs are mostly visible in Naushehroferoze i.e. 28.48% (male 19.62%) and Tando Allahyar i.e. 30.77% (female 26.92%).

Figure 2.39 represents gender wise shift in trends regarding nature of employment in comparison to previous study. “Full-time” employment comes first from second position. “Full-time (seasonal)” slips to 2<sup>nd</sup> position from 4<sup>th</sup> position. While status of “Services on call” remains unchanged. Whereas, the biggest upset experiences “Part-time” employment which falls to 4<sup>th</sup> position right from the top. Tabulations regarding this question may be perused at **Annexure V-G** to this report.

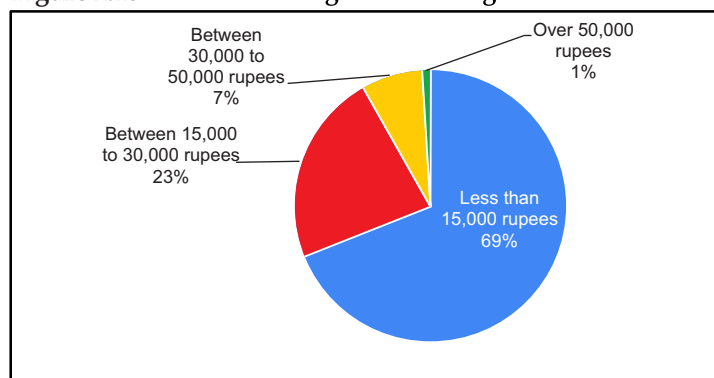
**Figure 2.39** Change in Nature of Employment WRT Previous Study

| S.No | Answers              | Change in Nature of Employment |        |       |
|------|----------------------|--------------------------------|--------|-------|
|      |                      | Male                           | Female | Total |
| 1    | Full time            | ①                              | ①      | ①     |
| 2    | Full time (Seasonal) | ①①                             | ①①     | ①①    |
| 3    | Services on call     | ①                              | ①      | ①     |
| 4    | Part time            | ①①①                            | ①①①    | ①①①   |

### Pre-Training Income Range:

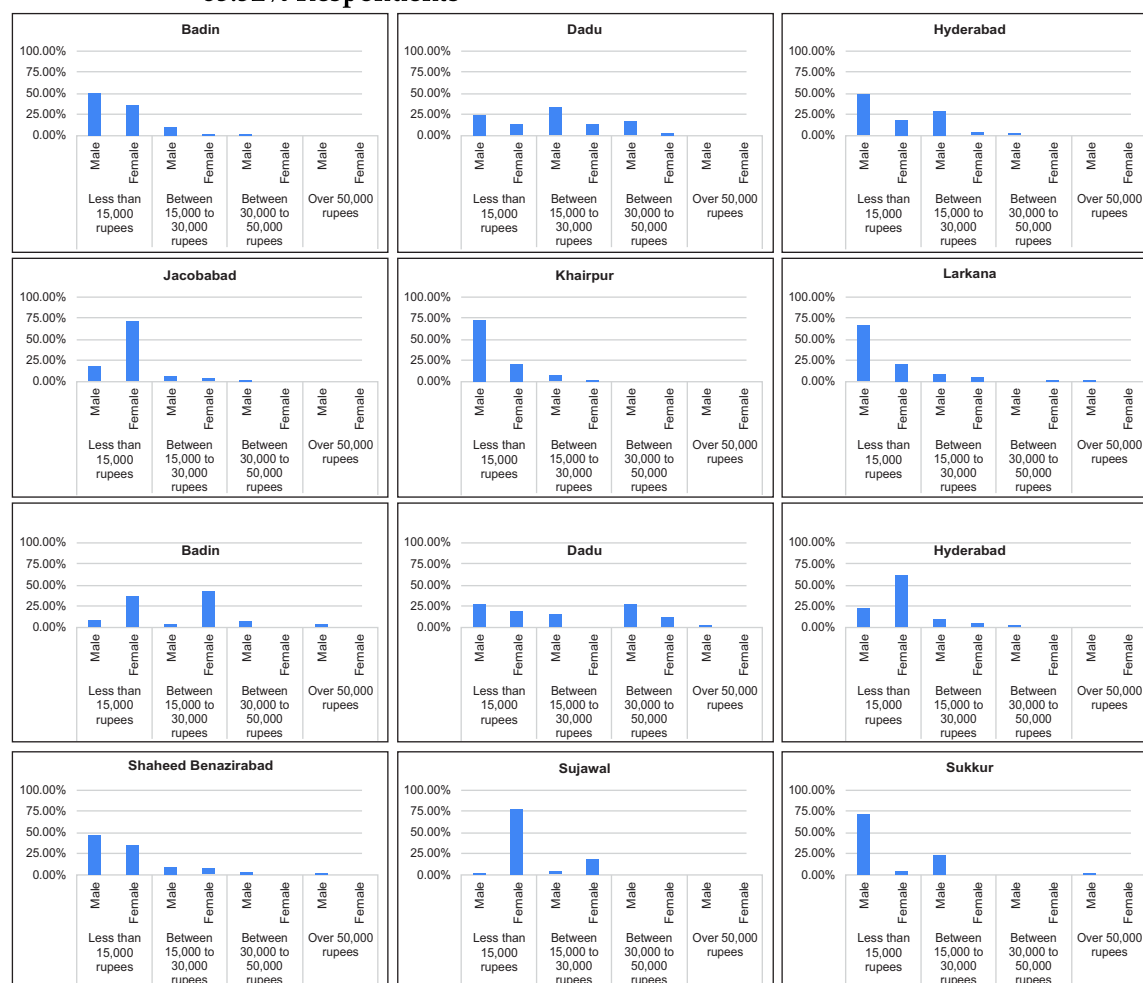
This data reveals previous financial status of graduated respondent and when coupled with the next two questions will provide gradual impact of training over the monthly

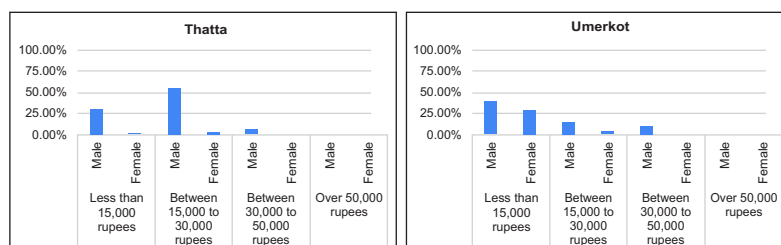
Figure 2.40 Pre-Training Income Range



income of respondent. Only 45.72% were employed before getting enrolled in the training. Figure 2.40 depicts that majority of respondents, before training, have monthly income less than Rs. 15,000/- per month. And merely one percent had income over Rs. 50,000/- per month. More elaborated picture may be seen when this data is geographically analysed.

Figure 2.41 Pre-Training Income Range of Respondents in the Districts with Overall 83.52% Respondents



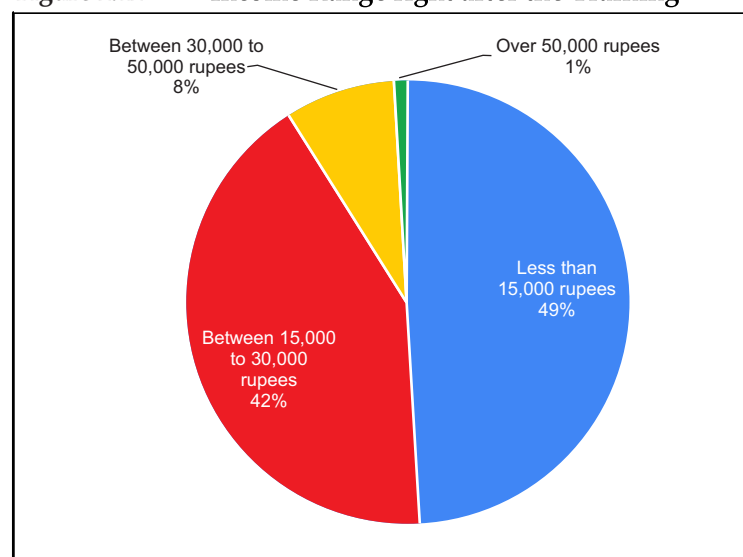


In Figure 2.41, with the exception of Dadu and Thatta, pre-training income was below Rs. 15,000/ per month. Percentage of females exceed males in Jacobabad, Mirpurkhas, Sanghar and Sujawal districts. Those trainees who were earning between Rs. 15,000/- and 30,000/- is the dominant group in Dadu and Thatta. Third group, i.e., between Rs. 30,000/- and 50,000/- is not a dominant group in any of the districts, however, it has noticeable presence in Dadu and Naushehro Feroze. The group; “over Rs. 50,000/-”, does not have even a visible presence in any of the districts. There is no comparison with previous study, as no question was in the study regarding pre-training income range of respondents. Tabulations regarding this question may be seen at **Annexure V-H** to this report.

#### Income Range Right After the Training:

The responses show that unemployment among graduates reduces by 16.59% shortly after completion of training in comparison to pre-training unemployment. Figure 2.42

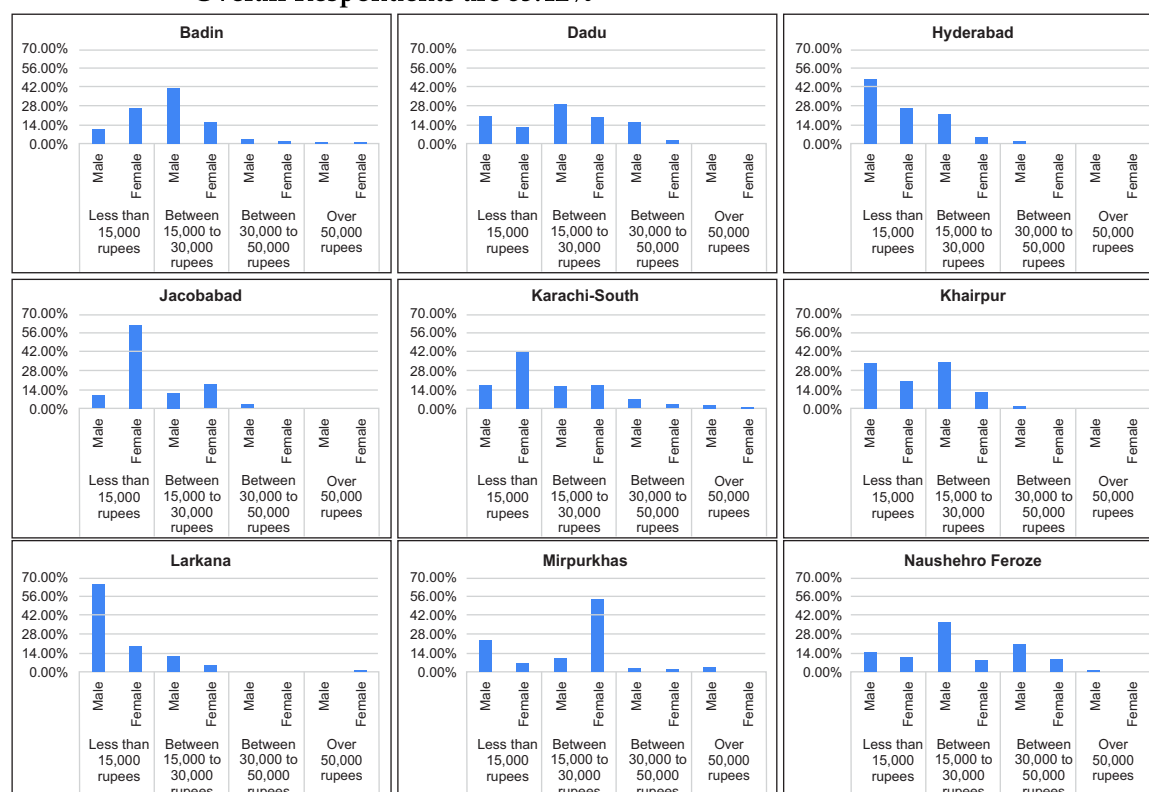
Figure 2.42 Income Range right after the Training



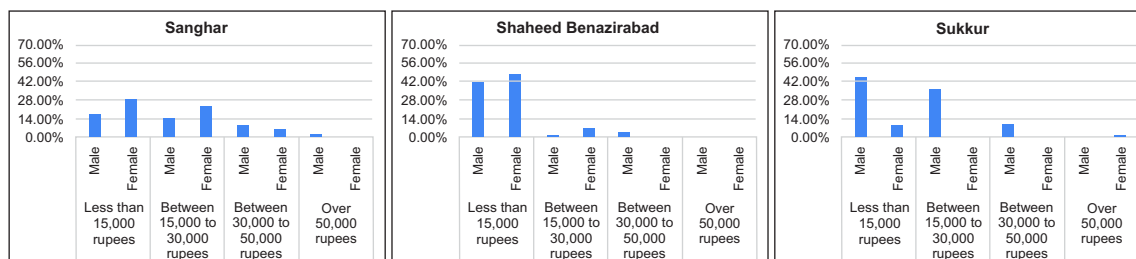
shows that pie for income group i.e. less than Rs. 15,000/- PM reduces by 19.80%. On the other hand, share of income group between Rs. 15,000/- to Rs. 30,000/- increases by 18.91%. Shares for two bottom groups have not changed noticeably. The improvement is visible in increased employability of trainees as well as in the reduction of bottom income group. District wise share in post training income groups is depicted in Figure 2.43.

Only those districts are included in this chart which have number of respondents more than 50. Those districts in which majority of respondents belong to the group: “Less than Rs. 15,000 PM” are Hyderabad (male dominated), Jacobabad (female dominated), Karachi-South (female dominated), Khairpur (male dominated), Larkana (male dominated), Sanghar (female dominated), Shaheed Benazirabad (female dominated), Sukkur (male dominated) and Tharparkar (male dominated). The group: “Between Rs. 15,000/- and Rs. 30,000/-” leads in Badin (male dominated), Dadu (male dominated), Khairpur (male dominated), Mirpurkhas (female dominated), Naushehro Feroze (male dominated), Thatta (male dominated) and Umerkot (male dominated). The income group: “Between Rs. 30,000/- and Rs. 50,000/- PM”, is not a dominant group in any of the districts with over 50 respondents. However, in four (4) districts this group has representation of 10% or more respondents these districts are Dadu, Naushehro Feroze, Sanghar and Sukkur (all male dominated). The highest income group i.e. “Over Rs. 50,000/- PM” does not have a visible presence in majority of the districts. Only five (5) districts have over 1% share in Karachi-South, Mirpurkhas (highest with 3.4% share), Naushehro Feroze, Sanghar and Umerkot. All males except Umerkot with one (1) male and one (1) female respondent. Tabulation regarding this question can be found at **Annexure V-I** to this report.

**Figure 2.43 Income Range of Respondents Immediate after Training in the Districts with Overall Respondents are 85.42%**



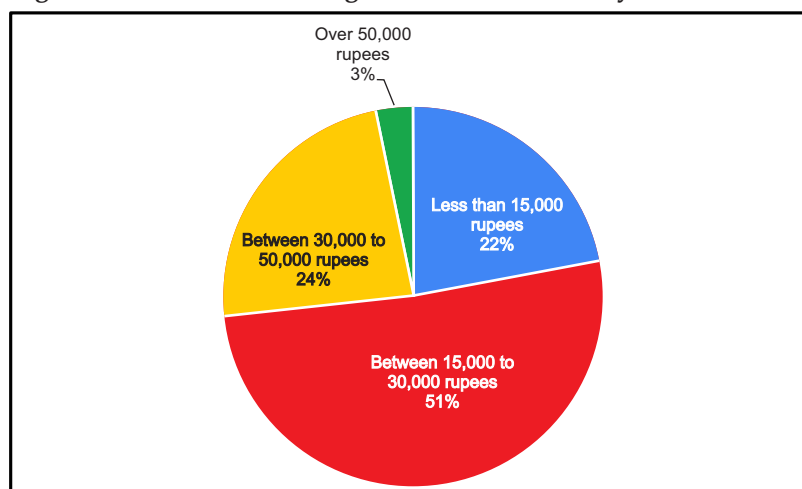




### Current Income Range i.e. at the time of survey:

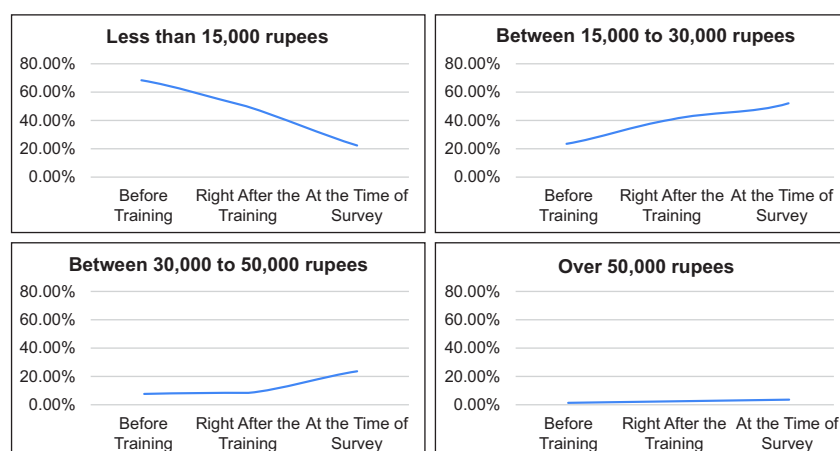
This is the current status of income range of trained graduates i.e. at the time of survey. As per Figure 2.44, for the bottom income group (less than Rs. 15,000/- PM), the pie

Figure 2.44 Income Range at the Time of Survey



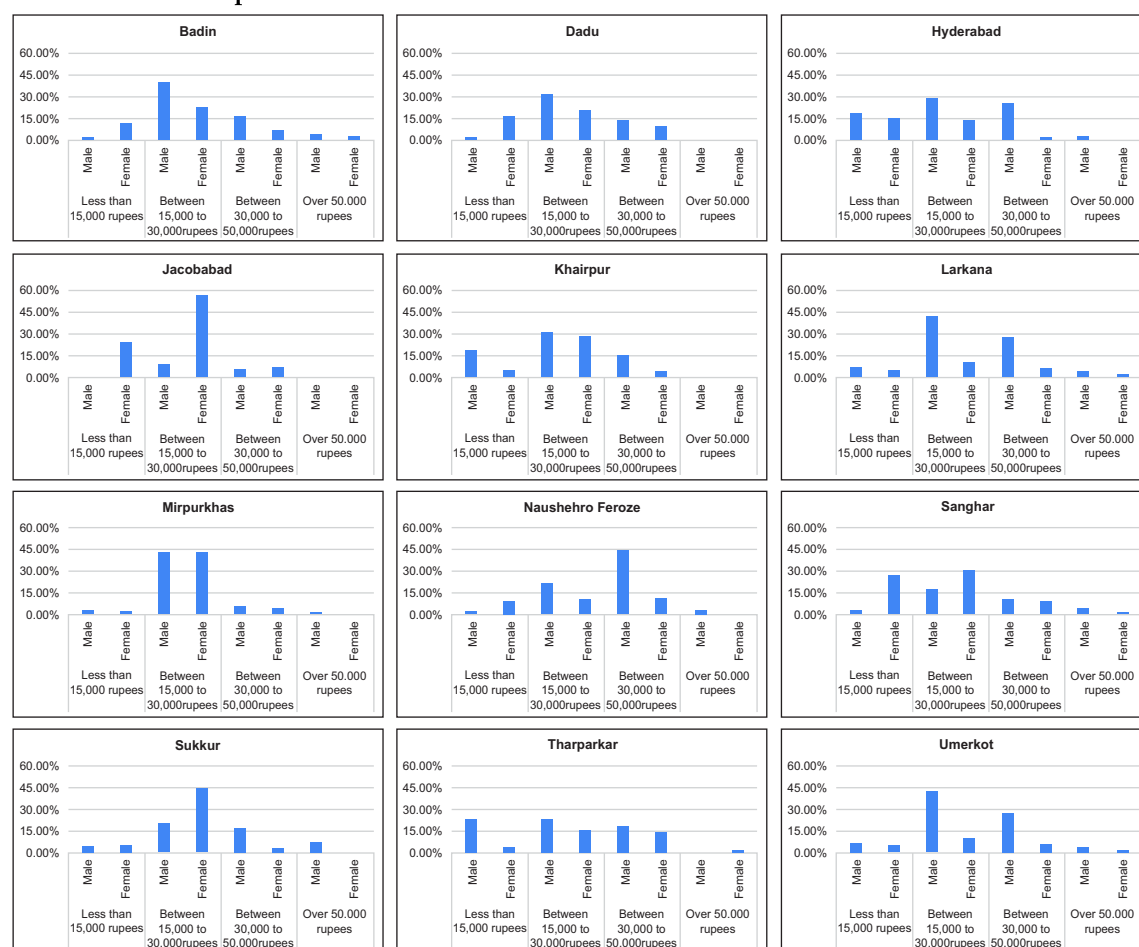
has been reduced by 27.04% from immediate post training income range and 46.84% from pre-training income range. The second least group (Between Rs. 15,000/- and Rs.

Figure 2.45 Change in the Number of Respondents Across Different Income Groups Over Different Points of Time



30,000/-) increases by 9.32% against immediate post training income range and by 28.23% against pre-training income range. Even the higher income group i.e. the second from the top (Between Rs. 30,000/- to Rs. 50,000/- PM) enhances by 15.59% with respect to immediate post training income range and by 16.42% with respect to pre-training income range. Figure 2.45 clearly shows the situation just discussed. This

**Figure 2.46 Income Range of Respondents at the Time of Survey in the Districts with Overall Respondents are 77.95%**

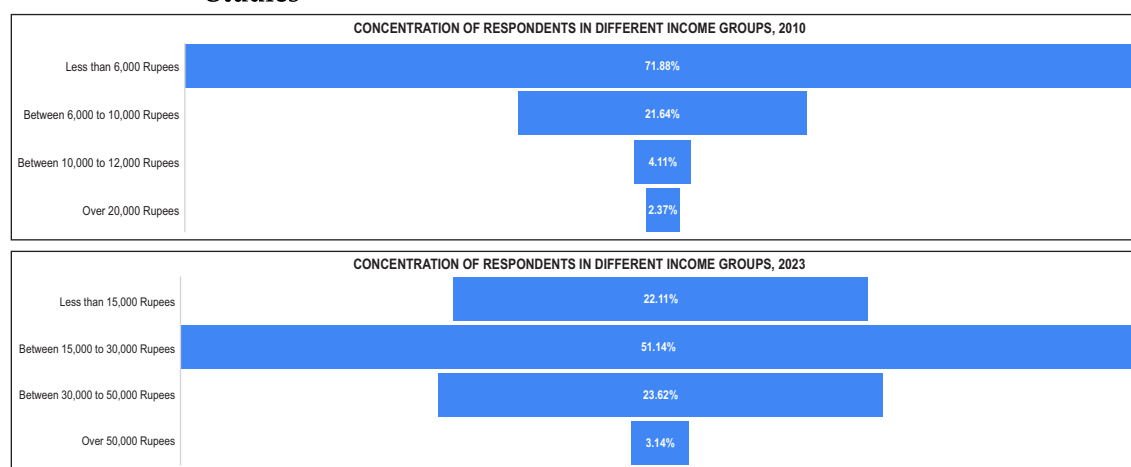


result along with previous two questions, shows quite a healthy progress of the training program as far as employment of graduates is concerned. Figure 2.46 present district wise distribution of current status of income ranges of respondents. It can be observed that all but one districts have the highest number of respondents in the income group "Rs. 15,000/- to Rs. 30,000/-". Only Nausheero Feroze is the district where the highest number of respondents belong to the income group "Rs. 30,000/- to Rs. 50,000/-". Jacobabad, Sanghar and Sukkur are female dominant districts. Mirpurkhas has equal distribution of genders and the rest are male dominant districts in this assemblage. For the second highest number of respondents, districts; Badin, Larkana, Mirpurkhas, Sukkur, Tharparkar and Umarkot belong to the income group "Rs. 30,000/- to Rs. 50,000/-". All male dominant. However, districts; Hyderabad,

Khairpur (both male dominant), Dadu, Jacobabad and Sanghar (all three were female dominated) have their place in the the income group “Less than Rs. 15,000/-”. District Naushehro Feroze (male dominated) has the second highest number of respondents in the income group “Rs. 15,000 to Rs. 30,000/-”. For the third most concentrated number of respondents districts; Dadu, Hyderabad, Jacobabad, Khairpur and Sanghar (all male dominated) belong to the income group “Rs. 30,000/- to Rs. 50,000/-” and the districts; Badin, Larkana, Mirpurkhas, Naushehro Feroze, Sukkur, Tharparkar and Umarkot are in the income group “Less than Rs. 15,000/-”. All male dominated except districts Badin and Naushehro Feroze. Lastly, for the income group “Over Rs. 50,000/-”, although it is not a dominant income group anywhere, districts where percentage of respondents is 5% or more, are, Badin, Larkana, Sanghar, Sukkur and Umerkot”. All male dominated except for Badin where respondents from both genders are represented equally.

Comparison from previous study may be seen in the Funnel charts at Figure 2.47. Although the nominal values of income groups are different, both studies are still comparable. It is clearly visible that maximum number of respondents in previous study belong to the lowest income group. In a drastic improvement, the lowest income group in current study jumped to 3<sup>rd</sup> position. The impact of this reduction largely goes to the 2<sup>nd</sup> lowest and 2<sup>nd</sup> highest income groups. Even the highest income group also inflated slightly in comparison to previous study. Apart from distance of survey from the time of completion, this visible improvement might be due to more focussed

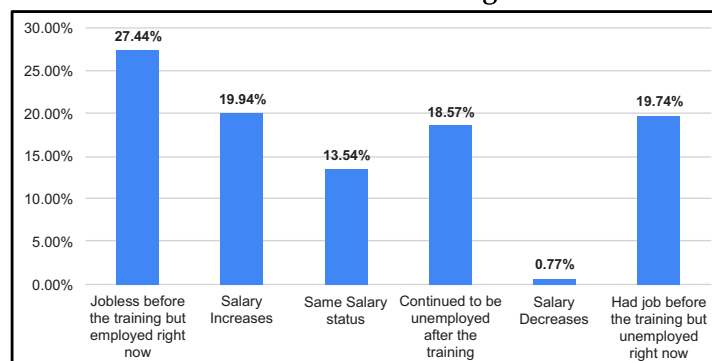
**Figure 2.47 Comparison of Respondents' Concentration between Previous and Current Studies**



selection of trades according to industrial needs. Well, this requires a separate study to assess causes of this improvement of result over previous report.

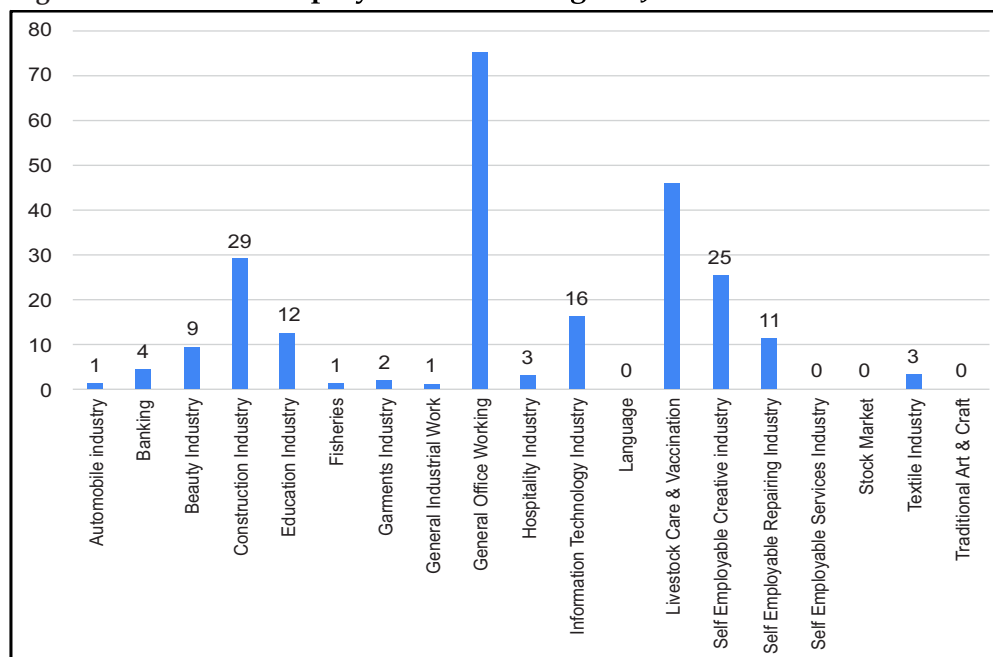
It would be fruitful to know here that 47.38% of respondents were either unemployed and got post-training employment or they were employed before training and got

**Figure 2.48 Status of Income / Employment Before and After the Training**



themselves on the higher income group after training. This is evident from Figure 2.48. Around 14% did not get any change in their previous income range. However, 38.31% were those who either were unemployed before and continued to be unemployed post-training or employed before and found themselves unemployed after the training. This had to be explained and when enquired deeper it was revealed that 26.14% were those who opted to pursue further education after the training. 4.23% were not seeking employment. Thus only 7.94% were genuinely seeking employment.

**Figure 2.49 Unemployed and Looking for Job**



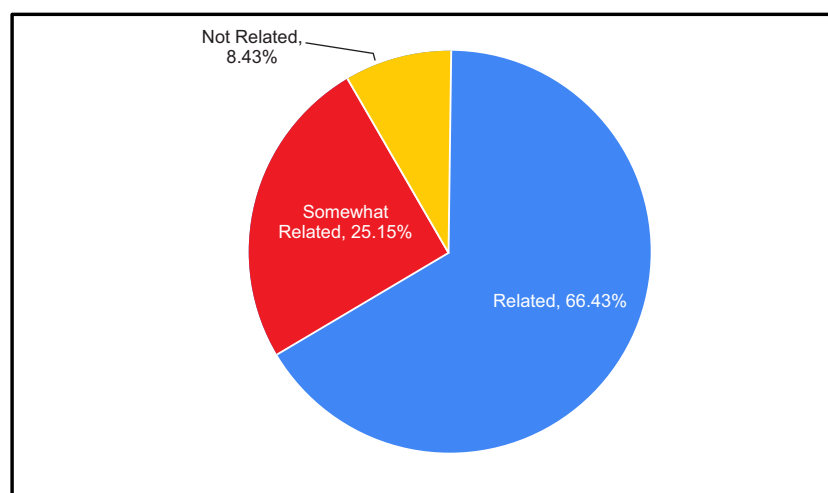
And as Figure 2.49 explains, highest concentration of respondents was in Construction Industry, General Office Working, Livestock and Vaccination and Self-Employable Creative Industry where 25 or more respondents belong. The causes of inefficiency in these industries / sectors may require further research. Nevertheless, in the light of

this elaboration, over 47% respondents having improved post-training economic conditions might be considered an improvement for this training program. Tabulations regarding this question are present at **Annexure V-J** to this report.

### Relevance of Pre-Training Occupation with the Training Acquired:

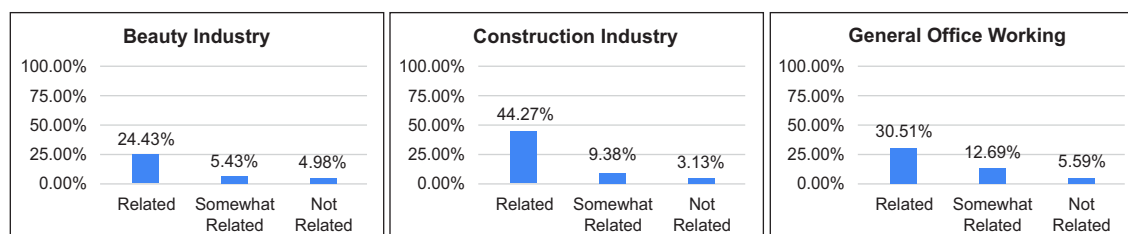
The purpose of this question was to determine whether the choice of training by the trainee was based upon their previous interest or knowledge or not. Figure 2.50

**Figure 2.50** Relevance of the Pre-Training Occupation with the Training Acquired

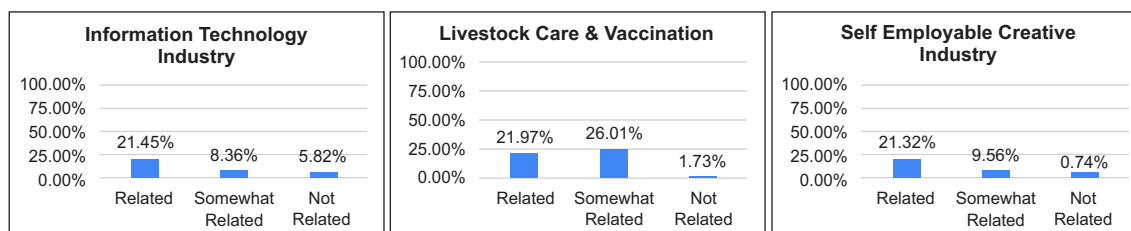


explains the pre-training aptitude of the trainee. The result is quite interesting. 91.57% trainees had previous background of the training they acquired. This shows that perception of trainee him/herself is one of the major decisive factors in the choice of trades. However, when examined further, it is revealed that only 34.53% of trainees with related background, actually got the job. This is quite logical, because generally these young and inexperienced trainees do not have ample knowledge of industry, even if they are involved in the field before training. They need appropriate guidance and counselling regarding industry according to their aptitude before choice of trade. Figure 2.51 shows the industry wise position of those respondents who have prior related background. Construction Industry has the highest (53.65%) employment rate, Livestock Care and Vaccination has 47.98% employment, General Office Working has

**Figure 2.51** Actual Post-Training Employment in Comparison to the Relevance of Pre-Training Occupation with the Training in the Industries with Overall 84.05% Respondents





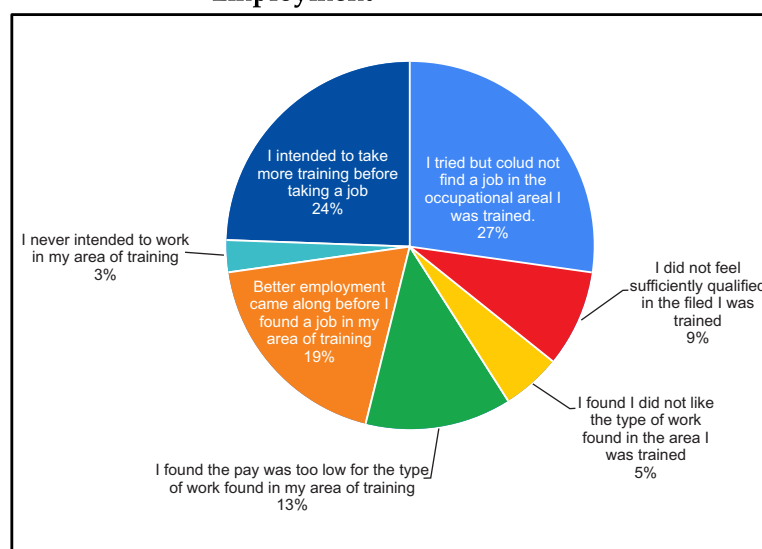


43.20% employment, Self-Employable Creative Industry has 30.88%, Beauty Industry – 29.86% and Information Technology Industry has 29.82% employment rate among those who had related prior-background. Tabulations regarding this question may be seen at the **Annexure V-K** to this report.

### Reasons for Unemployment / Irrelevant Employment:

Recalled from the first question; the unemployment at the time of survey was 31.25%. Apart from 3.45% those respondents who were not seeking employment, 27.79% were

**Figure 2.52 Reasons of Unemployment / Irrelevant Employment**



those who were either seeking employment or were enrolled in further education. It cannot entirely be ruled out the likelihood that full time continuing education may not be the reason for unemployment. Since it is the corner where this training program needs improvement, thus, the intention of this question is to dig out the underlying causes of unemployment among those respondents who tend to work after training. Figure 2.52 reveals that 27.24% respondents tried but could not find a job in the occupational area they were trained in. This discloses the extent of unpreparedness of training program for the introduction of trainees to the industry. Need of the hour is to establish better forward linkages to induct trainees in the fields efficiently, where ample employment opportunities are present. The respondents who intend to take more training before going for a job may be coupled with those who did not feel sufficiently qualified in the area, they were trained in. This makes 33.28% of total

respondents. This discloses the need for upgradation in the curriculum and methodology of training. The option i.e. better employment came along before the respondent found a job in the relevant area in which training was imparted may be seen together with those who found that the pay was too low in the same area of employment. This constitutes 31.67% of the respondents. Training Needs Assessment (TNA) may play a vital role in the identification of occupational areas in which legally minimum salary package is observed and ample vacancies are present in order to create practicable training batches. 7.80% of respondents were those who either did

**Figure 2.53 Reasons for Unemployment/ Irrelevant Employment in the Industries with Overall 89.73% Respondents**

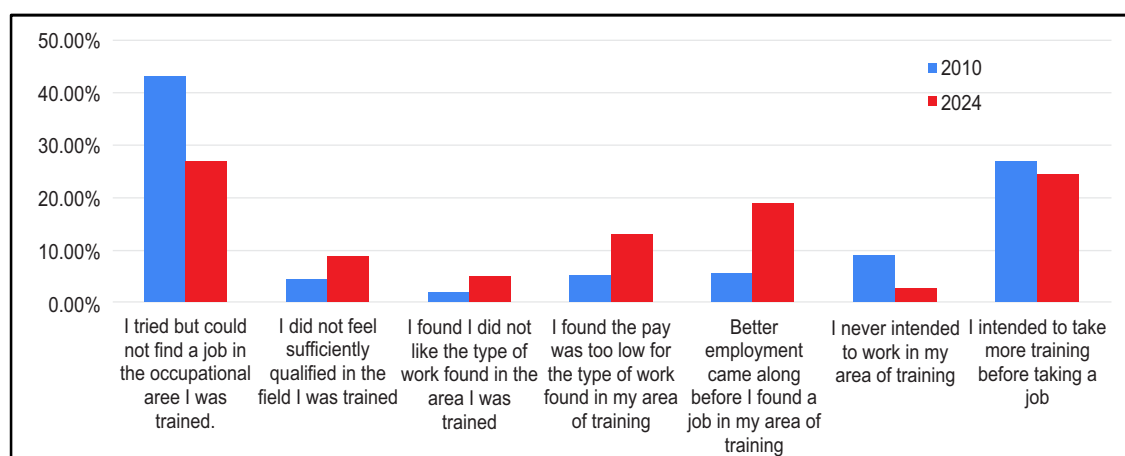


not the like the work or never intended to work in the area of their training. This relates to proper counselling of prospective trainees in order to find out their actual aptitude, therefore, the incidence of not-liking or not having intention to work in the area of training may be minimized. Figure 2.53 presents Industry / Sector wise responses against each option. The most visible incidence can be seen in Fisheries, where most of the respondents intended to take more training before getting a job. In General Office Working, most of the respondents either tried but could not find jobs

in the areas they were trained, or better employment came along before they found a job in their area of training, or they found the pay was too low for the type of work found in their area of training. In Self Employable Creative Industry, respondents either tried but could not find jobs in the occupational areas they were trained, or they found the pay was too low for the type of work found in their areas of training, or better employment came along before they found jobs in their areas of training. 58.76% of respondents belong to these sectors alone.

When equated, the trend differs in some aspects from previous study. Figure 2.54 shows that in comparison to past research, less percentage of respondents faced difficulty in finding jobs in the occupational area, they were trained in or they never

**Figure 2.54 Comparison of the Reasons for Unemployment / Irrelevant Employment with Previous Study**



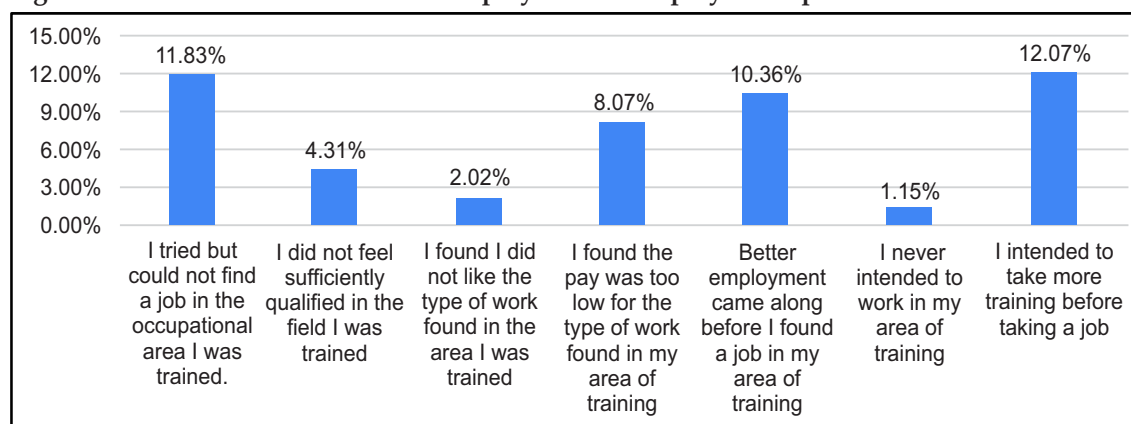
intended to work in the area of training or intended to take more training before finding a job, in the current study. On the other hand, more percentage of respondents did not feel sufficiently qualified in the field of training or did not like the type of work in the area of training or found the pay was too low in the area of training or got better employment than the one in the area of training, in the current study.

One of the areas where the training program of BBSHRRDB needs most attention, is where employed respondents are engaged in irrelevant jobs. Around 50% of employed respondents do not have the relevant jobs with respect to their training. Since argument regarding unemployed respondents is made in other places, which narrows down our discussion only to employed respondents. Figure 2.55 shows that 20% of these respondents either did not find a suitable job in the field of training or they found the pay was too low in the employment area of training. 10% found better employment in area of speciality other than the field of training. 12% considered it more fruitful to have further (advanced) training before getting the job in the field of BBSHRRDB training. 4% feel that they were not sufficiently qualified for a job after

getting a training under this program. 2% of the employed respondents did not like the type of work they found in the field of training. 1% were those who did not intend to do the work in the area of training.

Multiple factors might appear responsible for this situation. Insufficiency of curriculum, training facilities or insufficient qualification level of tutors may be the

**Figure 2.55 Reasons for Irrelevant Employment of Employed Respondents**

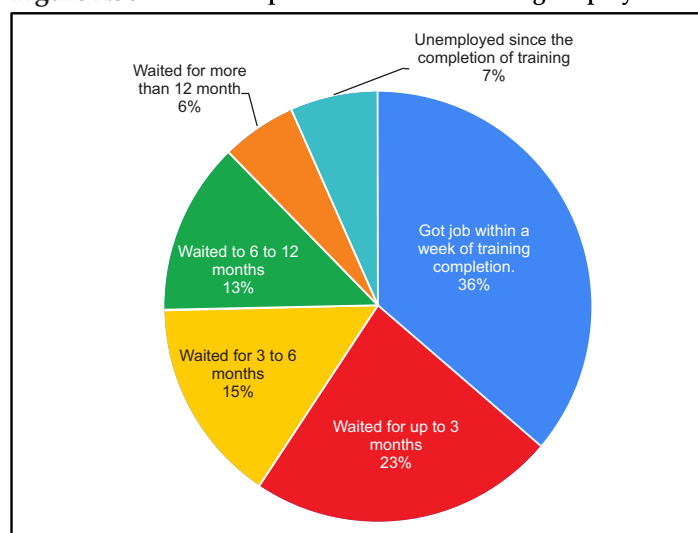


reasons for not getting a job at all or finding poorly rewarding employment in the relevant industry. A big number of respondents intended for more training before taking a job with material benefits. As discussed before this incident occurs mostly in fisheries industry where course duration was one or two months. Trainees might have found the course content insufficient for them to get any decent employment in their field of training. A positive aspect, however, might be that respondents did not want to leave the industry, perhaps, for the field of training might be as per their aptitude. Bid for courses as per local industry is also important. There is no use of courses to offer, if better rewarding jobs are already present in the market for the trainees. Content of course also might be faulty / obsolete to have some percentage trainees who do not feel qualified enough to get a decent job. Proper counselling and aptitude assessment of applicants may address the issues of disliking the post-training job and not intending at all to work in the area of training. Tabulations regarding this question may be seen at the **Annexure V-L** to this report.

**Time Lapsed before Post-Training Employment:** *(How much time did you wait for job after training?)*

This question gauges the effectiveness of training in getting early post-training employment. Figure 2.56 depicts that around 71% of respondents got job within six (06) months of training completion. However, the matter of concern is 6.64% of respondents who were unemployed at the time of survey since the completion of

Figure 2.56 Time Lapsed before Post-Training Employment

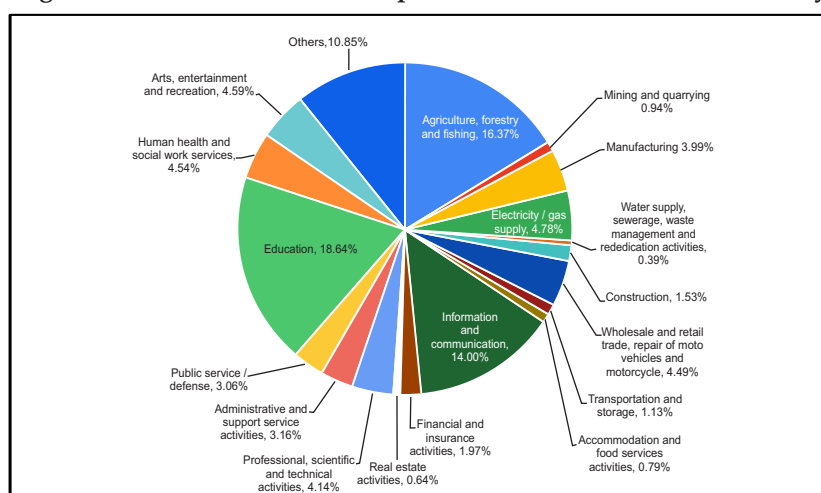


training. Getting deep into the data takes us to the fact that 3.34% respondents were those who either were involved in further education or they simply were not seeking job. Remaining 3.27% were jobless and seeking employment. Out of this, 2.27% of respondents belong to General Office Working, Information Technology Industry and Self-Employable Creative Industry. Remedies to this inefficiency have partly been discussed under previous question. The need also arises here to improve the efforts towards post-training employment. It is increasingly desirable that training program relieves itself from mere dependence over the efforts of training providers, which is solely for the purpose and to the extent of discharging their final instalment of training cost, BBSHRRDB has to actively play its own part and develop a culture of alumni in order to develop dynamic forward linkages for post-training employment. Tabulations regarding this question are present at **Annexure V-M** to this report.

### Distribution of Employed Respondents within Different Sectors of Economy:

This question focusses over the contribution of training program towards national and provincial economy. In Figure 2.57 over eighteen (18) economic sectors have been

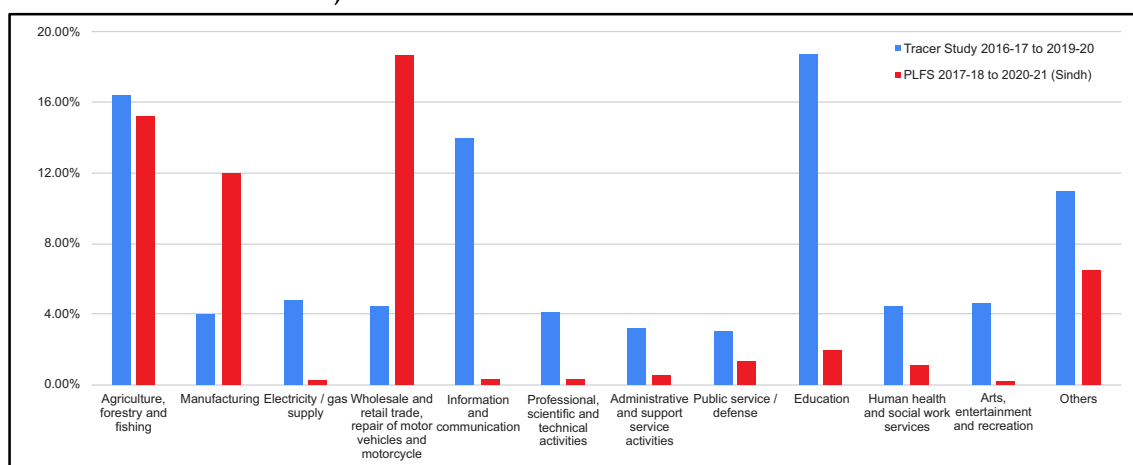
Figure 2.57 Distribution of Respondents within Sectors of Economy





borrowed from Pakistan Labour Force Survey (PLF). Top three (03) sectors to which respondents belong are Education, Information and Communication and Agriculture, forestry & fishing. It is interesting to note here that in comparison to provincial

**Figure 2.58 Comparison of Employment Percentage with Average of PLFs (Years 2017-18, 2018-19 & 2019-20)**



average during the same period the BBSHRRDB training program performs quite decent. According to the web site of Pakistan Bureau of Statistics (PBS), Pakistan Labour Force Survey (PLFS) had been conducted in 2017-18, 2018-19 and 2019-20, which are the periods of trainings under this study (2016-17 to 2019-20).

Figure 2.58 compares employment percentage from results of this study with average of all three PLFSs of the same period. The chart shows comparison for all those sectors of economy where respondents of tracer study are collectively 92.57%. We can see that except Manufacturing and Wholesale & Retail trade...; in all other sectors of economy, the training program performs quite competitively. The biggest difference can be seen in "Education" and "Information &

**Figure 2.59 Changes in Trends of Employment Across Economic Sectors WRT Previous Study**

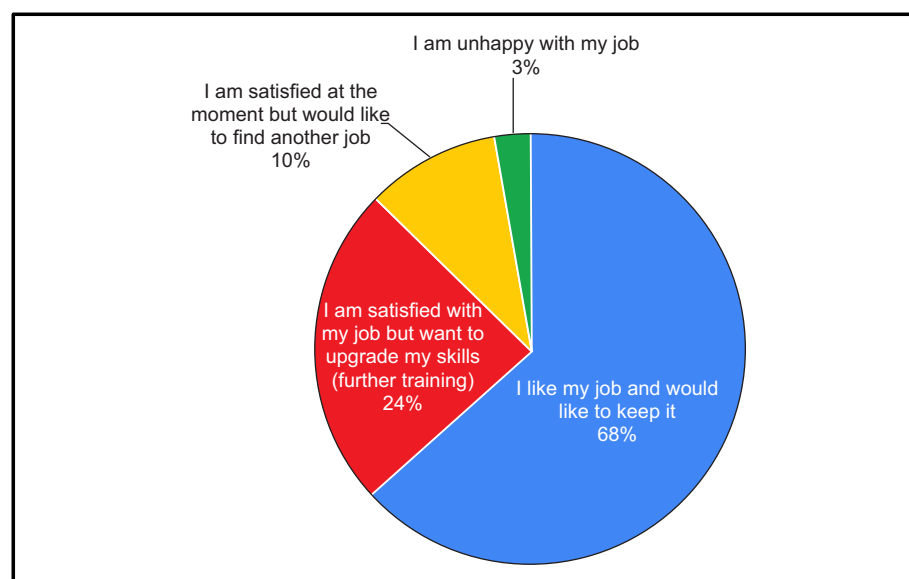
| S. No | Sectors   | Change in Ranking |
|-------|---|-------------------|
| 1     | Education   | ①                 |
| 2     | Others  | ②②                |
| 3     | Agriculture, forestry and fishing                                   | ③                 |
| 4     | Human health and social work services                               | ④④④               |
| 5     | Professional, scientific and technical activities                   | ⑤⑤⑤⑤              |
| 6     | Manufacturing   | ⑥⑥⑥⑥              |
| 7     | Water supply, sewerage, waste management and remediation activities | ⑦⑦⑦⑦⑦⑦⑦⑦          |
| 8     | Administrative and support service activities                       | ⑧⑧⑧               |
| 9     | Public service / defense  | ⑨⑨⑨⑨              |
| 10    | Electricity / gas supply  | ⑩⑩⑩⑩⑩             |
| 11    | Information and communication                                       | ⑪⑪⑪⑪⑪⑪⑪⑪          |
| 12    | Mining and quarrying  | ⑫⑫⑫⑫              |
| 13    | Wholesale and retail trade, repair of motor vehicles and motorcycle | ⑬⑬⑬⑬⑬             |
| 14    | Transportation and storage  | ⑭                 |
| 15    | Construction  | ⑮                 |
| 16    | Financial and insurance activities                                  | ⑯⑯⑯               |
| 17    | Real estate activities  | ⑰⑰                |
| 18    | Arts, entertainment and recreation                                  | ⑱⑱⑱⑱⑱⑱⑱⑱          |
| 19    | Accommodation and food services activities                          | ⑲                 |

Communication Sectors". This fact exhibits that the BBSHRRDB training program is contributing almost across the board in the economy of Sindh. This is the difference this training program makes in the efforts of creating employability among population of working age. The same is evident, even from the previous study (Tracer Study, 2010) results as Figure 2.59 reveal. The comparison is made for the sectors where firstly; the respondents of this tracer study were collectively 92.65% of total and secondly; where the sectors are common in compared reports. The chart across shows that training program had performed quite promisingly through several sectors of economy in the initial phase and thus, current results are merely the improvement in the trend already set in the beginning. It is, however, worth mentioning here that there is substantial shift in the trends of employment since 2010. The chart across shows that apart from education sector, which remains on the top in 2023, employment tendency has been changed across the board. The most drastic change is seen in "Arts, entertainment and recreation jumps 12 positions to reach to 6<sup>th</sup> rank from 18<sup>th</sup>. "Water supply, sewerage, waste management and remediation activities, which plunges 12 positions to come to 19<sup>th</sup> from 7<sup>th</sup> position. And "Information and Communication" sector reaches 3<sup>rd</sup> position from 11<sup>th</sup> with the jump of 8 places. This change in trends might be the result of overall shift of economy to service sector. However, further research is needed in order to dig out the underlying causes of this change. Tabulations regarding this question may be seen at **Annexure V-N** to this report.

#### Level of Satisfaction with Current Employment:

Satisfaction with employment contributes to a welfare society with enhanced productivity and comfort of people. It also reveals that a person is able to find a

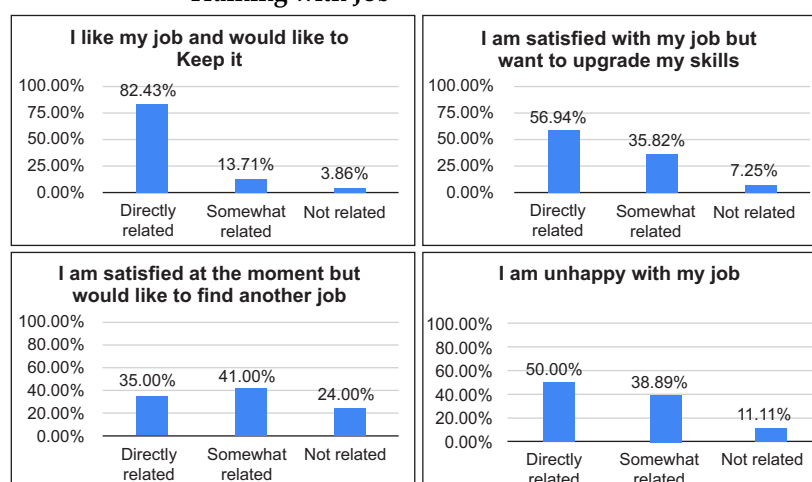
Figure 2.60 Level of Satisfaction with Current Employment



satisfying employment which matches his/her aptitude and inclination. Figure 2.60 shows that the biggest number of respondents (87.34%) are happy with their jobs and they do not intend to switch sooner. Out of those, 24.08% feel to have upgraded skills. Only 12.66% of respondents either want to switch or they are altogether unhappy with their jobs. It would be fruitful here to look into the probable causes of satisfaction / dis-satisfaction of graduates. Figure 2.61 represents the comparison of job satisfaction with relevance of training with job. We can see that 82.43% of respondents who chose "I like my job and would like to keep it" got the job directly related to their training.

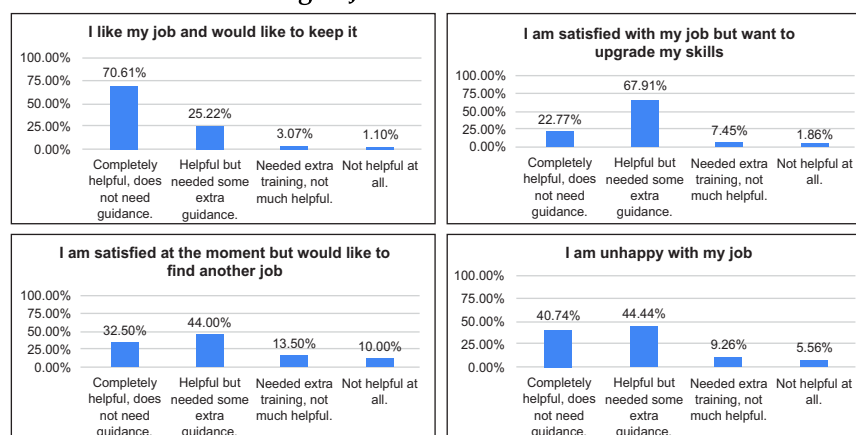
For the respondents who chose "I am satisfied with my job but want to upgrade my skills", the directly related option dropped to 56.94% and the other two options inflated by 22.11% and 3.39% respectively. For the third option i.e. "I am satisfied at the moment but would like to find another job", the directly related option further dropped by 21.94%, "somewhat related" inflated by 5.18% and not related option expands by 16.75%. Responses against the last option, i.e. "I am unhappy with my job", are too insufficient (54 out of 2006) to be analysed. Further, comparison may also be made with "helpfulness of training with job". Figure 2.62

**Figure 2.61 Comparison of Job Satisfaction with Relevance of Training with Job**



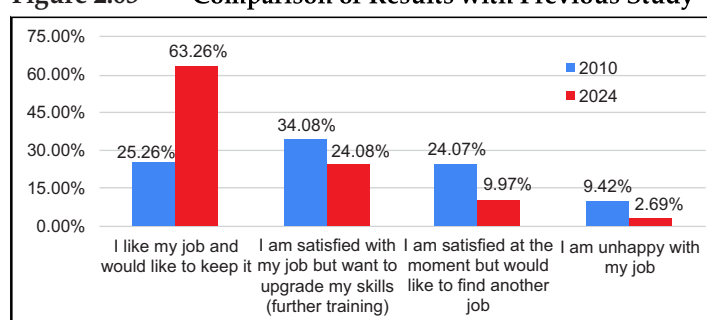
For the first option i.e. "I like my job and would like to keep it", 70.61% respondents opted that the training was completely helpful and they did not need guidance during their job. For the 2<sup>nd</sup> option – "I am satisfied with my job but want to upgrade my skills", 67.91% respondents opined that though the training was helpful for them but they still needed some extra guidance during performance at their duty. For those who were satisfied at that moment but would like to find another job, the percentage of respondents for

**Figure 2.62 Comparison of Job Satisfaction with Helpfulness of Training to Job**



“needed extra training, not much helpful” and “Not helpful at all” increased visibly. The fourth option is again not worthy of commentary due to too little number of respondents. The commentary above clearly depicts that satisfaction of a graduate with his/her job has visible relationship with relevance of training with job and its helpfulness during course of duties. It is also be counted as the contribution of training that very few respondents (2.69%) were unhappy with their jobs. This may also be elaborated by the comparison of current study with previous one. Figure 2.62 clearly shows that maximum number of respondents (63.26%) have been concentrated in the first option i.e. “I like my job and would like to keep it. This was not the case in previous study where 34.06% respondents opted for “I am satisfied with my job but want to upgrade my skills. Other two options were also had greater number of respondents in comparison to current study. The figure also shows that unhappy respondents dropped by 6.73% in current study. Tabulations regarding this question are present at **Annexure V-O** to this report.

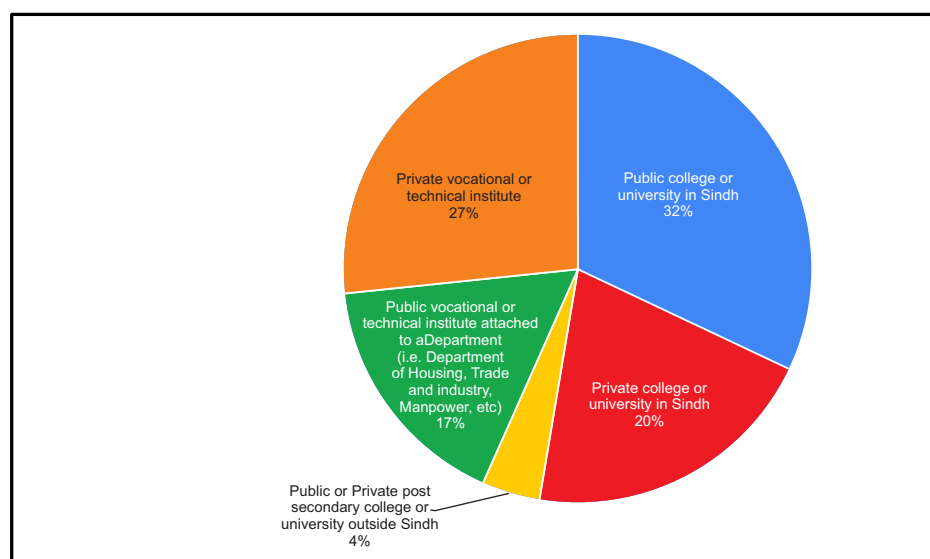
**Figure 2.63 Comparison of Results with Previous Study**



### Choice of Institution Type for Further Education / Training:

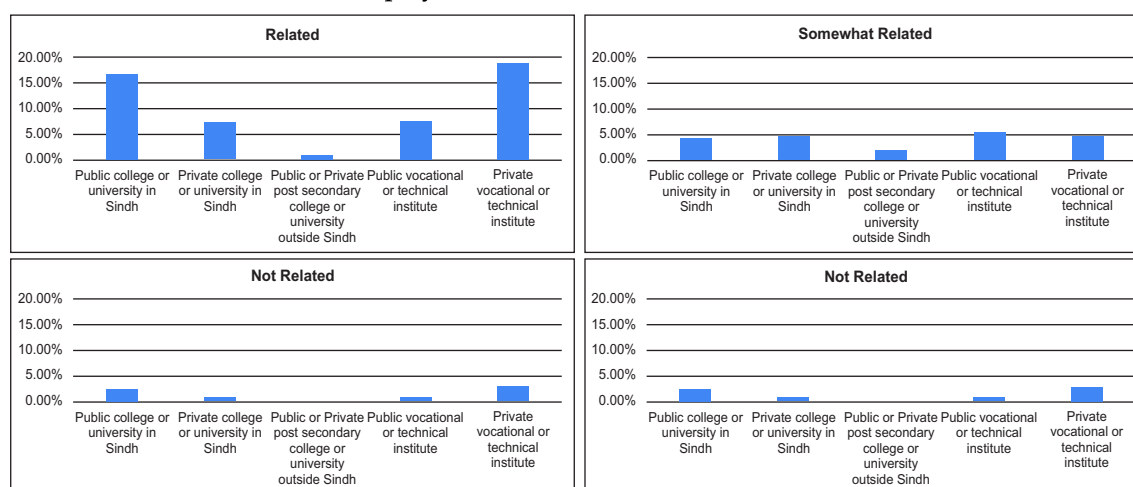
Purpose of this question was to assess (a) inclination of graduates towards technical or regulation, (b) their trust over public sector or private sector institutions. Figure 2.64 shows that 43.36% of graduates opted for technical education as their future

**Figure 2.64 Choice of Institution Type of Further Education / Training**



course of education and 52.62% of respondents chose regular university / college education and could not feel that vocational / technical education they received at BBSHRADB would be enough for a better career. 4.02% of graduates chose regular higher education outside the province. To investigate the reasons of these 56.64% of respondents who do not seek further education in technical / vocational field, there is a need to compare the results with their pre-training employment back-ground. From Figure 2.65 it is clearly visible that highest number of graduates seeking further education had previously related employment background the training i.e. 70.52%.

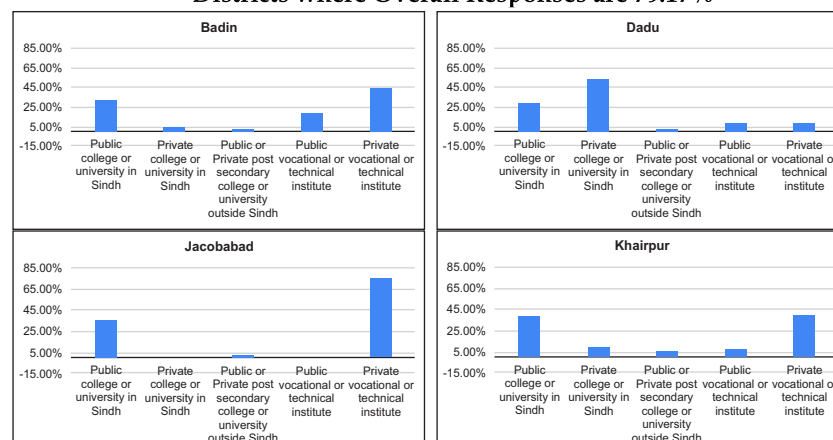
**Figure 2.65 Comparison of Further Education Status with Relevance of Pre-Training Status of Employment**



However, out of these, only 35.81% of respondents were enrolled in technical / vocational institutions. Nevertheless, among those who were unemployed or had not related pre-training employment (26.43%), only 6.94% were enrolled in technical /

vocational institutions and 19.49% were enrolled in regular higher education. The matter of concern is that percentage of respondents who, despite having relevant background, had not

**Figure 2.66 District wise Choice for Further Education / Training for Districts where Overall Responses are 79.17%**





been enrolled in technical / vocational area. While this opens further venues of exploration, it may be speculated that this might be the result of relatively lower precepted rate of return, family pressure, peer influence or just not getting sufficient career counselling. On the other hand, trainees who

selected technical / vocational institutions for further study, may also be the matter of some concern because apparently, they did not find BBSHRRDB training enough for getting a decent employment. District wise trends of choice of institution for further education / training may be seen in the Figure 2.66. It is visible that highest percentage of respondents who chose “Public College or University in Sindh” belong to Naushehro Feroze. Sukkur is the top most in respondents’ percentage who chose “Private College or University in Sindh”. Mirpurkhas is the district from where highest percentage of respondents went outside the province for further education. For percentage of respondents in “Public Vocational or Technical Institutes”, Thatta is the leading district. Lastly, Mirpurkhas

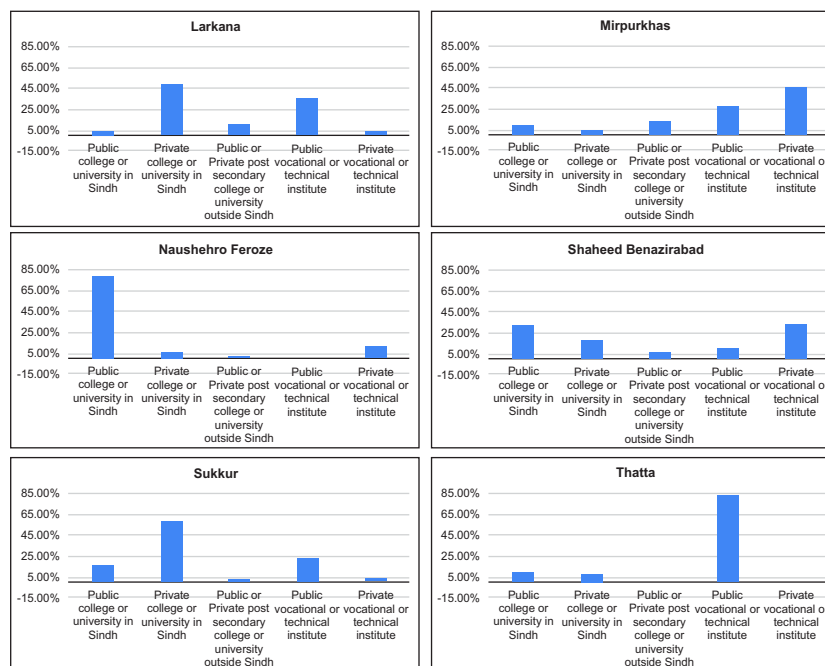


Figure 2.67 Changes in Trends of Selecting Institutions for Further Education / Training WRT Previous Study

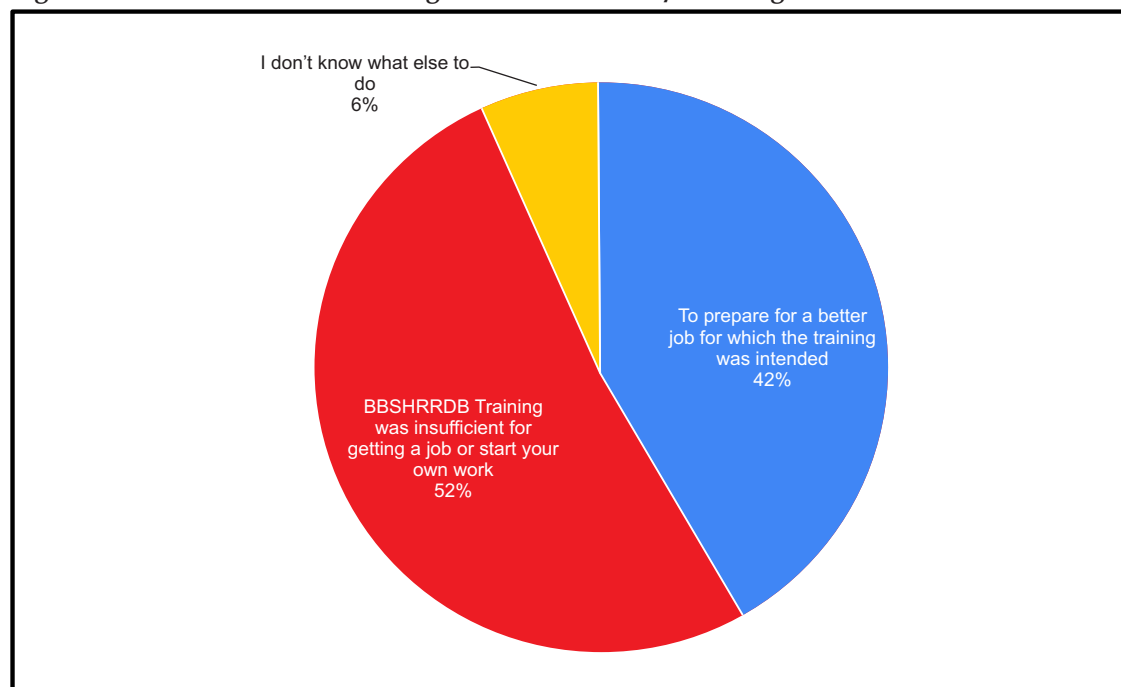
|   |  |   |
|---|--|---|
| 1 | Public college or university in Sindh  | ① |
| 2 | Private college or university in Sindh   | ② |
| 3 | Public or Private post secondary college or university outside Sindh   | ③ |
| 4 | Public vocational or technical institute attached to a Department ( i.e. Department of Housing, Trade and industry, Manpower, etc) | ④ |
| 5 | Private vocational or technical institute  | ⑤ |

again tops in having highest percentage of respondents belonged to “Private Vocational or Technical Institutes”. As far as comparison of trends with previous study, Figure 2.67 represents the position. It is evident that trend regarding selecting “Public College or University in Sindh” for further education / training does not change. “Private College or University in Sindh” and “Public or Private Post-Secondary College or University Outside Sindh” come down by one position each. However, “Public Vocational Institute Attached to a Department” and “Private Vocational or Technical Institute” goes up by one position. Tabulation for this question may be viewed at **Annexure V-P** to this report.

### Reasons for Attending Further Education / Training:

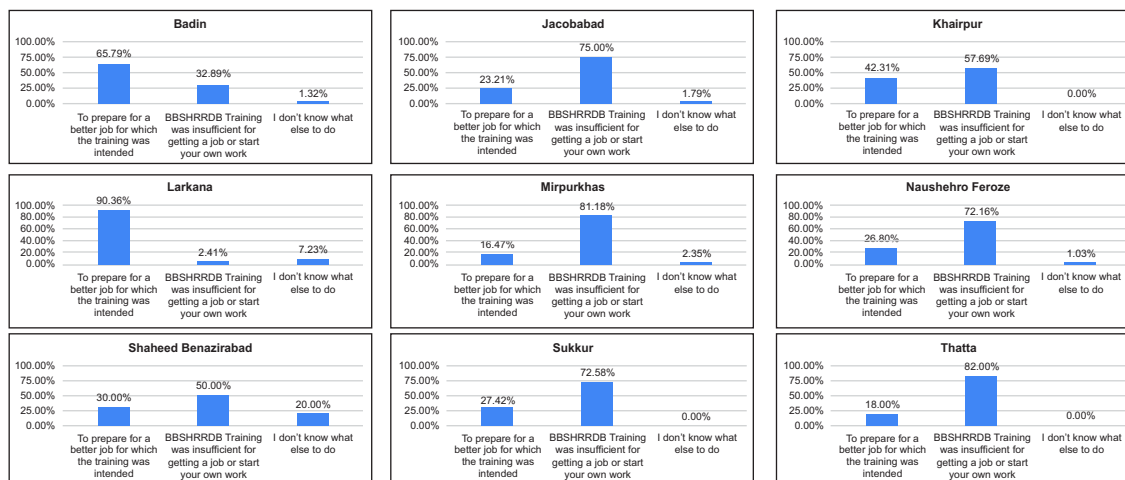
The purpose of this question is to assess the worth of training in the eyes of those who opted for further education instead of getting job immediately or they are doing part

Figure 2.68 Reasons for Attending Further Education / Training



time job along with education. Total 1465 trainees are those who were engaged in further education at the time of survey. Figure 2.68 tells us that out of these, 93.41% were very clear about training under BBSHRRDB. 41.79% considered the training meaningful, but they have ambitions for a better job and since the training enabled to better understand the industry situation, they had a clear pathway for their future and, thus, opted for the further education to enhance their knowledge and skills. However, 51.62% of respondents (around 13% of total sample) who opted further education and training, were of the view that BBSHRRDB training was insufficient for getting any decent job and they had to acquire proper skills by enrolling in post-training education, in order to get a respectable employment. District wise distribution of respondents can be seen in the Figure 2.69. Only those districts were included in this figure, which have number of respondents 50 or more and having 83.85% of respondents in total. It is evident from this graphs that a few districts deviate from the provincial trend. 65.79% in Badin and 90.36% in Larkana thought that training was useful and since they now had the better idea of employment conditions in the field, they were encouraged to enrol in further education to get even better opportunity for employment. In some of those districts where the trend is followed, there is unusually high percentage of trainees who considered the training insufficient

**Figure 2.69 District wise Reasons for Further Education / Training for Districts where Overall Responses are 79.17%**

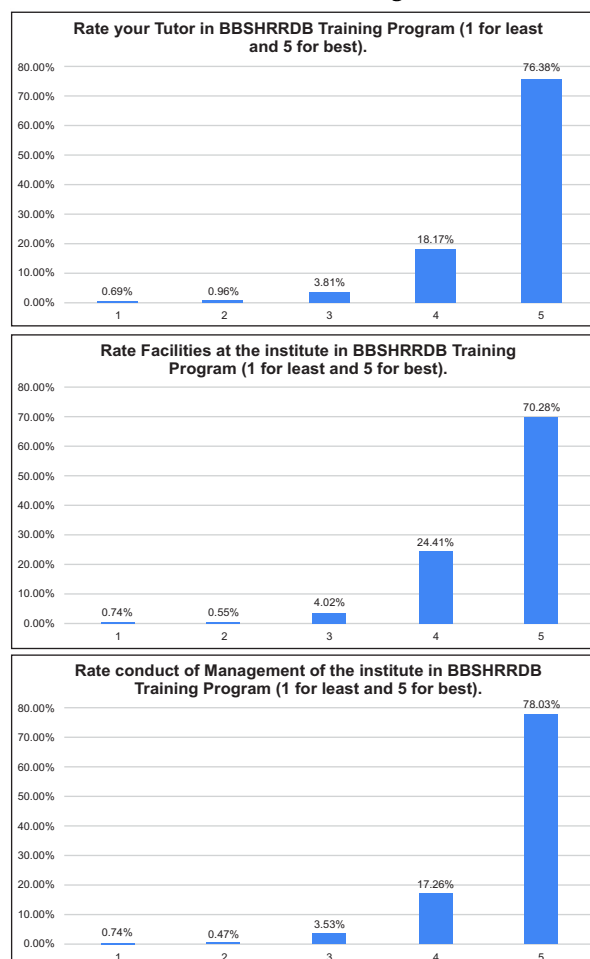


and further education was necessary for them for a decent employment. These districts are Jacobabad (75.00%), Mirpurkhas (81.18%), Naushehro Feroze (72.16%), Sukkur (72.58%) and Thatta (82.00%). Although this constitutes only 7.89% of total survey participants, this requires some digging as to why the percentage is so high in these districts. Viability of trade itself might be one of the prominent reasons behind this. Other reasons might include the high number of trades with relatively obsolete curriculum, less facilities, less qualified / experienced tutors and insufficient training facilities. Tabulation for this question may be viewed at **Annexure V-Q** to this report.

### Rating of Tutors, Facilities and Conduct of Management; by Respondents:

To assess respondents' views regarding basic characters of BBSHRRDB trainings, trainees were asked to rate the tutors, facilities and conduct of management, which are the most potent factors in shaping the training. Graphs at Figure 2.70 depict the rating frequencies across all the above three (3) areas. Respondents seem to be satisfied at large. Upon digging out it was revealed that there

**Figure 2.70 Rating of Tutors, Facilities and Conduct of Management**



is no relationship of respondents' behaviour with any of the variables involved in this survey. Although it is the topic of separate explorative research, however, through our experience of running this program for well over a decade, it might be said that two (2) features alone, i.e., free-of-cost training and monthly stipend make the respondents happy enough that over 94% trainees picked the rating either 4 or 5. This may contribute to the fact that subsidised training model of BBSHRRDB trainings over-shadows the other qualitative aspects of the program in the eyes of very beneficiaries of these trainings. This results in the concealment of other issues and problems relating to the quality of training delivered, the practical facilities, employment facilitation, tutors' experience and qualification as well as their method of training delivery, etc. if not assessed through other means. In other words, satisfaction of trainees alone might not be the standard for the better quality of training delivered. Thus, in order to assess the quality of training, we have to rely on the other factors like employment, increase in the income or getting employment in the more relevant sector of economy, etc. for which this study is intended to. Tabulation for this question may be viewed at **Annexure V-R** to this report.





Web Designing Trainee with her Assignment



Beautician Class



Baking Class going on



Dress Making Trainees



ICU Technician Trainees



Petroleum Technology Trainee





Surveyor Trainees



Hatchery Technician & Management Trainees



Petroleum Technology Trainees



Mobile Phone Repair Class



Advanced Food Processing & Packaging



Cullinary Arts Trainees

## CONCLUSION AND RECOMMENDATIONS

Out of total universe of over 106 thousand trainees from Phase VIII to XII (including Phase-VIII to X of Public Sector Wing) total respondents were 3677 which is way more than the required sample size i.e. 383. However, the distribution of sample is not uniform / in the ratio of proportion in the universe due to various reasons. The wide-spread flood situation all over the province shortly before the survey had the major impact on the response rate in several districts. However, when analysed the aggregates, it can be seen that from the districts with least response rate i.e. 17.43% response rate, percentage of registered trainees is 18.84%. There are fifteen (15) Sectors / Industries which are common between previous and current study. However, five (5) Sectors / Industries are not included in current study; whereas, even number of Sectors / Industries are new to the current study.

There is 45% female participation rate. However, there are fourteen (14) districts where female participation was in excess to males. Ratio of female respondents was 67% in such districts. This is an improvement over previous study in which only four (4) had female respondents more than males. Likewise, there are seven (7) Sectors / Industries where number of females exceed number of males. There are seven (7) Trades in which 92.5% of all females got training. However, eleven (11) trades are those in which female respondents are in excess of male respondents.

54% of all respondents were married. 80.4% respondents were from rural areas. 55.54% of respondents had education level (prior to training) either Secondary or Post-secondary / Diploma. 12.23% were middle qualified and 19.88 did Graduation before attending the training.

A very encouraging, i.e., 68.75% employment was arrived at as a primary-most result of the study. The percentage is also highly improved from the previous study's 27.33%. Compared to other studies, the employment is very good as no comparable study surpasses the benchmark set by this one. Further, there is change in pattern of employment from previous study. Self-Employment becomes the most prevalent mode of job, whereas it was the 4<sup>th</sup> in ranking in previous study. On the other hand the option Married, not seeking employment was the 2<sup>nd</sup> one previously which has become 6<sup>th</sup> in current study. Female participation has also differed from previous Tracer Study. Overall participation of females increased by 3.82% comparing to previous study.

Trends for post-training job mobility are also changed, while a drastic drop out is experienced in respondents who travel over 100 kms for their jobs. The percentage of these respondents was 23.27% in previous study whereas it is only 5.02% presently.

A very decent 91.42% relevance came up between the training course and current occupation of respondents. However, when we come down to industry level, self-



employment (Repairing and Service Industry) appears as the most relevant option. Education Industry, General Office Working and IT Industry are the most inefficient sectors when it comes to the relevance of occupation to the training course.

Again, an excellent 92.64% response for the helpfulness of training course during the course of duties after employment. Self-Employment (Repairing Industry), again, appeared as the most efficient sector in this area.

As far as getting assistance for employment is concerned, top of the list appears the assistance by teacher or instructor at training institute. Second stands the effort of trainee himself / herself. Third most important factor is of near relatives and friends of trainees. Another important factor was peer students. Even local business owners have some role in the assistance to employment for trainees. But the main stakeholders which should have led the progress had in fact negligible impact which are employment exchanges and community leaders.

In the opinion of respondents, the top three (03) areas where improvement is required are Teachers' Knowledge, Teachers' Training Delivery and Job Placement Services of Institute. This pattern appears in multiple choice answers. When looked for single responses the trend becomes Teachers' Knowledge, More Practical Time and Job Placement Services.

65% of employed respondents are full-time employed, 17% are also full-time but seasonal. Services on-call are 11% and part time employed respondents were only 7%. Therefore, there is very healthy pattern of employment nature with around 82% full-time employment.

47.4% of respondents reported improvement in economic status i.e. either they were jobless or employed now or they had lower income before the training and their income has been increased. The rest are those who either did not have any improvement in their economic status (14%) or their status declined after the training (38.3%). This is the matter of concern. Upon digging out it was revealed that 26.14% were among those who opted for further education instead of doing job and 4.23% were not seeking employment at all. Majority of 7.94% unemployed respondents belong to four (04) sectors / industries i.e. Construction Industry, General Office Working, Livestock Care and Vaccination and Self-Employable Creative Industry.

It is observed that overwhelming majority of respondents have some prior background of related sector / industry to the training they acquired at BBSHRRDB which makes 91.58 of all who were employed before training. Out of these 66.43% had completely related prior background. Thus, previous background of applicants before getting training is an important factor in the choice of trade.

When exploring for the reasons for unemployment or irrelevant employment, 83% of those belong to four (04) groups. Highest percentage of respondents (27%) were those who tried but could not find a job in the area they were trained in. 24% intended to

take more training before taking a job. 19% got the opportunity of better employment in another field, than the one in the related field. 13% found the pay was too low for the type of work found in the area of training. A host of reasons might be responsible for this situation including Insufficiency of curriculum, training facilities or insufficient qualification level of tutors may be the reasons for not getting a job at all or finding poorly rewarding employment in the relevant industry.

A whopping 74.69% of employed trainees got the job within six (06) months of training completion. Even impressive fact is 59.4% employed trainees got the job within three (03) months of training. 6.64% of respondents were continuously unemployed since the completion of training. 3.34% those were involved in further education. 3.27% were jobless and seeking employment and majority of those belonged to General Office Working, Information Technology Industry and Self-Employable Creative Industry.

The biggest beneficiary of trained youth from BBSHRRDB training program as appeared from the responses of the survey is Education Industry (19%), the second sector which has highest concentration of our employed respondents is Agriculture, Forestry and Fishing (17%) and the third highest sector is Information and Communication (14%). The average percentage performance of BBSHRRDB has surpassed the provincial average percentage.

87% of employed respondents were satisfied with the jobs they were involved in. out of these, 63% were absolutely satisfied whereas 24% needed further training. Around 13% of respondents were unhappy or want to switch the job.

Among those respondents who were enrolled in further education, 43.36% were studying in public or private sector technical and vocational training institutes. 52.62% of respondents were enrolled in public or private sector universities / colleges. 70.52% of all respondents attending further education and training had related prior background.

41.79% of respondents who were enrolled somewhere for further education and training thought that the training was in the right direction however for a better employment opportunity, they had to enhance their skills and knowledge. Nevertheless, around 52% of these (i.e. 13% of total participants of survey) outrightly ruled out the efficacy of training under BBSHRRDB for getting a decent job and they were compelled to be enrolled afterwards for a better future.'

Over 94% of total respondents rate tutors' performance, provision of facilities and conduct of institutes' management either 4 or 5 at a scale of 1 – 5.

To conclude, the Tracer Study, 2024 depicts the performance of BBSHRRDB Program far better than portrayed in the Previous Study. The program, despite lagging behind in some areas, appears a major contributor of trained workforce in the province and even seems better performer than the province's average percentage in major areas of

economy. Being the pioneer in subsidized vocational training and technical education in Pakistan, the program has always been a self-learner and includes past experiences in its working time to time. This study would certainly helpful for the BBSHRDB training program to change its path wherever needed and proceed in the same direction where the results show an elevated performance.

### **RECOMMENDATIONS**

In the light of results and commentary, there are some recommendations to overcome the gaps which have become known as an outcome of this survey and study.

#### **Focus on Local Employment Opportunities to Avoid Relocation for Job:**

Efforts are needed to cover the 16.53% of graduates who move more than 50 kilometres from their dwellings for job. Movement over 50 KMs for job would only be feasible if it gives enough returns to cover the cost of movement. This study reveals that 50.95% of graduates who were earning less than Rs. 15,000/- PM, and 87.51% of those who earn between Rs. 15,000/- to Rs. 30,000/- PM move more than 50 kilometres for job. More efforts are needed in order to provide jobs to qualified graduates either within 50 kilometres of their homes or if more than 50 kilometres, with enough returns to cover the expenses. The employment section of BBSHRDB may play a vital role with the collaboration of training providers to achieve this target.

#### **Need for Competency Based Training & Assessment (CBTA):**

Our study further discloses that there is seemingly a straight inverse relationship between need for guidance of job and relevance of training with job. The more the training is directly related with the job the less the need for graduates to get guidance at their work. To cover the 7.36% of graduates who either need extra training or are totally helpless at work, we need to improve quality of tutors and curriculum. This may be achieved through implementing CBTA approach which is industry validated in nature and address curriculum on one hand and training of tutors on the other hand. Moreover, CBTA has its own assessment methodology in order to ensure that graduate gets more relevant training with the industry needs. This may also be helpful in minimizing the enrolment in further education for the sole purpose of getting a decent employment.

#### **To Ensure Efficiency in the Efforts for Post-Training Employment:**

According to this study 25.31% of graduates either had to wait for more than six (06) months for employment or they were not employed till the time of survey. Early post-training employment for maximum graduates must be the part of contract of training providers. Further, curriculum and employment wing must play part to ensure that graduates must not wait more than three (03) months after training activities have been completed.



### **Coherent Efforts for Assistance in Provision of Jobs:**

The current model of assistance for graduates in order to get a decent job is not much efficient. Solely relying on training provider for achieving 40% employment to get their cost cleared is simply ineffective. Need for more coherent efforts to be made involving industry / employers / alumni of the training program to achieve this aim. Fortunately, BBSHRRDB has a separate Employment and Curriculum Wing which may play a vital role in this regard. Further, graduates, who have genuine reasons for unhappiness from their job which include low income, job in far flung areas, unrelated job with the training, may be given chance to contact employment wing of BBSHRRDB in order to be given fair enough chance to get a better employment.

### **To Ensure Minimum Wage for Mandatory Employment:**

Efforts should be made while providing employment to graduates, to ensure minimum wage for them, which has now become Rs. 32,000/- as per recent notification of Federal Government. Conditions for mandatory employment may include minimum wage approved by government of Sindh.

### **Effective Pre-Training Counselling of Applicants:**

Currently the efforts for pre-training counselling of fresh applicants for training regarding the choice of their trade are either absent or proven completely ineffective. The need is to assess prior background and correct aptitude of trainee may be assessed before getting them enrolled in the training. Training providers' role in this regard is vital. There is a need to ensure that training providers properly assess the aptitude of applicants and guide them to proper training rather than merely enrol every applicant stepping into their premises.

### **To Conduct Training Needs Assessment (TNA):**

In order to conduct trainings more focussed on the market / industry needs, it is the need of time to assess market requirements regarding trades, contents of curriculum and basic and soft skills needed in the industry. A comprehensive TNA might be beneficial for this purpose, which may be conducted at least once in every 3 years.

### **Hunt for Fresh and Potent Training Providers and Employers:**

Hunting efforts for training providers as well as prospective employers across the sectors of economy mentioned in the Pakistan Labour Force Survey, may be made in order to ease our efforts to achieve our target to get trained manpower in each sector of the economy.

### **Need to Promote Academic Research:**

Keeping in view the superficial satisfactory ratings by the trainings, it is necessary to dig deep into the problems in more scientific manner. It is needed to promote Academic Research regarding BBSHRRDB training program in order to overcome phony picture and to arrive at the real situation.

### **Further Exploratory Research**

Keeping in view the objectives of the training program, 21.32% of respondents who are pursuing full time education, out of which, 43.36% were enrolled in technical education institution, shows that there is some dearth; either in curriculum, tutors' qualification or any other factor, which might have been resulted in unsatisfactory returns. There must be exploratory research in order to identify the factors actually affecting the choices of graduates to pursue further education instead of opting for job.

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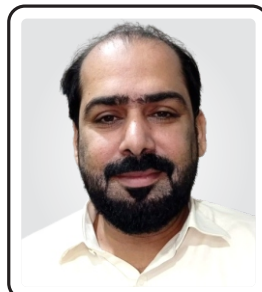
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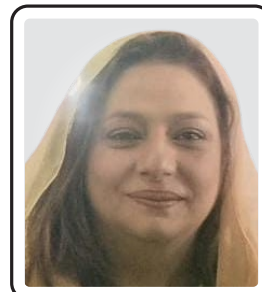
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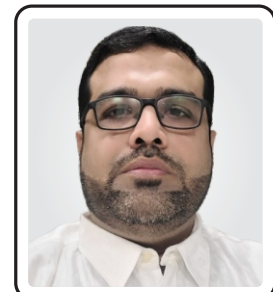
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## ANNEXURE I (A)

Table 1.3 Total Universe

| S.No  | District            | Phase-VIII |        | Phase-IX |        | Phase-X |        | Phase-XI |        | Phase-XII |        | Total (Phase-VIII to XII) |        | Phase-I |        |
|-------|---------------------|------------|--------|----------|--------|---------|--------|----------|--------|-----------|--------|---------------------------|--------|---------|--------|
|       |                     | Male       | Female | Male     | Female | Male    | Female | Male     | Female | Male      | Female | Male                      | Female | Male    | Female |
| 1     | Badin               | 274        | 734    | 220      | 430    | 383     | 652    | 110      | 223    | -         | -      | 987                       | 2,039  | 3,026   | 3,863  |
| 2     | Dadu                | 321        | 436    | 417      | 306    | 536     | 452    | 406      | 571    | 371       | 598    | 2,051                     | 2,363  | 4,414   | 1,678  |
| 3     | Ghotki              | 453        | 482    | 1,120    | 417    | 1,246   | 467    | 280      | 285    | 647       | 234    | 3,746                     | 1,885  | 5,631   | 1,075  |
| 4     | Hyderabad           | 763        | 363    | 1,285    | 558    | 1,591   | 690    | 488      | 366    | 690       | 491    | 4,817                     | 2,468  | 7,285   | 1,670  |
| 5     | Jacobabad           | 517        | 593    | 456      | 314    | 601     | 779    | 234      | 462    | 225       | 203    | 2,033                     | 2,351  | 4,384   | 951    |
| 6     | Jamshoro            | 149        | 198    | 174      | 166    | 412     | 318    | 150      | 138    | 223       | 195    | 1,108                     | 1,015  | 2,123   | 765    |
| 7     | Karachi-Central     | 111        | 230    | 245      | 207    | 723     | 622    | 248      | 159    | 124       | 229    | 1,451                     | 1,447  | 2,898   |        |
| 8     | Karachi-East        | 1,381      | 545    | 1,714    | 682    | 1,574   | 904    | 456      | 331    | 321       | 276    | 5,446                     | 2,738  | 8,184   |        |
| 9     | Karachi-Korangi     | 396        | 470    | 410      | 386    | 275     | 298    | 15       | 46     | 59        | 63     | 1,155                     | 1,263  | 2,418   |        |
| 10    | Karachi-Malir       | 239        | 615    | 489      | 732    | 518     | 850    | 272      | 383    | 402       | 547    | 1,920                     | 3,127  | 5,047   |        |
| 11    | Karachi-South       | 179        | 261    | 718      | 454    | 1,152   | 647    | 196      | 215    | 296       | 383    | 2,541                     | 1,960  | 4,501   |        |
| 12    | Karachi-West        | 269        | 309    | 110      | 185    | 233     | 198    | -        | 26     | 86        | 91     | 698                       | 809    | 1,507   |        |
| 13    | Kashmore @ Kandhkot | 179        | 91     | 58       | 72     | 126     | 124    | -        | -      | 75        | 100    | 438                       | 387    | 825     | 83     |
| 14    | Khairpur            | 926        | 1,083  | 1,317    | 1,248  | 1,208   | 1,530  | 633      | 409    | 605       | 702    | 4,689                     | 4,972  | 9,661   | 2,546  |
| 15    | Larkana             | 941        | 1,557  | 1,246    | 996    | 972     | 1,012  | 628      | 585    | 547       | 797    | 4,334                     | 4,947  | 9,281   | 1,349  |
| 16    | Matiari             | 98         | 122    | 60       | 155    | -       | 118    | -        | 54     | 25        | 30     | 183                       | 479    | 662     | 553    |
| 17    | Mirpurkhas          | 352        | 420    | 164      | 268    | 202     | 568    | 85       | 112    | 78        | 281    | 881                       | 1,649  | 2,530   | 1,263  |
| 18    | Naushehro Feroze    | 624        | 439    | 337      | 399    | 849     | 486    | 354      | 392    | 442       | 313    | 2,606                     | 2,029  | 4,635   | 1,954  |
| 19    | Qamber @ Shahdadkot | 126        | 801    | 497      | 842    | 448     | 734    | 106      | 267    | 57        | 242    | 1,234                     | 2,886  | 4,120   | 726    |
| 20    | Sanghar             | 153        | 207    | 428      | 372    | 360     | 595    | 214      | 455    | 314       | 669    | 1,469                     | 2,298  | 3,767   | 1,601  |
| 21    | Shaheed Benazirabad | 601        | 447    | 436      | 373    | 521     | 265    | 368      | 203    | 418       | 242    | 2,344                     | 1,530  | 3,874   | 675    |
| 22    | Shikarpur           | 191        | 407    | 54       | 286    | 163     | 376    | 1        | 87     | -         | -      | 409                       | 1,156  | 1,565   | 1,032  |
| 24    | Sukkur              | 588        | 442    | 1,284    | 437    | 1,359   | 942    | 92       | 249    | 155       | 283    | 3,478                     | 2,353  | 5,831   | 1,122  |
| 23    | Sujawal             | -          | -      | 61       | 129    | 60      | 80     | 26       | 46     | -         | -      | 147                       | 255    | 402     | 681    |
| 28    | Thatta              | 27         | 123    | 271      | 59     | 241     | 53     | 189      | 27     | 241       | 25     | 969                       | 287    | 1,256   |        |
| 25    | Tando Allahyar      | 424        | 427    | 207      | 119    | 67      | 143    | 1        | 95     | -         | 54     | 699                       | 838    | 1,537   | 404    |
| 26    | Tando Muhammad Khan | 279        | 181    | 206      | 111    | 219     | 66     | 60       | 60     | 113       | 67     | 877                       | 485    | 1,362   | 353    |
| 27    | Tharparkar          | 27         | 142    | 143      | 80     | 225     | 60     | 124      | 92     | -         | -      | 519                       | 374    | 893     | 581    |
| 29    | Umerkot             | 151        | 147    | 412      | 38     | 594     | 246    | 485      | 126    | 122       | 93     | 1,764                     | 650    | 2,414   | 785    |
| Total |                     | 10,739     | 12,272 | 14,539   | 10,821 | 16,858  | 14,275 | 6,221    | 6,464  | 6,636     | 7,208  | 54,993                    | 51,040 | 106,033 | 9,998  |

## ANNEXURE I (B)

**Table 1.4 List of Industries / Sectors**

| Sectors / Industries / Categories |   | Trades |                                |
|-----------------------------------|---|--------|--------------------------------|
| 1                                 | Agriculture                             | 1      | Horticulture Technician        |
| 2                                 | Airline Industry                        | 1      | Air Ticketing                  |
| 3                                 | Automobile Industry                     | 1      | Auto Air Conditioning          |
|                                   |   | 2      | Auto Electrician               |
|                                   |   | 3      | Auto Mechanic                  |
|                                   |   | 4      | Gear Manufacturing             |
|                                   |   | 5      | Motorcycle Repair              |
| 4                                 | Banking                                 | 1      | Banking & Accounting           |
|                                   |   | 2      | Insurance Course               |
|                                   |   | 3      | Islamic Banking                |
|                                   |   | 4      | Micro Financing                |
| 5                                 | Beauty Industry                         | 1      | Beautician                     |
| 6                                 | Civic Services                          | 1      | Fire Fighting                  |
| 7                                 | Construction Industry                   | 1      | Auto CAD                       |
|                                   |   | 2      | Building Construction          |
|                                   |   | 3      | Civil Surveyor                 |
|                                   |   | 4      | Construction Management        |
|                                   |   | 5      | House Electrician              |
|                                   |   | 6      | Heavy Machinery Operator       |
|                                   |   | 7      | Lift Technician                |
|                                   |   | 8      | Masonry                        |
|                                   |   | 9      | Pipe Fitter                    |
|                                   |   | 10     | Plumbing                       |
|                                   |   | 11     | Surveyor                       |
|                                   |   | 12     | Tracer                         |
| 8                                 | Education Industry                      | 1      | Early Childhood Education      |
|                                   |   | 2      | Montessori Directress          |
|                                   |   | 3      | Montessori Teachers Training   |
|                                   |   | 4      | Teachers Training              |
| 9                                 | Electronic Media                        | 1      | Video Production / Sub-Editor  |
| 10                                | Entrepreneurship                        | 1      | Entrepreneurship               |
| 11                                | Food Processing and Preserving Industry | 1      | Pickle Processing              |
| 12                                | Garments Industry                       | 1      | Apparel Merchandising          |
|                                   |   | 2      | Computerized Embroidery        |
|                                   |   | 3      | Fashion Designing              |
|                                   |   | 4      | Garment Industrial Engineering |
|                                   |   | 5      | Embroidery                     |
|                                   |   | 6      | Merchandising                  |
|                                   |   | 7      | Pattern Cutting                |
| 13                                | General Industrial Work                 | 1      | CNC Machine Operator           |
|                                   |   | 2      | Designing and Manufacturing    |
|                                   |   | 3      | Fabricator                     |
|                                   |   | 4      | Industrial Electrician         |
|                                   |   | 5      | Lathe Machine Operator         |
|                                   |   | 6      | Machinist                      |
|                                   |   | 7      | Maintenance Technology         |
|                                   |   | 8      | Manufacturing Technology       |
|                                   |   | 9      | Millwright                     |

## ANNEXURE I (B)

| Sectors / Industries / Categories  | Trades  |
|------------------------------------|---|
|                                    | 10 Product Designing & CAM Operator               |
|                                    | 11 Production Management                          |
|                                    | 12 Quality Control                                |
|                                    | 13 Turner   |
| 14 General Office Working          | 1 Accounting & Book Keeping                       |
|                                    | 2 Computerized Accounting                         |
|                                    | 3 Financial Accounting                            |
|                                    | 4 Front Desk Operation                            |
|                                    | 5 Human Resource Management                       |
|                                    | 6 Office Automation                               |
|                                    | 7 Personal Space Skills                           |
|                                    | 8 Short Hand & Steno Typist                       |
| 15 Health Industry                 | 1 Anaesthesia Technician                          |
|                                    | 2 Blood Bank Technician                           |
|                                    | 3 Dental Surgery Assistant                        |
|                                    | 4 Dialysis Technician                             |
|                                    | 5 Dispenser                                       |
|                                    | 6 ECG Technician                                  |
|                                    | 7 Emergency Medical Technician                    |
|                                    | 8 Endoscopy Technician                            |
|                                    | 9 ICU Technician                                  |
|                                    | 10 Lab Technician                                 |
|                                    | 11 Medical Representative                         |
|                                    | 12 Midwifery                                      |
|                                    | 13 NICU Technician                                |
|                                    | 14 Nursing (2 Years)                              |
|                                    | 15 Nursing (4 Years)                              |
|                                    | 16 Ophthalmic Technician                          |
|                                    | 17 OT Technician                                  |
|                                    | 18 Paediatric Technician                          |
|                                    | 19 Physiotherapy Technician                       |
|                                    | 20 Ultrasound Technician                          |
|                                    | 21 X-Ray Technician                               |
| 16 Hospitality Industry            | 1 Baking & Pastry                                 |
|                                    | 2 Culinary Arts                                   |
|                                    | 3 Food & Beverages                                |
|                                    | 4 Hotel Management                                |
|                                    | 5 Professional Chef                               |
|                                    | 6 Restaurant Management                           |
| 17 Information Technology Industry | 1 Advance Course in Operating System              |
|                                    | 2 Cisco Certification                             |
|                                    | 3 Database Systems                                |
|                                    | 4 Fiber Optic Network Design                      |
|                                    | 5 Graphic Designing                               |
|                                    | 6 A+ Hardware & Networking                        |
|                                    | 7 MCITP   |
|                                    | 8 Mobile App Developer                            |
|                                    | 9 Multimedia Graphics                             |
|                                    | 10 Oracle DBA                                     |
|                                    | 11 Professional Diploma in Information Technology |
|                                    | 12 Search Engine Optimizer                        |
|                                    | 13 Software and Computer Security                 |

## ANNEXURE I (B)

| Sectors / Industries / Categories       |  | Trades   |
|---|--|--|
|   |  | 14 Software Development                        |
|   |  | 15 Telecommunication                           |
|   |  | 16 Web Designing                               |
|   |  | 17 Web Development                             |
| 18 Jewellery Industry                   |  | 1 Bead & Wire Jewellery                        |
|   |  | 2 Gem Stone Cutting                            |
|   |  | 3 Jewellery Designing                          |
|   |  | 4 Studded Jewellery Making                     |
| 19 Language                             |  | 1 Chinese Language                             |
|   |  | 2 Language Skills for Deaf                     |
| 20 Leather Industry                     |  | 1 Leather Technology                           |
|   |  | 2 Purse & Bag Making                           |
| 21 Livestock care & Vaccination         |  | 1 Livestock Farm Manager                       |
|   |  | 2 Poultry Diseases Diagnosis                   |
|   |  | 3 Poultry Farming                              |
|   |  | 4 Livestock & Poultry Vaccinator               |
|   |  | 5 Livestock Community Health Worker            |
|   |  | 6 Fancy Birds Rearing & Management             |
| 22 Fisheries                            |  | 1 Integrated Fish Farming                      |
|   |  | 2 Hatchery Technician & Management             |
|   |  | 3 Advance Aqua Culture & Management            |
|   |  | 4 Production of All Male Population of Tilapia |
|   |  | 5 Backyard Ornamental Fish Culture & Breeding  |
|   |  | 6 Mud Crab Fattening                           |
|   |  | 7 Fish Farming Extension Technology            |
| 23 NGO Sector                           |  | 1 Social Mobilizer                             |
| 24 Online Marketing / Customer Services |  | 1 Call Center Agent                            |
|   |  | 2 Customer Service                             |
|   |  | 3 E-Commerce                                   |
| 25 Plastic Industry                     |  | 1 Plastic Technology                           |
| 26 Production and Supply Chain          |  | 1 Supply Chain Management                      |
| 27 Sales & Marketing                    |  | 1 Online Marketing                             |
|   |  | 2 Sales & Marketing                            |
|   |  | 3 Social Media Marketing Specialist            |
| 28 Self Employable Creative Industry    |  | 1 Carpenter                                    |
|   |  | 2 Chair Knitting for Blind                     |
|   |  | 3 Dress Making                                 |
|   |  | 4 Photography                                  |
|   |  | 5 Stitching & Sewing                           |
|   |  | 6 Welding                                      |
| 29 Self Employable Repairing Industry   |  | 1 AC & Refrigeration Repair                    |
|   |  | 2 Basic Electronics                            |
|   |  | 3 Generator Mechanic                           |
|   |  | 4 HVACR  |
|   |  | 5 Mobile Phone Repair                          |
|   |  | 6 Motor Winding                                |
|   |  | 7 UPS Mechanic                                 |
| 30 Self Employable Services Industry    |  | 1 Car Driving                                  |
|   |  | 2 Solar Energy Technician                      |
|   |  | 3 Taxation & E-Filing                          |
| 31 Shipping Industry                    |  | 1 Seaman                                       |
| 32 Stock Market                         |  | 1 Stock Market                                 |

## **ANNEXURE I (B)**

| <b>Sectors / Industries / Categories</b> |                         | <b>Trades</b> |                   |
|--|-------------------------|---------------|-------------------|
| 33                                       | Textile Industry        | 1             | Textile Designing |
| 34                                       | Traditional Art & Craft | 1             | Applique Art      |
|  |                         | 2             | Art & Craft       |
|  |                         | 3             | Block Printing    |
|  |                         | 4             | Flower Making     |
|  |                         | 5             | Handicraft        |
|  |                         | 6             | Khes Making       |



## **ANNEXURE II**

### **TRACER STUDY OF GRADUATES FOR PHASE VIII TO XII**

#### **Survey Questionnaire**

#### **Dear Graduates**

You are being asked to participate in the survey as a graduate of a technical or vocational training program financed by the Benazir Bhutto Shaheed Human Resource Research & Development Board (BBSHRRDB). Your answers to the survey will be provided to the BBSHRRDB with valuable information to improve programs at your local training institute, the employability of future graduates, and productivity of the economy.

BBSHRRDB is conducting this survey, with the help of your local training institute, with resources from the BBSHRRDB.

The survey data are confidential and will not be released to anyone. The results will be used exclusively for research purposes to assess your satisfaction with the training programs, and will be presented only in aggregated form. Your name and any other identifying details will never be shown in any published or otherwise presented material.

We ask you to review the questions carefully, select and circle the options that most closely reflect your opinion. In no answer fits. Please offer your own option in other wherever possible.

**Thank you in advance for cooperation  
BBSHRRDB**

#### **INITIAL INFORMATION**

|  |                            |
|--|----------------------------|
| <b>Name:</b>                           | <b>CNIC:</b>               |
| <b>Training Started on:<br/>(Date)</b> | <b>Training Phase</b>      |
| <b>Male / Female</b>                   | <b>Married / Unmarried</b> |
| <b>Training District:</b>              | <b>Training Institute:</b> |
| <b>Training Duration:</b>              | <b>Trade:</b>              |

## ANNEXURE II

|   |   |
|---|---|
| <b>Employer information (if employed)</b><br>1. Name:<br><br>2. Address:<br><br>3. Telephone #: | <b>Venue of Alumni Party:</b><br><br><br> |
|---|---|

## QUESTIONNAIRE

- A.** Circle a number from the list below which best indicates your current status.
1. Full time continuing education / training.
  2. Working and continuing education / training.
  3. Employed by an enterprise, or firm.
  4. Employed by a government office.
  5. Self-employed in market.
  6. Self-employed at home.
  7. Unemployed and looking for work.
  8. Married, not seeking employment.
  9. Other (specify)
- B.** Circle the number from the list below which indicates how far your moved after graduating from you training institute?
1. Did not move
  2. Less than 50 Kilometers
  3. Between 50-100 Kilometers
  4. Over 100 Kilometers.
- C.** How related is your current course of study with your current occupation?
1. Directly related
  2. Somewhat related
  3. Not related
- D.** If your job is related to your training, had your training being helpful you in performing your duties?
1. Completely helpful, does not need guidance.
  2. Helpful but needed some extra guidance.
  3. Needed extra training, not much helpful.
  4. Not helpful at all.
- E.** Who assisted you the most while you were at the Institute, in your choice of employment and / or training after you completed your studies at the institute (circle one or more numbers)?
1. On my own
  2. Your teacher / instructor at training institute
  3. Other students
  4. Parents, relatives and friends
  5. Local business owners
  6. Department of Manpower Employment Exchange

## ANNEXURE II

7. Private Employment Representative
  8. Community leaders (e.g. Councilor, MNA, MPA etc)
  9. Other (specify)
- F.** If you could **improve the services** which you received at your technical institute, which of the services do you think need the most improvement (circle one up to three numbers)?
1. Teacher's knowledge of subject.
  2. Teacher's training delivery
  3. Laboratories, workshops and equipment
  4. Training practical material
  5. Allow more time for individual students over equipment
  6. Content of Curriculum to prepare you for employment
  7. To prepare courses and programs for you to continue further training
  8. Exams and grading system
  9. Job Placement Services
  10. Support services (i.e. library, Health and food services recreation, boarding facility).
- G.** If you are employed, what is the nature of your employment (if you are not employed, skip the following questions and go to next question)?
1. Full time
  2. Full time (Seasonal)
  3. Services on call
  4. Part time
- H.** If employed before the training, what was your monthly salary range (if not skip the question).
1. Less than 15,000 rupees
  2. Between 15,000 to 30,000 rupees
  3. Between 30,000 to 50,000 rupees
  4. Over 50,000 rupees
- I.** What was your monthly salary range when you were freshly employed after training? (if not employed yet, skip the question)
1. Less than 15,000 rupees
  2. Between 15,000 to 30,000 rupees
  3. Between 30,000 to 50,000 rupees
  4. Over 50,000 rupees
- J.** If employed **NOW**, what is your current monthly salary range per month? (if not employed, skip the question)
1. Less than 15,000 rupees
  2. Between 15,000 to 30,000 rupees
  3. Between 30,000 to 50,000 rupees
  4. Over 50,000 rupees
- K.** Was your occupation (if any) related to your training before training. (if not employed before the training, skip the question)
1. Related
  2. Somewhat Related
  3. Not Related

## ANNEXURE II

**L.** If you are employed, but your employment is not related to your training or you are still unemployed and looking for work, circle the primary reason from the list below.

1. I tried but could not find a job in the occupational area I was trained.
2. I did not feel sufficiently qualified in the field I was trained
3. I found I did not like the type of work found in the area I was trained
4. I found the pay was too low for the type of work found in my area of training
5. Better employment came along before I found a job in my area of training
6. I never intended to work in my area of training
7. I intended to take more training before taking a job
8. Other (specify)

**M.** How much time did you wait for job after training?

1. Got job within a week of training completion.
2. Waited for up to 3 months
3. Waited for 3 to 6 months
4. Waited to 6 to 12 months
5. Waited for more than 12 month
6. Unemployed till date

**N.** If you are employed, indicate the sector of employment by circling the appropriate number from the list below.

1. Agriculture, forestry and fishing
2. Mining and quarrying
3. Manufacturing
4. Electricity / gas supply
5. Water supply, sewerage, waste management and remediation activities
6. Construction
7. Wholesale and retail trade, repair of motor vehicles and motorcycle
8. Transportation and storage
9. Accommodation and food services activities
10. Information and communication
11. Financial and insurance activities
12. Real estate activities
13. Professional, scientific and technical activities
14. Administrative and support service activities
15. Public service / defense
16. Education
17. Human health and social work services
18. Arts, entertainment and recreation
19. Other services activities (specify) \_\_\_\_\_

**O.** If you are employed, circle the statement below that best describes your feeling for your job.

1. I like my job and would like to keep it
2. I am satisfied with my job but want to upgrade my skills (further training)
3. I am satisfied at the moment but would like to find another job
4. I am unhappy with my job
5. Other (specify)

## ANNEXURE II

**P.** If you are presently attending further education or training indicates the type of institution the list below (if you are not attending further education, skip the question and to next question)?

1. Public college or university in Sindh
2. Private college or university in Sindh
3. Public or Private post secondary college or university outside Sindh
4. Public vocational or technical institute attached to a Department ( i.e. Department of Housing, Trade and industry, Manpower, etc)
5. Private vocational or technical institute
6. Other (specify)

**Q.** If you are presently attending further education or training indicate the primary reason for attending from the list below (if you are not attending further education, skip the question and go to question)

1. To prepare for a better job for which the training was intended
2. BBSHRRDB Training was insufficient for getting a job or start your own work
3. I don't know what else to do
4. Other (specify) \_\_\_\_\_

**R.** Level of Education completed before the BBSHRRDB training program

1. Illiterate
2. Primary
3. Middle
4. Secondary
5. Post Secondary (Diploma / intermediate)
6. Graduate
7. Post graduate

**S.** Rate your Tutor in BBSHRRDB Training Program (1 for least and 5 for best).

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

**T.** Rate Facilities at the institute in BBSHRRDB Training Program (1 for least and 5 for best).

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

**U.** Rate conduct of Management of the institute in BBSHRRDB Training Program (1 for least and 5 for best).

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

**Thank you for your cooperation**

**Add any comments you may have below**



## ANNEXURE II

## ٹریسر مطالعہ

## عزیز سند یافتہ

آپ سے، بے نظیر بھٹو شہید وسائل انسانی کی تحقیق و ترویج بورڈ (BBSHRRDB) کے تحت منعقد کیے گئے، تکنیکی اور پیشہ ورانہ تربیت کے پروگرام کے ایک سروے میں شرکت کی درخواست کی جاتی ہے۔ اس سروے میں دیکھے گئے جوابات BBSHRRDB کو مفید معلومات فراہم کریں گے جو کہ آپ کے علاقائی تربیتی ادارے میں پروگرام کی بہتری، آئندہ سہولت پانے والوں کے روزگار اور معیشت کی بہتر پیداوار کے لیے ہوں گی۔

BBSHRRDB یہ سروے اپنے وسائل سے علاقائی تربیتی ادارے کے تعاون سے منعقد کر رہا ہے۔

سروے سے حاصل کردہ ڈیٹا رازداری کا حامل ہو گا اور کسی کو بھی جاری نہیں کیا جائے گا۔ اس سروے کے نتائج صرف اور صرف تحقیق کے مقاصد کے لیے استعمال کیے جائیں گے اور صرف مجموعے کی صورت میں شائع کیے جائیں گے۔ آپ کا نام اور دیگر شناختی تفصیلات کسی بھی شائع شدہ یا کسی اور انداز میں پیش کردہ مواد میں شامل نہیں ہو گا۔

آپ سے درخواست ہے کہ سوالات کو غور سے دیکھیں، اور اس جواب کا انتخاب کریں جو سب سے بہتر آپ کے نقطہ نظر کا عکاس ہو۔ اگر کوئی جواب مناسب نہ لگے تو جہاں ممکن ہو آپ دیگر جواب کے تحت خود اپنا انتخاب پیش کر سکتے ہیں۔

BBSHRRDB کے ساتھ تعاون کرنے کے لیے پیشگی شکریہ

BBSHRRDB

ابتدائی معلومات

| نام                              | قومی شناختی نمبر        |
|----------------------------------|-------------------------|
| تربیت کی ابتدا (تاریخیں)         | تربیتی فیئر             |
| مرد / عورت                       | شادی شدہ / غیر شادی شدہ |
| تربیتی ضلع                       | تربیتی ادارہ            |
| پیشہ ورانہ مضمون                 | دورانیہ                 |
| آجر کی معلومات (اگر ملازم ہو تو) | تقریب کا مقام           |
| (1) نام                          |                         |
| (2) پتہ                          |                         |

ANNEXURE II

|          |     |
|----------|-----|
| فون نمبر | (3) |
|----------|-----|

سوالنامہ

A. درج ذیل میں سے اس نمبر کے دائرہ پر دائرہ لگائیں جو آپ کی موجودہ پیشہ ورانہ مرتبہ کو سب سے بہتر ظاہر کرتا ہے؛

1. کل وقتی جاری تعلیم یا تربیت
2. روزگار کے ساتھ جاری تعلیم یا تربیت
3. کسی انٹرپرائز یا فرم میں ملازم
4. کسی سرکاری ادارے میں ملازم
5. اپنا کام کرتے ہیں اور مارکیٹ میں بیٹھتے ہیں
6. اپنا کام گھر سے کرتے ہیں
7. بے روزگار ہیں اور روزگار کی تلاش میں ہیں
8. شادی شدہ ہیں اور روزگار تلاش نہیں کر رہے ہیں
9. دیگر (وضاحت کریں)

B. درج ذیل میں سے اس نمبر کے دائرہ پر دائرہ لگائیں جو ظاہر کرے کہ آپ تربیت حاصل کرنے کے بعد گھر سے کتنی دور منتقل ہوئے؟

1. منتقل نہیں ہوئے
2. پچاس کلومیٹر سے کم
3. پچاس سے سو کلومیٹر کے درمیان
4. سو کلومیٹر سے زائد

C. آپ کا موجودہ روزگار آپ کی تکنیکی تعلیم سے کتنی مطابقت رکھتا ہے؟

1. مکمل مطابقت
2. کچھ حد تک مطابقت
3. کوئی مطابقت نہیں

D. اگر آپ کی تکنیکی تربیت آپ کے روزگار سے متعلق ہے تو ذمہ داریوں کی ادائیگی میں کتنی مددگار ہے؟

1. مکمل طور پر مددگار ہے۔ کسی رہنمائی کی ضرورت نہیں
2. مددگار ہے مگر تھوڑی بہت رہنمائی بھی چاہیے
3. مزید تربیت درکار ہے، زیادہ مددگار نہیں
4. قطعاً مددگار نہیں

E. جب آپ اپنے تربیتی ادارے میں تھے تو تربیت مکمل ہونے کے بعد آپ کے روزگاریا / اور مزید تعلیم و تربیت کے انتخاب میں کس نے سب سے زیادہ مدد کی؟

1. خود تلاش کیا
2. ادارے میں آپ کے معلم نے

## ANNEXURE II

3. دیگر طلبائے
  4. والدین، رشتہ دار اور دوست
  5. علاقائی کاروباری مالکان
  6. ایس ٹیوٹا کے ایمپلائمنٹ ایکسچینج
  7. نجی روزگار فراہم کرنے والے ادارے
  8. علاقائی رہنما جیسے کاؤنسلر، ایم پی اے وغیرہ
  9. دیگر (وضاحت کیجئے)
- F. جو خدمات آپ کو اپنے ٹیکنیکل ادارے میں حاصل ہوئیں، اگر آپ ان خدمات کو بہتر بنانا سکیں تو آپ کے خیال میں کن خدمات کو بہتری کی ضرورت ہے (ایسی کسی تین خدمات پر دائرہ لگائیں۔)
1. مضمون کے بارے میں معلم کا علم
  2. معلم کی پڑھانے کی قابلیت
  3. تجربہ گاہ، کارگاہ (workshop) اور آلات
  4. عملی تربیت کا سامان
  5. آلات پر مشق کے لیے طلبہ کو زیادہ وقت دیا جائے
  6. طلبہ کو روزگار کے لیے تیار کرنے کے واسطے نصاب کے مشمولات
  7. آپ کی مزید تربیت کے لیے مزید کورس اور پروگرام ترتیب دیے جائیں
  8. امتحانات اور درجہ بندی کا نظام
  9. روزگار پر لگانے کی خدمات
  10. دیگر مددگار خدمات (کتب خانہ، صحت اور غز، تفریح، رہائشی سہولیات، وغیرہ)
- G. اگر آپ برسر روزگار ہیں تو آپ کے روزگار کی کیا نوعیت ہے؟ (اگر برسر روزگار نہیں ہیں تو اس سوال کو چھوڑ دیں اور اگلے سوال پر بڑھ جائیں)۔
1. کل وقتی
  2. کلو وقتی (موسمی)
  3. بلائے جانے والی خدمات (پلمبر، الیکٹریشن یا دیگر)
  4. جزوقتی
- H. اگر تربیتی پروگرام سے پہلے آپ برسر روزگار تھے تو آپ کی ماہانہ آمدنی کی حد کیا تھی؟ (اور اگر نہیں تھے تو سوال چھوڑ دیں)
1. 15000 سے کم
  2. 15000 سے 30000 کے درمیان
  3. 30000 سے 50000 کے درمیان
  4. 50000 سے زائد
- I. تربیت کے بعد روزگار حاصل کرنے پر آپ کی ماہانہ آمدنی کی حد کیا تھی؟ (اگر اب تک برسر روزگار نہ ہوں تو سوال کو چھوڑ کر آگے بڑھیں)۔
1. 15000 سے کم

## ANNEXURE II

2. 15000 سے 30000 کے درمیان

3. 30000 سے 50000 کے درمیان

4. 50000 سے زائد

J. اگر آپ اس وقت بھی برسر روزگار ہیں تو آپ کی موجودہ ماہانہ آمدنی کی حد کیا ہے؟ (اگر نہ ہوں تو سوال چھوڑ کر آگے بڑھیں)۔

1. 15000 سے کم

2. 15000 سے 30000 کے درمیان

3. 30000 سے 50000 کے درمیان

4. 50000 سے زائد

K. تربیتی کورس سے قبل آپ کا پیشہ (اگر کوئی تھا تو) آپ تربیت سے متعلق تھا (اگر تربیتی کورس سے قبل آپ برسر روزگار نہیں تھے تو یہ سوال چھوڑ کر آگے بڑھیں)۔

1. متعلق تھا۔

2. کچھ حد تک متعلق تھا۔

3. غیر متعلق تھا۔

L. اگر آپ برسر روزگار ہیں مگر آپ کا روزگار آپ کی تکنیکی تربیت سے متعلق نہیں ہے یا آپ اب تک بے روزگار ہیں اور کام ڈھونڈ رہے ہیں، درج ذیل فہرست میں سے سب سے بڑی وجہ پر دائرہ لگائیں۔

1. میں نے کوشش کی مگر میرے تربیتی شعبے میں روزگار نہ مل سکا۔

2. جس شعبے میں میری تربیت ہوئی وہ روزگار حاصل کرنے کے لیے کافی نہ تھی۔

3. مجھے پتہ چلا کہ جس شعبے میں میری تربیت ہوئی وہ مجھے پسند نہ تھا۔

4. مجھے پتہ چلا کہ جس قسم کے کام کے لیے میری تربیت ہوئی اس میں آمدنی بہت کم تھی۔

5. مجھے اپنے تربیتی شعبے سے زیادہ بہتر روزگار مل گیا۔

6. میرا کبھی اپنے تربیتی شعبے میں کام کا ارادہ ہی نہیں تھا۔

7. روزگار سے قبل مجھے مزید تعلیم و تربیت حاصل کرنا ہے۔

8. دیگر (وضاحت کیجیے)

M. تربیتی کورس کے بعد آپ نے کتنے وقت روزگار کا انتظار کیا؟

1. تربیتی کورس مکمل ہونے کے ایک ہفتے کے اندر روزگار مل گیا۔

2. زیادہ سے زیادہ تین ماہ تک انتظار کیا۔

3. تین سے چھ ماہ تک انتظار کیا۔

4. چھ سے بارہ ماہ تک انتظار کیا۔

5. بارہ ماہ سے زائد انتظار کیا۔

6. اب تک بے روزگار ہیں۔

N. اگر آپ برسر روزگار ہیں تو درج ذیل فہرست میں سے درست نمبر پر دائرہ لگا کر اپنے روزگار کے حلقہ کی نشاندہی کیجیے۔

## ANNEXURE II

1. ذراعت، جنگلات اور ماہی گیری۔
2. کان کنی اور کھدائی۔
3. صنعت کاری۔
4. بجلی / گیس کی فراہمی۔
5. پانی کی فراہمی، نکاسی آب، کچرے کا انتظام اور ماحولیاتی اصلاحی خدمات۔
6. تعمیرات۔
7. تھوک اور خوردہ کاروبار، گاڑیوں اور موٹر سائیکلوں کی مرمت۔
8. رسد رسانی و ذخیرہ کاری۔
9. رہائش و طعام کی سہولیات۔
10. اطلاعات و مواصلات۔
11. مالیاتی اور بیمہ کی خدمات۔
12. جائیداد کی خرید و فروخت۔
13. پیشہ ورانہ، سائنسی یا تکنیکی کام کاج۔
14. انتظامی یا مددگار خدمات۔
15. حکومتی خدمات / دفاع۔
16. تعلیم۔
17. انسانی صحت اور سماجی خدمات۔
18. فنون، تفریح اور دل بستگی۔
19. دیگر خدمات اور کام کاج (وضاحت کیجیے)

O. اگر آپ برسر روزگار ہیں تو درج ذیل بیانات میں سے اس پر دائرہ لگائیں جو آپ کے احساسات کو سب سے بہتر واضح کرے۔

1. مجھے اپنا کام پسند ہے اور میں یہی کام جاری رکھنا چاہتا / چاہتی ہوں۔
2. میں اپنے کام سے مطمئن ہوں مگر اپنی صلاحیتوں کو بڑھانا چاہتا / چاہتی ہوں (یعنی مزید تربیت)۔
3. فی الوقت اپنے کام سے مطمئن ہوں مگر نیا کام ڈھونڈنا چاہتا / چاہتی ہوں۔
4. میں اپنے روزگار سے خوش ہوں۔
5. دیگر (وضاحت کیجیے)

P. اگر آپ اس وقت مزید تعلیم یا تکنیکی تربیت حاصل کر رہے ہیں تو درج ذیل فہرست میں سے ادارے کی قسم کی نشاندہی کیجیے۔ (اگر کوئی مزید تعلیم حاصل نہیں کر رہے ہیں تو سوال چھوڑ کر آگے بڑھیں)۔

1. سندھ میں سرکاری کالج یا یونیورسٹی۔
2. سندھ میں نجی کالج یا یونیورسٹی۔
3. سندھ سے باہر سیکنڈری سے اوپر کالج یا یونیورسٹی۔
4. سرکاری پیشہ ورانہ و تکنیکی تربیت کے ادارے جو کسی محکمے سے ملحق ہو (جیسے کہ محکمہ رہائش، صنعت و تجارت، ایس ٹیوٹا وغیرہ)



## ANNEXURE II

5. نجی پیشہ ورانہ و تکنیکی ادارہ۔

6. دیگر (وضاحت کیجیے)

Q. اگر آپ اس وقت مزید تعلیم یا تکنیکی تربیت حاصل کر رہے ہیں تو درج ذیل فہرست میں سے سب سے بڑی وجہ کی نشاندہی کیجیے (اگر کوئی مزید تعلیم حاصل نہیں کر رہے ہیں تو سوال چھوڑ کر آگے بڑھیں)۔

1. اس کام کے لیے زیادہ بہتر تیار ہونا جس کے لیے تکنیکی تربیت حاصل کی تھی۔

2. BBSHRRDB کی تکنیکی تربیت نوکری یا اپنا کام کرنے کے لیے ناکافی تھی۔

3. مجھے نہیں معلوم کہ اور کیا کرنا چاہیے۔

4. دیگر (وضاحت کیجیے)

R. BBSHRRDB تربیتی پروگرام سے قبل حاصل کردہ تعلیمی درجہ

1. ناخواندہ

2. پرائمری پاس

3. مڈل پاس

4. سیکنڈری پاس

5. انٹر میڈیٹ / ڈپلومہ

6. گریجویٹ پاس

7. پوسٹ گریجویٹ پاس

S. BBSHRRDB تربیتی پروگرام میں اپنے معلم کی درجہ بندی کیجیے (سب سے کم کے لیے ایک اور سب سے بہتر کے لیے پانچ)۔

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

T. BBSHRRDB تربیتی پروگرام میں اپنے ادارے میں موجود سہولیات کی درجہ بندی کیجیے (سب سے کم کے لیے ایک اور سب سے بہتر کے لیے پانچ)۔

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

U. BBSHRRDB تربیتی پروگرام میں اپنے ادارے کی انتظامیہ کے رویے کی درجہ بندی کیجیے (سب سے کم کے لیے ایک اور سب سے بہتر کے لیے پانچ)۔

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

آپ کے تعاون کا شکریہ

اگر کوئی تبصرہ کرنا چاہیں تو نیچے کیجیے

## ANNEXURE II

سوالنامو (Questionnaire)Phase VIII کان Phase XII تائين جي سنڌياڻڻگان (Graduates) بابتٽريسر مطالعو

(Graduate) عزيز سند يافته

اوهان کان، بينظير ڀٽو شهيد هيومن ريسورس ريسرچ ۽ ڊولپمنٽ بورڊ (BBSHRRDB) جي تحت منعقد ڪيل، ٽيڪنيڪي ۽ پيشي ورانه تربيت جي پروگرام جي هڪ سروي ۾ شرڪت جي درخواست ڪئي ٿي وڃي، هن سروي ۾ ڏنل جواب BBSHRRDB جي فائديمند معلومات ملندي اها اوهان جي علائقي تربيتي اداري ۾ پروگرام جي بهتري، آئنده سند حاصل ڪرڻ وارن کي روزگار ۽ معيشت جي بهتر پيداوار جي لاءِ هوندي.

BBSHRRDB هي سروي پنهنجي وسيلن سان علائقي تربيتي اداري جي تعاون سان منعقد ڪئي وڃي ٿي.

سروي مان حاصل شده ڊيٽا رازداري سان ڪئي ويندي ۽ ڪنهن کي به جاري نه ڪئي ويندي. هن سروي جا نتيجا صرف ۽ صرف تحقيق جي مقصدن لاءِ استعمال ڪيا ويندا ۽ صرف مجموعي جي صورت ۾ شائع ڪيا ويندا. اوهان جو نالو ۽ شناختي تفصيلون ڪنهن به شائع شده يا ڪنهن ٻئي انداز ۾ پيش ڪيل مواد ۾ شامل نه ڪيو ويندو.

اوهان کي درخواست آهي ته ڏنل سوال غور سان ڏسو، ۽ ان جواب جو انتخاب ڪيو جيڪو سڀ کان بهتر اوهان جي نقطه نظر جو عڪاسي ڪري، جيڪڏهن ڪوئي جواب مناسب نه لڳي ته جتي ممڪن هجي اوهان ڪوئي نئون جواب به شامل ڪري سگهو ٿا.

BBSHRRDB سان تعاون ڪرڻ جي لاءِ پيشگي مهرباني

**BBSHRRDB**

محڪمه يونيورسٽي اينڊ بورڊز، حڪومت سنڌ

ابتدائي معلومات

|                         |                    |
|-------------------------|--------------------|
| نالو                    | قومي شناختي نمبر   |
| تربيت جي شروعات (تاريخ) | تربيتي فيز         |
| مرد / عورت              | شادي شده / غير شده |
| تربيتي ضلعو             | تربيتي ادارو       |

## ANNEXURE II

|   |              |
|---|--------------|
| پيشه وارانہ تربيت   | عرصو         |
| جاري ڪندڙ جي معلومات (جيڪڏهن ملازم هجي ته)<br>1. نالو<br>2. انڊريس<br>3. فون نمبر | تقريب جو هنڌ |

### سوئانامو

A. هيٺ ڏنل نمبرن مان ان نمبر تي دائرو لڳايو جيڪو اوهان جي موجوده پيشي وارانہ مرتبي کي سب کان وڌيڪ بهتر ظاهر ڪري ٿو؛

1. ڪل وقتي جاري تعليم يا تربيت
2. روزگار سان گڏ جاري تعليم يا تربيت
3. ڪنهن انٽرپرائيز يا فرم ۾ ملازم
4. ڪنهن سرڪاري اداري ۾ ملازم
5. پنهنجو ڪم ڪندا آهيو يا مارڪيٽ ۾ ويهندا آهيو.
6. پنهنجو ڪم گهر کان ڪندا آهيو.
7. بيروزگار آهيو ۽ روزگار جي ڳولها ۾ آهيو.
8. شادي شده آهيو ۽ روزگار جي ڳولها نه ٿا ڪريو.
9. ٻيو ڪجهه (وضاحت ڪريو)

B. هيٺين مان ان نمبر تي دائرو لڳايو جيڪو ظاهر ڪري ته توهان تربيت حاصل ڪرڻ کان پوءِ گهر کان ڪيتري مفاصلي تي نوڪري ڪري سگهو ٿا.

1. منتقل نه ٿينداسون.
2. پنجاهه ڪلوميٽر کان گهٽ.
3. پنجاهه ڪلوميٽر جي وچ ۾.
4. سئو ڪلوميٽر کان وڌيڪ.

C. اوهان جو موجوده روزگار اوهان جي ٽيڪنيڪي تعليم سان ڪيتري مطابقت رکي ٿو.

1. مڪمل مطابقت.
2. ڪجهه حد تائين مطابقت.
3. ڪا به مطابقت نه.

D. جيڪڏهن اوهان جي ٽيڪنيڪي تربيت اوهان جي روزگار متعلق آهي ته ذمي دارين جي ادائگي ۾ ڪيتري مددگار آهي.

1. مڪمل طور تي مددگار آهي ، ڪنهن به رهنمائي جي ضرورت نه آهي.
2. مددگار آهي پر ٿوري گهڻي رهنمائي به گهرجي.
3. وڌيڪ تربيت گهربل آهي، وڌيڪ مددگار نه آهي.

## ANNEXURE II

4. بالڪل به مددگار نه آهي.

E. جڏهن اوهان پنهنجي تربيتي اداري ۾ هيا ته پوءِ تربيت مڪمل ٿيڻ کان پوءِ اوهان جي روزگار / وڌيڪ تعليم و تربيت جي انتخاب ۾ ڪنهن سڀ کان وڌيڪ مدد ڪئي.

1. پاڻ ڳولها ڪئي.
2. اداري ۾ اوهان جي استاد.
3. ٻين شاگردن.
4. والدين، رشتيدار ۽ دوست.
5. علائقي جي ڪاروباري ماڻهن.
6. ايس ٽيوٽا جي ايمپلائمينٽ ايڪسچينج
7. نجي روزگار فراهم ڪرڻ واري اداري.
8. علائقائي رهنما جيئن ڪائونسلر، ايم پي اي وغيره.
9. ٻيو ڪنهن (وضاحت ڪيو)

F. جيڪي خدمتون توهان کي پنهنجي ٽيڪنيڪل اداري ۾ حاصل ٿيون، جيڪڏهن توهان انهن خدمتن کي بهتر ڪري سگهو ته توهان جي خيال ۾ ڪهڙيون خدمتن کي بهتري جي ضرورت آهي (اهڙين ڪنهن به ٽن خدمتن تي دائرو لڳايو).

1. مضمون جي باري ۾ استاد جو علم.
2. استاد جي پڙهائي جي قابليت.
3. تجربتي گاهه، ڪار گاهه (Workshop) ۽ اوزار.
4. عملي تربيت جو سامان.
5. اوزارن تي مشق جي لاءِ شاگردن کي وڌيڪ وقت ڏنو وڃي.
6. شاگردن کي روزگار جي لاءِ تياري ڪرڻ لاءِ نصاب ۾ ڪجهه شامل ڪرڻ.
7. اوهان جي وڌيڪ تربيت جي لاءِ وڌيڪ ڪورس ۽ پروگرام ترتيب ڏنا وڃن.
8. امتحان ۽ درجه بندي جو نظام.
9. روزگار تي لڳائڻ جون خدمتون.
10. ٻيو ڪي مددگار خدمتون (ڪتاب گهر، صحت ۽ غذا جون خدمتون، تفريح، رهائشي سهولتون وغيره).

G. جيڪڏهن اوهان روزگار سان لڳل آهيو ته توهان جو روزگار ڪهڙي قسم جو آهي (جيڪڏهن روزگار ناهي ته هن سوال کي ڇڏي ڏيو ۽ ٻئي سوال تي وڌي وڃون).

1. ڪل وقتي.
2. ڪل وقتي يا عارضي.
3. سڌ ڪرڻ واريون خدمتون (پلمبر، اليڪٽريشن يا ٻيو ڪو).

H. جيڪڏهن تربيتي پروگرام کان پهريان جيڪڏهن اوهان روزگار سان لڳل هئا ته توهان جي ماهانه آمدني جي حد ڪيتري هئي (جيڪڏهن روزگار سان نه هيا ته هي سوال ڇڏي ڏيو).

1. 15000 کان گهٽ.
2. 15000 کان 30000 جي وچ ۾.
3. 30000 کان 50000 جي وچ ۾.
4. 50000 کان وڌيڪ.

## ANNEXURE II

- I. تربيت کان روزگار حاصل ڪرڻ تي اوهان جي ماهانه آمدني جي حد ڪيتري هئي (جيڪڏهن اڃا تائين روزگار سان نه لڳا آهيو ته هن سوال کي ڇڏي اڳتي وڌو).
1. 15000 کان گهٽ.
  2. 15000 کان 30000 جي وچ ۾.
  3. 30000 کان 50000 جي وچ ۾.
  4. 50000 کان وڌيڪ.
- J. جيڪڏهن توهان هن وقت روزگار سان لڳل آهيو ته اوهان جي موجوده ماهانه آمدني جي حد ڪيتري آهي. (جيڪڏهن نه هجو ته سوال کي ڇڏي ڏيو).
1. 15000 کان گهٽ.
  2. 15000 کان 30000 جي وچ ۾.
  3. 30000 کان 50000 جي وچ ۾.
  4. 50000 کان وڌيڪ.
- K. تربيتي ڪورس کان پهريان اوهان جو پيشو (جيڪڏهن ڪو هيو ته) توهان جي تربيت جي مطابق هيو (جيڪڏهن تربيتي ڪورس کان اڳ ۾ روزگار سان لڳل نه هئا ته هي سوال ڇڏي ڪري اڳتي وڌو).
1. متعلق هيو.
  2. ڪنهن حد تائين متعلق هيو.
  3. غير متعلق هيو.
- L. جيڪڏهن توهان روزگار سان آهيو پر توهان جو روزگار اوهان جي ٽيڪنيڪل تربيت سان متعلق نه آهي يا توهان اڃان تائين بيروزگار آهيو ۽ ڪم ڳولهي رهيا آهيو، هيٺين ترتيب مان سڀ کان وڏي وجهه تي دائرو لڳايو.
1. مان ڪوشش ڪئي پر منهنجي تربيتي شعبي ۾ روزگار نه ملي سگهيو آهي.
  2. جنهن شعبي ۾ منهنجي تربيت ٿي اهو روزگار حاصل ڪرڻ لاءِ ڪافي نه هيو.
  3. مون کي خبر پئي ته جنهن قسم جي ڪم لاءِ منهنجي تربيت ٿي آهي اهو مون کي پسند نه آهي.
  4. مون کي خبر پئي ته جنهن قسم جي ڪم لاءِ منهنجي تربيت ٿي آهي ان ۾ آمدني گهٽ آهي.
  5. مون کي پنهنجي تربيتي شعبي کان وڌيڪ روزگار ملي ويو.
  6. منهنجو ڪڏهن پنهنجي تربيتي شعبي ۾ ڪم ڪرڻ جو ارادو ئي نه ٿيو.
  7. روزگار کان پهريان مون کي وڌيڪ تعليم ۽ تربيت حاصل ڪرڻي آهي.
  8. ٻيو ڪجهه (وضاحت ڪيو)
- M. تربيتي ڪورس کان پوءِ توهان ڪيترو وقت روزگار لاءِ انتظار ڪيو.
1. تربيتي ڪورس مڪمل ٿيڻ کان هڪ هفتي اندر روزگار ملي ويو.
  2. وڌ کان وڌ ٽي مهينا انتظار ڪيو.
  3. ٽن کان ڇهه مهينا انتظار ڪيو.
  4. ڇهن کان ٻارهن مهينا انتظار ڪيو.
  5. ٻارنهن مهينن کان وڌيڪ انتظار ڪيو.
  6. اڃان تائين بيروزگار آهيان.



## ANNEXURE II

N. جيڪڏهن توهان روزگار سان لڳل آهيو ته هيٺين لسٽ مان درست نمبر تي دائرو لڳائي پنهنجي

روزگار جو حلقو جي نشاندهي ڪيو.

1. زراعت، جنگلات، ماهي گيري.
2. ڪاڻ ڪوٽائي ۽ ڪوٽائي.
3. صنعت ڪاري.
4. بجلي، گئس جي فراهمي.
5. پاڻي جي فراهمي، پاڻي ڪيڻ، ڪچري جو انتظام ۽ ماحولياتي اصلاحي خدمت.
6. تعميرات.
7. هوسليل ۽ پرچون جو ڪاروبار، گاڏين ۽ موٽرسائيڪلن جي مرمت.
8. رسد رساني ۽ ذخيره اندوزي.
9. رهائش ۽ ڪاڌي جي سهولت.
10. اطلاعات ۽ مواصلات
11. مالياتي ۽ بيمو جي سهولت.
12. جائيداد جي خريد ۽ فروخت.
13. پيشه ورانه، سائنسي ۽ ٽيڪنيڪل ڪم ڪار.
14. انتظامي يا مددگار خدمتون.
15. حڪومتي خدمتون / دفاع.
16. تعليم.
17. انساني صحت ۽ سماجي خدمتون.
18. فن، تفريح ۽ دل بستگي.
19. ٻيون ڪي خدمتون يا ڪم ڪار (وضاحت ڪيو)

O. جيڪڏهن توهان روزگار سان لڳل آهيو ته هيٺ ڏنل بيانن مان ان تي دائرو لڳايو جيڪو توهان جي

احساسن کي سڀ کان وڌيڪ واضح ڪري.

1. مون کي پنهنجو ڪم پسند آهي ۽ مان اهو ئي ڪم جاري رکڻ چاهيان ٿو / چاهيان ٿي.
2. مان پنهنجي ڪم مان مطمئن آهيان پر پنهنجن صلاحيتن کي وڌائڻ چاهيان ٿو / ٿي (يعني وڌيڪ تربيت).
3. هن وقت پنهنجي ڪم مان مطمئن آهيان پر نئون ڪم ڳولهڻ چاهيان ٿو / ٿي.
4. مان پنهنجي روزگار مان خوش آهيان.
5. ٻيو ڪجهه (وضاحت ڪيو)

P. جيڪڏهن توهان هن وقت وڌيڪ تعليم يا ٽيڪنيڪل تربيت حاصل ڪري رهيا آهيو ته هيٺين لسٽ

مان اداري جي قسم جو انتخاب ڪريو. (جيڪڏهن وڌيڪ تعليم حاصل نه ڪري رهيا آهيو ته سوال کي ڇڏي ڏيو ۽ اڳتي وڌو).

1. سنڌ ۾ سرڪاري ڪاليج يا يونيورسٽي.
2. سنڌ ۾ پرائيوٽ ڪاليج يا يونيورسٽي.
3. سنڌ کان ٻاهر سڪنڊري کان مٿي ڪاليج يا يونيورسٽي.
4. سرڪاري پيشه ورانه ۽ ٽيڪنيڪل تربيت جو ادارو جيڪو محڪمي سان ملحق هجي (جيئن ته محڪمه رهائش، صنعت ۽ تجارت، ايس ٿيوٽا وغيره).
5. پرائيوٽ پيشه ورانه ۽ ٽيڪنيڪل ادارو.

## ANNEXURE II

6. ٻيو ڪو (وضاحت ڪيو)

Q. جيڪڏهن اوهان هن وقت وڌيڪ تعليم يا ٽيڪنيڪل تربيت حاصل ڪري رهيا آهيو ته هيٺ ڏنل لسٽ مان وڏي وجهه جي نشاندهي ڪيو (جيڪڏهن ڪا به وڌيڪ تعليم حاصل نه ڪري رهيا آهيو ته سوال کي ڇڏي اڳتي وڌو).

1. هن ڪم لاءِ وڌيڪ بهتر تيار ٿيڻ جنهن لاءِ ٽيڪنيڪل تربيت حاصل ڪئي هئي.
2. BBSHRRDB جي ٽيڪنيڪل تربيت نوڪري يا پنهنجو ڪم ڪرڻ لاءِ ناڪافي هئي.
3. مون کي ٺاهي خبر ته ٻيو ڇا ڪرڻ گهرجي.
4. ٻيو ڪجهه (وضاحت ڪيو)

R. BBSHRRDB تربيتي پروگرام کان پهريان حاصل ڪيل تعليمي درجو.

1. اڻ پڙهيل
2. پرائمري پاس
3. مڊل پاس
4. سيڪنڊري پاس
5. انٽرميڊيٽ / ڊپلومه
6. گريجوئيٽ پاس
7. پوسٽ گريجوئيٽ پاس

S. BBSHRRDB تربيتي پروگرام ۾ پنهنجي استاد جي درجه بندي ڪيو. (سڀ کان گهٽ واري کي هڪ ۽ سڀ کان بهتر واري کي پنج).

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

T. BBSHRRDB تربيتي پروگرام ۾ پنهنجي اداري ۾ موجود سهولتن جي درجه بندي ڪيو (سڀ کان گهٽ واري کي هڪ ۽ سڀ کان بهتر واري کي پنج).

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

U. BBSHRRDB تربيتي پروگرام ۾ پنهنجي اداري جي انتظاميه جي رويي جي درجه بندي ڪيو (سڀ کان گهٽ واري کي هڪ ۽ سڀ کان بهتر واري کي پنج).

|   |   |   |   |   |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|

توهان جي تعاون ڪرڻ جي مهرباني  
جيڪڏهن ڪو تبصرو ڪرڻ چاهيو ته هيٺ ڪيو










































## ANNEXURE III

**Table 2.1 Gender Bifurcation of District Wise Respondents**

| S.No  | District            | Responses     |                |               |                |                            |                |               |                |
|-------|---------------------|---------------|----------------|---------------|----------------|----------------------------|----------------|---------------|----------------|
|       |                     | Male          |                | Female        |                | Females in Excess of Males |                | Total         |                |
|       |                     | Current Study | Previous Study | Current Study | Previous Study | Current Study              | Previous Study | Current Study | Previous Study |
|       |                     |               |                |               |                |                            |                |               |                |
| 1     | Badin               | 173           | 116            | 188           | 70             | 15                         | -46            | 361           | 186            |
| 2     | Dadu                | 88            | 123            | 58            | 49             | -30                        | -74            | 146           | 172            |
| 3     | Ghotki              | 29            | 124            | 13            | 46             | -16                        | -78            | 42            | 170            |
| 4     | Hyderabad           | 175           | 115            | 67            | 95             | -108                       | -20            | 242           | 210            |
| 5     | Jacobabad           | 35            | 73             | 132           | 35             | 97                         | -38            | 167           | 108            |
| 6     | Jamshoro            | 19            | 51             | 13            | 62             | -6                         | 11             | 32            | 113            |
| 7     | Karachi-Malir       | 26            |                | 53            |                | 27                         |                | 79            |                |
| 8     | Karachi-South       | 25            |                | 39            |                | 14                         |                | 64            |                |
| 9     | Karachi-East        | 19            | 199            | 17            | 193            | -2                         | -6             | 36            | 392            |
| 10    | Karachi-Central     | 7             |                | 24            |                | 17                         |                | 31            |                |
| 11    | Karachi-Korangi     | 8             |                | 18            |                | 10                         |                | 26            |                |
| 12    | Karachi-West        | 0             |                | 15            |                | 15                         |                | 15            |                |
| 13    | Kashmore @ Kandhkot | 12            | 100            | 19            | 25             | 7                          | -75            | 31            | 125            |
| 14    | Khairpur            | 184           | 98             | 127           | 43             | -57                        | -55            | 311           | 141            |
| 15    | Larkana             | 186           | 118            | 52            | 42             | -134                       | -76            | 238           | 160            |
| 16    | Matiali             | 65            | 62             | 24            | 41             | -41                        | -21            | 89            | 103            |
| 17    | Mirpurkhas          | 59            | 122            | 93            | 30             | 34                         | -92            | 152           | 152            |
| 18    | Naushehro Feroze    | 160           | 147            | 59            | 37             | -101                       | -110           | 219           | 184            |
| 19    | Qamber @ Shahdadkot | 0             | 75             | 7             | 18             | 7                          | -57            | 7             | 93             |
| 20    | Sanghar             | 72            | 119            | 93            | 47             | 21                         | -72            | 165           | 166            |
| 21    | Shaheed Benazirabad | 87            | 89             | 59            | 96             | -28                        | 7              | 146           | 185            |
| 22    | Shikarpur           | 17            | 39             | 79            | 21             | 62                         | -18            | 96            | 60             |
| 23    | Sukkur              | 133           | 127            | 94            | 67             | -39                        | -60            | 227           | 194            |
| 24    | Sujawal             | 32            |                | 159           | 127            | 127                        | 36             | 191           | 218            |
| 25    | Thatta              | 116           | 91             | 10            |                | -106                       |                | 126           |                |
| 26    | Tando Allahyar      | 12            | 35             | 51            | 24             | 39                         | -11            | 63            | 59             |
| 27    | Tando Muhammad Khan | 30            | 35             | 13            | 39             | -17                        | 4              | 43            | 74             |
| 28    | Tharparkar          | 78            | 13             | 34            | 4              | -44                        | -9             | 112           | 17             |
| 29    | Umerkot             | 174           | 75             | 46            | 38             | -128                       | -37            | 220           | 113            |
| TOTAL |                     | 2021          | 2146           | 1656          | 1249           | -365                       | -897           | 3677          | 3395           |

## ANNEXURE IV (A)

Table 2.2 District Wise Response Status

| S.No  | District            | Responses | District Wise Responses Percentage |  | Response Percentage in 2010 Tracer Study |   |
|-------|---------------------|-----------|------------------------------------|--|--|---|
| 1     | Badin               | 361       | 9.82%                              |    | 5.48%                                    |    |
| 2     | Dadu                | 146       | 3.97%                              |     | 5.07%                                    |    |
| 3     | Ghotki              | 42        | 1.14%                              |     | 5.01%                                    |    |
| 4     | Hyderabad           | 242       | 6.58%                              |    | 6.19%                                    |    |
| 5     | Jacobabad           | 167       | 4.54%                              |     | 3.18%                                    |    |
| 6     | Jamshoro            | 32        | 0.87%                              |     | 3.33%                                    |    |
| 7     | Karachi-Central     | 31        | 6.83%                              |    | 11.55%                                   |    |
| 8     | Karachi-East        | 36        |                                    |  |  |   |
| 9     | Karachi-Korangi     | 26        |                                    |  |  |   |
| 10    | Karachi-Malir       | 79        |                                    |  |  |   |
| 11    | Karachi-South       | 64        |                                    |  |  |   |
| 12    | Karachi-West        | 15        | 0.84%                              |     | 3.68%                                    |    |
| 13    | Kashmore @ Kandhkot | 31        |                                    |  |  |   |
| 14    | Khairpur            | 311       |                                    |  |  |   |
| 15    | Larkana             | 238       |                                    |  |  |   |
| 16    | Matari              | 89        |                                    |  |  |   |
| 17    | Mirpurkhas          | 152       | 4.13%                              |   | 4.48%                                    |  |
| 18    | Naushehro Feroze    | 219       | 5.96%                              |  | 5.42%                                    |  |
| 19    | Qamber @ Shahdadkot | 7         | 0.19%                              |   | 2.74%                                    |  |
| 20    | Sanghar             | 165       | 4.49%                              |   | 4.89%                                    |  |
| 21    | Shaheed Benazirabad | 146       | 3.97%                              |   | 5.45%                                    |  |
| 22    | Shikarpur           | 96        | 2.61%                              |   | 1.77%                                    |  |
| 24    | Sukkur              | 227       | 6.17%                              |  | 5.71%                                    |  |
| 23    | Sujawal             | 191       | 5.19%                              |   | 6.42%                                    |  |
| 28    | Thatta              | 126       | 3.43%                              |   |  |   |
| 25    | Tando Allahyar      | 63        | 1.71%                              |   | 1.74%                                    |  |
| 26    | Tando Muhammad Khan | 43        | 1.17%                              |   | 2.18%                                    |  |
| 27    | Tharparkar          | 112       | 3.05%                              |   | 0.50%                                    |  |
| 29    | Umerkot             | 220       | 5.98%                              |  | 3.33%                                    |  |
| TOTAL |                     | 3677      | 100.00%                            |  | 100.00%                                  |   |

# ANNEXURE IV (A)

Table 2.3 Trade Wise Spread of Respondents

|       |   | Districts |      |        |           |           |          |                 |              |                 |               |               |              |                     |          |         |         |            |                  |                     |         |                     |           |         |        |                |                |            |        |         |       |     |
|-------|---|-----------|------|--------|-----------|-----------|----------|-----------------|--------------|-----------------|---------------|---------------|--------------|---------------------|----------|---------|---------|------------|------------------|---------------------|---------|---------------------|-----------|---------|--------|----------------|----------------|------------|--------|---------|-------|-----|
| S. No | Trades                                      | Badin     | Dadu | Choiki | Hyderabad | Jacobabad | Jamshoro | Karachi-Central | Karachi-East | Karachi-Korangi | Karachi-Malir | Karachi-South | Karachi-West | Kashmore @ Kandhkot | Khairpur | Larkana | Matiari | Mirpurkhas | Naushehro Feroze | Qamber @ Shahdadkot | Sanghar | Shaheed Benazirabad | Shikarpur | Sujawal | Sukkur | Tando Allahyar | Tando Muhammad | Tharparkar | Thatta | Umerkot | TOTAL |     |
| 1     | A+ Hardware & Networking                    | 8         | 9    | 0      | 0         | 6         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 2       | 2       | 0          | 11               | 3                   | 0       | 0                   | 6         | 2       | 0      | 0              | 0              | 0          | 9      | 0       | 19    | 77  |
| 2     | AC & Refrigeration Repair                   | 0         | 0    | 0      | 7         | 0         | 1        | 0               | 0            | 2               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 5                | 0                   | 0       | 10                  | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 8       | 0     | 33  |
| 3     | Accounting & Book Keeping                   | 0         | 0    | 0      | 37        | 0         | 3        | 0               | 3            | 0               | 0             | 6             | 0            | 0                   | 4        | 4       | 6       | 0          | 0                | 0                   | 1       | 0                   | 0         | 0       | 0      | 0              | 2              | 0          | 0      | 4       | 0     | 66  |
| 4     | Applique Art                                | 0         | 0    | 0      | 0         | 4         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 21       | 0       | 3       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 28  |
| 5     | Auto CAD                                    | 0         | 4    | 0      | 1         | 0         | 0        | 0               | 2            | 0               | 2             | 0             | 0            | 0                   | 10       | 15      | 0       | 5          | 5                | 0                   | 0       | 0                   | 0         | 0       | 8      | 0              | 0              | 0          | 0      | 0       | 0     | 52  |
| 6     | Auto Electrician                            | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 2        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 2   |
| 7     | Auto Mechanic                               | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 3               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 3   |
| 8     | Backyard Ornamental Fish Culture & Breeding | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 9          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 26             | 1              | 0          | 0      | 0       | 0     | 36  |
| 9     | Baking & Pastry                             | 0         | 0    | 0      | 3         | 0         | 0        | 1               | 10           | 0               | 0             | 7             | 0            | 0                   | 3        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 24  |
| 10    | Banking & Accounting                        | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 4       | 0     | 4   |
| 11    | Basic Electronics                           | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 1               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 3              | 0              | 0          | 0      | 0       | 0     | 4   |
| 12    | Beautician                                  | 0         | 31   | 4      | 7         | 48        | 4        | 0               | 0            | 0               | 19            | 16            | 2            | 7                   | 31       | 28      | 2       | 16         | 3                | 7                   | 30      | 21                  | 0         | 2       | 25     | 10             | 11             | 0          | 0      | 0       | 0     | 324 |
| 13    | Car Driving                                 | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 3       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 3   |
| 14    | Carpenter                                   | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 2        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 2   |



# ANNEXURE IV (A)

|       |                                   | Districts |      |        |           |           |          |                 |              |                 |               |               |              |                     |          |         |         |            |                  |                     |         |                     |           |         |        |                |                |            |        |         |       |     |
|-------|-----------------------------------|-----------|------|--------|-----------|-----------|----------|-----------------|--------------|-----------------|---------------|---------------|--------------|---------------------|----------|---------|---------|------------|------------------|---------------------|---------|---------------------|-----------|---------|--------|----------------|----------------|------------|--------|---------|-------|-----|
|       |                                   | Badin     | Dadu | Ghotki | Hyderabad | Jacobabad | Jamshoro | Karachi-Central | Karachi-East | Karachi-Korangi | Karachi-Malir | Karachi-South | Karachi-West | Kashmore @ Kandhkot | Khairpur | Larkana | Matiari | Mirpurkhas | Naushehro Feroze | Qamber @ Shahdadkot | Sanghar | Shaheed Benazirabad | Shikarpur | Sujawal | Sukkur | Tando Allahyar | Tando Muhammad | Tharparkar | Thatta | Umerkot | TOTAL |     |
| S. No | Trades                            |           |      |        |           |           |          |                 |              |                 |               |               |              |                     |          |         |         |            |                  |                     |         |                     |           |         |        |                |                |            |        |         |       |     |
| 15    | Chinese Language                  | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 12       | 2       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 1          | 0      | 3       | 0     | 18  |
| 16    | Cisco Certification               | 0         | 0    | 0      | 7         | 0         | 0        | 0               | 1            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 2       | 0                   | 0         | 0       | 0      | 0              | 0              | 3          | 0      | 0       | 0     | 13  |
| 17    | Computerized Accounting           | 47        | 3    | 1      | 53        | 0         | 0        | 0               | 5            | 0               | 18            | 1             | 0            | 0                   | 23       | 22      | 0       | 12         | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 2      | 0       | 30    | 217 |
| 18    | Cullinary Arts                    | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 9             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 9   |
| 19    | Customer Service                  | 0         | 0    | 0      | 0         | 0         | 0        | 1               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 1   |
| 20    | Dress Making                      | 0         | 0    | 0      | 2         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 4        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 6   |
| 21    | Early Childhood Education         | 0         | 5    | 0      | 0         | 0         | 0        | 17              | 0            | 0               | 10            | 16            | 0            | 0                   | 0        | 0       | 0       | 0          | 10               | 0                   | 33      | 9                   | 0         | 0       | 9      | 0              | 0              | 0          | 0      | 0       | 0     | 109 |
| 22    | E-Commerce                        | 0         | 0    | 0      | 0         | 1         | 0        | 0               | 0            | 0               | 0             | 1             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 2   |
| 23    | Embroidery                        | 16        | 0    | 0      | 0         | 4         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 4                   | 5        | 0       | 3       | 10         | 4                | 0                   | 0       | 0                   | 0         | 0       | 7      | 0              | 0              | 8          | 0      | 2       | 63    |     |
| 24    | Fashion Designing                 | 0         | 0    | 0      | 3         | 0         | 2        | 0               | 0            | 2               | 0             | 0             | 0            | 0                   | 0        | 7       | 0       | 0          | 0                | 0                   | 4       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 4     | 22  |
| 25    | Fish Farming Extension Technology | 11        | 14   | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 28       | 8       | 39      | 0          | 21               | 0                   | 19      | 0                   | 1         | 1       | 17     | 1              | 19             | 0          | 15     | 0       | 194   |     |
| 26    | Food & Beverages                  | 0         | 0    | 0      | 0         | 0         | 2        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 2     |     |
| 27    | Front Desk Operation              | 0         | 0    | 0      | 8         | 0         | 0        | 0               | 0            | 0               | 0             | 6             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 14    |     |
| 28    | Hathery Technician & Management   | 13        | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 5                | 0                   | 1       | 0                   | 0         | 0       | 7      | 0              | 0              | 0          | 10     | 0       | 36    |     |
| 29    | Heavy Machinery Operator          | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 11       | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 11    |     |
| 30    | House Electrician                 | 23        | 19   | 1      | 5         | 16        | 0        | 0               | 0            | 0               | 3             | 0             | 0            | 6                   | 12       | 24      | 0       | 10         | 30               | 0                   | 0       | 24                  | 0         | 0       | 2      | 2              | 2              | 4          | 7      | 26      | 216   |     |

# ANNEXURE IV (A)

| Districts |                                   |       |      |        |           |           |          |                 |              |                 |               |               |              |                     |          |         |         |            |                  |                     |         |                      |           |         |        |                |                |            |        |         |       |
|-----------|-----------------------------------|-------|------|--------|-----------|-----------|----------|-----------------|--------------|-----------------|---------------|---------------|--------------|---------------------|----------|---------|---------|------------|------------------|---------------------|---------|----------------------|-----------|---------|--------|----------------|----------------|------------|--------|---------|-------|
| S. No     | Trades                            | Badin | Dadu | Ghotki | Hyderabad | Jacobabad | Jamshoro | Karachi-Central | Karachi-East | Karachi-Korangi | Karachi-Malir | Karachi-South | Karachi-West | Kashmore @ Kandhkot | Khairpur | Larkana | Matlari | Mirpurkhas | Naushehro Feroze | Qamber @ Shahdadkot | Sanghar | Shahheed Benazirabad | Shikarpur | Sujawal | Sukkur | Tando Allahyar | Tando Muhammad | Tharparkar | Thatta | Umerkot | TOTAL |
| 31        | Insurance Course                  | 0     | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 15     | 0              | 0              | 0          | 0      | 0       | 15    |
| 32        | Integrated Fish Farming           | 13    | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 19      | 0          | 0                | 0                   | 0       | 0                    | 0         | 6       | 0      | 0              | 0              | 0          | 0      | 0       | 38    |
| 33        | Lathe Machine Operator            | 0     | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 2               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 0      | 2              | 0              | 0          | 0      | 0       | 4     |
| 34        | Livestock & Poultry Vaccinator    | 0     | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 44     | 0              | 0              | 37         | 12     | 0       | 93    |
| 35        | Livestock Community Health Worker | 45    | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 13               | 0                   | 0       | 0                    | 0         | 154     | 0      | 0              | 0              | 12         | 0      | 0       | 224   |
| 36        | Mobile App Developer              | 0     | 0    | 0      | 5         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 4        | 0       | 0       | 0          | 0                | 0                   | 0       | 4                    | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 13    |
| 37        | Mobile Phone Repair               | 10    | 0    | 0      | 4         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 15      | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 4       | 0      | 0              | 0              | 0          | 0      | 19      | 52    |
| 38        | Motor Winding                     | 0     | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 14      | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 14    |
| 39        | Motorcycle Repair                 | 0     | 0    | 1      | 2         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 10      | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 1       | 0      | 1              | 0              | 0          | 8      | 0       | 23    |
| 40        | Mud Crab Fattening                | 5     | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 19      | 0      | 0              | 0              | 0          | 11     | 0       | 35    |
| 41        | Multimedia Graphics               | 0     | 0    | 6      | 19        | 3         | 0        | 0               | 1            | 0               | 2             | 0             | 0            | 0                   | 0        | 13      | 0       | 0          | 5                | 0                   | 10      | 0                    | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 10      | 69    |
| 42        | Office Automation                 | 32    | 18   | 18     | 0         | 25        | 9        | 8               | 0            | 3               | 6             | 0             | 0            | 5                   | 66       | 20      | 30      | 35         | 91               | 0                   | 34      | 50                   | 42        | 0       | 38     | 0              | 2              | 17         | 38     | 57      | 644   |
| 43        | Oracle DBA                        | 0     | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 1                | 0                   | 0       | 0                    | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 1     |
| 44        | Photography                       | 0     | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 3       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 3     |
| 45        | Plumbing                          | 0     | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 3        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 0      | 1              | 0              | 3          | 0      | 0       | 7     |
| 46        | Production of All Male            | 0     | 0    | 0      | 0         | 0         | 10       | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 2       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 5      | 0              | 1              | 0          | 0      | 0       | 18    |

# ANNEXURE IV (A)

| S. No                    |                              |  | Trades |      |        | Districts |           |          |                 |              |                 |               |               |              |                     |          |         |         |            |                  |                     |         |                     |           |         |        |                |                |            |        |         |       |     |
|--------------------------|------------------------------|--|--------|------|--------|-----------|-----------|----------|-----------------|--------------|-----------------|---------------|---------------|--------------|---------------------|----------|---------|---------|------------|------------------|---------------------|---------|---------------------|-----------|---------|--------|----------------|----------------|------------|--------|---------|-------|-----|
|                          |                              |  |        |      |        |           |           |          |                 |              |                 |               |               |              |                     |          |         |         |            |                  |                     |         |                     |           |         |        |                |                |            |        |         |       |     |
| Population of<br>Tilapia |                              |  | Badin  | Dadu | Ghotki | Hyderabad | Jacobabad | Jamshoro | Karachi-Central | Karachi-East | Karachi-Korangi | Karachi-Malir | Karachi-South | Karachi-West | Kashmore @ Kandhkot | Khairpur | Larkana | Matiari | Mirpurkhas | Naushehro Feroze | Qamber @ Shahdadkot | Sanghar | Shaheed Benazirabad | Shikarpur | Sujawal | Sukkur | Tando Allahyar | Tando Muhammad | Tharparkar | Thatta | Umerkot | TOTAL |     |
| 47                       | Restaurant                   |  | 0      | 0    | 0      | 17        | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 17  |
| 48                       | Management                   |  |        |      |        |           |           |          |                 |              |                 |               |               |              |                     |          |         |         |            |                  |                     |         |                     |           |         |        |                |                |            |        |         |       |     |
| 48                       | Short Hand &<br>Steno Typist |  | 0      | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 10      | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 10  |
| 49                       | Solar Energy<br>Technician   |  | 0      | 10   | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 3        | 1       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 5      | 7       | 10    | 36  |
| 50                       | Stitching &<br>Sewing        |  | 116    | 14   | 8      | 1         | 46        | 3        | 0               | 0            | 13              | 8             | 0             | 13           | 6                   | 41       | 18      | 3       | 35         | 15               | 0                   | 26      | 14                  | 51        | 4       | 41     | 17             | 1              | 15         | 0      | 28      | 537   |     |
| 51                       | Stock Market                 |  | 0      | 0    | 0      | 19        | 0         | 0        | 0               | 0            | 0               | 0             | 1             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 20  |
| 52                       | Surveyor                     |  | 0      | 0    | 0      | 1         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 1   |
| 53                       | Textile<br>Designing         |  | 0      | 0    | 0      | 1         | 0         | 0        | 0               | 0            | 0               | 4             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 5   |
| 54                       | Tracer                       |  | 0      | 0    | 0      | 2         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 0      | 0       | 0     | 2   |
| 55                       | Web<br>Designing             |  | 22     | 19   | 3      | 38        | 14        | 0        | 2               | 14           | 0               | 7             | 1             | 0            | 0                   | 16       | 7       | 0       | 5          | 21               | 0                   | 5       | 8                   | 0         | 0       | 0      | 9              | 0              | 0          | 0      | 0       | 7     | 198 |
| 56                       | Welding                      |  | 0      | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0              | 0          | 7      | 0       | 7     |     |
| TOTAL                    |                              |  | 361    | 146  | 42     | 242       | 167       | 32       | 31              | 36           | 26              | 79            | 64            | 15           | 31                  | 311      | 238     | 89      | 152        | 219              | 7                   | 165     | 146                 | 96        | 191     | 227    | 63             | 43             | 112        | 126    | 220     | 3677  |     |

## ANNEXURE IV (B)

Table 2. 4 Sector / Industry Wise Spread of Respondents

|       |                                 | Districts |      |        |           |           |          |                 |              |                 |               |               |              |                     |          |         |         |            |                  |                     |         |                      |           |         |        |                |                     | PHASE I<br>RESPONSES |        |         |       |      |        |       |     |
|-------|---------------------------------|-----------|------|--------|-----------|-----------|----------|-----------------|--------------|-----------------|---------------|---------------|--------------|---------------------|----------|---------|---------|------------|------------------|---------------------|---------|----------------------|-----------|---------|--------|----------------|---------------------|----------------------|--------|---------|-------|------|--------|-------|-----|
|       |                                 | Badin     | Dadu | Choiki | Hyderabad | Jacobabad | Jamshoro | Karachi-Central | Karachi-East | Karachi-Korangi | Karachi-Malir | Karachi-South | Karachi-West | Kashmore @ Kandhkot | Khairpur | Larkana | Matiari | Mitpurkhas | Naushehro Feroze | Qamber @ Shahdadkot | Sanghar | Shahheed Benazirabad | Shikarpur | Sujawal | Sukkur | Tando Allahyar | Tando Muhammad Khan | Tharparkar           | Thatta | Umerkot | TOTAL | Male | Female | Total |     |
| S. No | Sectors / Industries            |           |      |        |           |           |          |                 |              |                 |               |               |              |                     |          |         |         |            |                  |                     |         |                      |           |         |        |                |                     |                      |        |         |       |      |        |       |     |
| 1     | Agriculture                     | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 0      | 0              | 0                   | 0                    | 0      | 0       | 0     | 311  | 42     | 353   |     |
| 2     | Airline Industry                | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 0      | 0              | 0                   | 0                    | 0      | 0       | 14    | 0    | 14     |       |     |
| 3     | Automobile Industry             | 0         | 0    | 1      | 2         | 0         | 0        | 0               | 0            | 3               | 0             | 0             | 0            | 0                   | 2        | 10      | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 1      | 0              | 1                   | 0                    | 0      | 8       | 0     | 28   | 0      | 0     |     |
| 4     | Banking                         | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 0      | 15             | 0                   | 0                    | 0      | 4       | 19    | 0    | 0      | 0     |     |
| 5     | Beauty Industry                 | 0         | 31   | 4      | 7         | 48        | 4        | 0               | 0            | 0               | 19            | 16            | 2            | 7                   | 31       | 28      | 2       | 16         | 3                | 7                   | 30      | 21                   | 0         | 2       | 25     | 10             | 11                  | 0                    | 0      | 0       | 324   | 0    | 37     | 37    |     |
| 6     | Construction Industry           | 23        | 23   | 1      | 9         | 16        | 0        | 0               | 2            | 0               | 5             | 0             | 0            | 6                   | 36       | 39      | 0       | 15         | 35               | 0                   | 0       | 24                   | 0         | 0       | 10     | 3              | 2                   | 7                    | 7      | 26      | 289   | 416  | 11     | 427   |     |
| 7     | Education Industry              | 0         | 5    | 0      | 0         | 0         | 0        | 17              | 0            | 0               | 10            | 16            | 0            | 0                   | 0        | 0       | 0       | 10         | 0                | 33                  | 9       | 0                    | 0         | 0       | 9      | 0              | 0                   | 0                    | 0      | 0       | 109   | 207  | 565    | 772   |     |
| 8     | Entrepreneurship                | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 0      | 0              | 0                   | 0                    | 0      | 0       | 2     | 199  | 201    |       |     |
| 9     | Fisheries                       | 42        | 14   | 0      | 0         | 0         | 10       | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 28       | 29      | 48      | 0          | 26               | 0                   | 20      | 0                    | 1         | 26      | 29     | 27             | 21                  | 0                    | 36     | 0       | 357   | 20   | 26     | 46    |     |
| 10    | Garments Industry               | 16        | 0    | 0      | 3         | 4         | 2        | 0               | 0            | 2               | 0             | 0             | 0            | 4                   | 5        | 7       | 3       | 10         | 4                | 0                   | 4       | 0                    | 0         | 0       | 7      | 0              | 0                   | 8                    | 0      | 6       | 85    | 49   | 42     | 91    |     |
| 11    | General Industrial Work         | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 2               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 0      | 2              | 0                   | 0                    | 0      | 0       | 4     | 334  | 3      | 337   |     |
| 12    | General Office Working          | 79        | 21   | 19     | 98        | 25        | 12       | 8               | 8            | 3               | 24            | 13            | 0            | 5                   | 103      | 48      | 30      | 47         | 91               | 0                   | 35      | 50                   | 42        | 0       | 38     | 0              | 4                   | 19                   | 38     | 91      | 951   | 179  | 167    | 346   |     |
| 13    | Health Industry                 | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 0      | 0              | 0                   | 0                    | 0      | 0       | 82    | 18   | 100    |       |     |
| 14    | Hospitality Industry            | 0         | 0    | 0      | 20        | 0         | 0        | 3               | 10           | 0               | 0             | 16            | 0            | 0                   | 3        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                    | 0         | 0       | 0      | 0              | 0                   | 0                    | 0      | 0       | 52    | 0    | 8      | 8     |     |
| 15    | Information Technology Industry | 30        | 28   | 9      | 69        | 23        | 0        | 2               | 16           | 0               | 9             | 1             | 0            | 0                   | 22       | 22      | 0       | 16         | 30               | 0                   | 17      | 18                   | 2         | 2       | 0      | 9              | 0                   | 3                    | 9      | 0       | 36    | 371  | 247    | 32    | 279 |

## ANNEXURE IV (B)

| Districts |  |           |      |        |           |           |          |                 |              |                 |               |               |              |                     |          |         |         |            |                  |                     |         |                     |           |         |        |                |                     |            |        |       |      | PHASE I<br>RESPONSES |       |         |     |
|-----------|--|-----------|------|--------|-----------|-----------|----------|-----------------|--------------|-----------------|---------------|---------------|--------------|---------------------|----------|---------|---------|------------|------------------|---------------------|---------|---------------------|-----------|---------|--------|----------------|---------------------|------------|--------|-------|------|----------------------|-------|---------|-----|
| S. No     | Sectors/<br>Industries                       | Districts |      |        |           |           |          |                 |              |                 |               |               |              |                     |          |         |         |            |                  |                     |         |                     |           |         |        |                |                     |            |        | TOTAL | Male | Female               | Total |         |     |
|           |  | Badin     | Dadu | Chokhi | Hyderabad | Jacobabad | Jamshoro | Karachi-Central | Karachi-East | Karachi-Korangi | Karachi-Malir | Karachi-South | Karachi-West | Kashmore @ Kandhkot | Khairpur | Larkana | Matiari | Mirpurkhas | Naushehro Feroze | Qamber @ Shahdadkot | Sanghar | Shaheed Benazirabad | Shikarpur | Sujawal | Sukkur | Tando Allahyar | Tando Muhammad Khan | Tharparkar | Thatta |       |      |                      |       | Umerkot |     |
| 16        | Language                                     | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 12       | 2       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0                   | 1          | 0      | 3     | 0    | 18                   | 0     | 0       | 0   |
| 17        | Livestock<br>Care &<br>Vaccination           | 45        | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 13         | 0                | 0                   | 0       | 0                   | 0         | 0       | 154    | 44             | 0                   | 0          | 49     | 12    | 0    | 317                  | 60    | 81      | 141 |
| 18        | Online<br>Marketing/<br>Customer<br>Services | 0         | 0    | 0      | 0         | 1         | 0        | 1               | 0            | 0               | 0             | 1             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0                   | 0          | 0      | 0     | 0    | 3                    | 8     | 0       | 8   |
| 19        | Plastic<br>Industry                          | 0         | 0    | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0                   | 0          | 0      | 0     | 0    | 2                    | 0     | 2       |     |
| 20        | Self<br>Employable<br>Creative<br>Industry   | 116       | 14   | 8      | 3         | 46        | 3        | 0               | 0            | 13              | 8             | 0             | 13           | 6                   | 47       | 21      | 3       | 35         | 15               | 0                   | 26      | 14                  | 51        | 4       | 41     | 17             | 1                   | 15         | 7      | 28    | 555  | 4                    | 0     | 4       |     |
| 21        | Self<br>Employable<br>Repairing<br>Industry  | 10        | 0    | 0      | 11        | 0         | 1        | 0               | 0            | 3               | 0             | 0             | 0            | 0                   | 0        | 29      | 0       | 0          | 5                | 0                   | 0       | 10                  | 0         | 4       | 0      | 3              | 0                   | 0          | 0      | 8     | 19   | 103                  | 18    | 0       | 18  |
| 22        | Self<br>Employable<br>Services<br>Industry   | 0         | 10   | 0      | 0         | 0         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 3                   | 1        | 3       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0                   | 0          | 5      | 7     | 10   | 39                   | 117   | 7       | 124 |
| 23        | Stock<br>Market                              | 0         | 0    | 0      | 19        | 0         | 0        | 0               | 0            | 0               | 0             | 1             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0                   | 0          | 0      | 0     | 0    | 20                   | 0     | 0       | 0   |
| 24        | Textile<br>Industry                          | 0         | 0    | 0      | 1         | 0         | 0        | 0               | 0            | 0               | 4             | 0             | 0            | 0                   | 0        | 0       | 0       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0                   | 0          | 0      | 0     | 5    | 76                   | 11    | 87      |     |
| 25        | Traditional<br>Art & Craft                   | 0         | 0    | 0      | 0         | 4         | 0        | 0               | 0            | 0               | 0             | 0             | 0            | 0                   | 21       | 0       | 3       | 0          | 0                | 0                   | 0       | 0                   | 0         | 0       | 0      | 0              | 0                   | 0          | 0      | 0     | 28   | 0                    | 0     | 0       |     |
| TOTAL     |  | 361       | 146  | 42     | 242       | 167       | 32       | 31              | 36           | 26              | 79            | 64            | 15           | 31                  | 311      | 238     | 89      | 152        | 219              | 7                   | 165     | 146                 | 96        | 191     | 227    | 63             | 43                  | 112        | 126    | 220   | 3677 | 2146                 | 1249  | 3395    |     |



## ANNEXURE IV (C)

Table 2.5 District Wise Gender Bifurcation of Respondents

| S. No | District            | Number of Respondents |                |               |                |                                      |                |               |                |
|-------|---------------------|-----------------------|----------------|---------------|----------------|--------------------------------------|----------------|---------------|----------------|
|       |                     |                       |                |               |                | Females in Excess of / deficient WRT |                |               |                |
|       |                     | Male                  |                | Female        |                | Males                                |                | Total         |                |
|       |                     | Current Study         | Previous Study | Current Study | Previous Study | Current Study                        | Previous Study | Current Study | Previous Study |
| 1     | Badin               | 173                   | 116            | 188           | 70             | 15                                   | -46            | 361           | 186            |
| 2     | Dadu                | 88                    | 123            | 58            | 49             | -30                                  | -74            | 146           | 172            |
| 3     | Ghotki              | 29                    | 124            | 13            | 46             | -16                                  | -78            | 42            | 170            |
| 4     | Hyderabad           | 175                   | 115            | 67            | 95             | -108                                 | -20            | 242           | 210            |
| 5     | Jacobabad           | 35                    | 73             | 132           | 35             | 97                                   | -38            | 167           | 108            |
| 6     | Jamshoro            | 19                    | 51             | 13            | 62             | -6                                   | 11             | 32            | 113            |
| 7     | Karachi-Malir       | 26                    |                | 53            |                | 27                                   |                | 79            |                |
| 8     | Karachi-South       | 25                    |                | 39            |                | 14                                   |                | 64            |                |
| 9     | Karachi-East        | 19                    |                | 17            |                | -2                                   |                | 36            |                |
| 10    | Karachi-Central     | 7                     | 199            | 24            | 193            | 17                                   | -6             | 31            | 392            |
| 11    | Karachi-Korangi     | 8                     |                | 18            |                | 10                                   |                | 26            |                |
| 12    | Karachi-West        | 0                     |                | 15            |                | 15                                   |                | 15            |                |
| 13    | Kashmore @ Kandhkot | 12                    | 100            | 19            | 25             | 7                                    | -75            | 31            | 125            |
| 14    | Khairpur            | 184                   | 98             | 127           | 43             | -57                                  | -55            | 311           | 141            |
| 15    | Larkana             | 186                   | 118            | 52            | 42             | -134                                 | -76            | 238           | 160            |
| 16    | Matiari             | 65                    | 62             | 24            | 41             | -41                                  | -21            | 89            | 103            |
| 17    | Mirpurkhas          | 59                    | 122            | 93            | 30             | 34                                   | -92            | 152           | 152            |
| 18    | Naushehro Feroze    | 160                   | 147            | 59            | 37             | -101                                 | -110           | 219           | 184            |
| 19    | Qamber @ Shahdadkot | 0                     | 75             | 7             | 18             | 7                                    | -57            | 7             | 93             |
| 20    | Sanghar             | 72                    | 119            | 93            | 47             | 21                                   | -72            | 165           | 166            |
| 21    | Shaheed Benazirabad | 87                    | 89             | 59            | 96             | -28                                  | 7              | 146           | 185            |
| 22    | Shikarpur           | 17                    | 39             | 79            | 21             | 62                                   | -18            | 96            | 60             |
| 23    | Sukkur              | 133                   | 127            | 94            | 67             | -39                                  | -60            | 227           | 194            |
| 24    | Sujawal             | 32                    |                | 159           | 127            | 127                                  | 36             | 191           | 218            |
| 25    | Thatta              | 116                   | 91             | 10            |                | -106                                 |                | 126           |                |
| 26    | Tando Allahyar      | 12                    | 35             | 51            | 24             | 39                                   | -11            | 63            | 59             |
| 27    | Tando Muhammad Khan | 30                    | 35             | 13            | 39             | -17                                  | 4              | 43            | 74             |
| 28    | Tharparkar          | 78                    | 13             | 34            | 4              | -44                                  | -9             | 112           | 17             |
| 29    | Umerkot             | 174                   | 75             | 46            | 38             | -128                                 | -37            | 220           | 113            |
| TOTAL |                     | 2021                  | 2146           | 1656          | 1249           | -365                                 | -897           | 3677          | 3395           |

## ANNEXURE IV (D)

Table 2.6 Sector / Industry Wise Gender Bifurcation of Respondents

| S.No         | Trades                               | Current Study |             |             | Previous Study |            |             |
|--------------|--------------------------------------|---------------|-------------|-------------|----------------|------------|-------------|
|              |                                      | Male          | Female      | TOTAL       | Male           | Female     | TOTAL       |
| 1            | Automobile Industry                  | 28            | 0           | 28          | 0              | 0          | 0           |
| 2            | Banking                              | 17            | 2           | 19          | 0              | 0          | 0           |
| 3            | Beauty Industry                      | 0             | 324         | 324         | 0              | 37         | 37          |
| 4            | Construction Industry                | 280           | 9           | 289         | 416            | 11         | 427         |
| 5            | Education Industry                   | 8             | 101         | 109         | 207            | 565        | 772         |
| 6            | Fisheries                            | 319           | 38          | 357         | 20             | 26         | 46          |
| 7            | Garments Industry                    | 0             | 85          | 85          | 49             | 42         | 91          |
| 8            | General Industrial Work              | 4             | 0           | 4           | 334            | 3          | 337         |
| 9            | General Office Working               | 715           | 236         | 951         | 179            | 167        | 346         |
| 10           | Hospitality Industry                 | 32            | 20          | 52          | 0              | 8          | 8           |
| 11           | Information Technology Industry      | 310           | 61          | 371         | 247            | 32         | 279         |
| 12           | Language                             | 18            | 0           | 18          | 0              | 0          | 0           |
| 13           | Livestock Care & Vaccination         | 94            | 223         | 317         | 60             | 81         | 141         |
| 14           | Online Marketing / Customer Services | 3             | 0           | 3           | 8              | 0          | 8           |
| 15           | Self-Employable Creative Industry    | 12            | 543         | 555         | 4              | 0          | 4           |
| 16           | Self-Employable Repairing Industry   | 103           | 0           | 103         | 18             | 0          | 18          |
| 17           | Self-Employable Services Industry    | 39            | 0           | 39          | 117            | 7          | 124         |
| 18           | Stock Market                         | 18            | 2           | 20          | 0              | 0          | 0           |
| 19           | Textile Industry                     | 0             | 5           | 5           | 76             | 11         | 87          |
| 20           | Traditional Art & Craft              | 0             | 28          | 28          | 0              | 0          | 0           |
| <b>TOTAL</b> |                                      | <b>2000</b>   | <b>1677</b> | <b>3677</b> | <b>1735</b>    | <b>990</b> | <b>2725</b> |

## ANNEXURE IV (E)

**Table 2.7 Trade Wise Gender Bifurcation of Respondents**

| S. No | Trades                                       | Gender |        | TOTAL | Females in Excess of Males |
|-------|--|--------|--------|-------|----------------------------|
|       |  | Male   | Female |       |                            |
| 1     | A+ Hardware & Networking                     | 77     | 0      | 77    | -77                        |
| 2     | AC & Refrigeration Repair                    | 33     | 0      | 33    | -33                        |
| 3     | Accounting & Book Keeping                    | 58     | 8      | 66    | -50                        |
| 4     | Applique Art                                 | 0      | 28     | 28    | 28                         |
| 5     | Auto CAD                                     | 43     | 9      | 52    | -34                        |
| 6     | Auto Electrician                             | 2      | 0      | 2     | -2                         |
| 7     | Auto Mechanic                                | 3      | 0      | 3     | -3                         |
| 8     | Backyard Ornamental Fish Culture & Breeding  | 1      | 35     | 36    | 34                         |
| 9     | Baking & Pastry                              | 5      | 19     | 24    | 14                         |
| 10    | Banking & Accounting                         | 4      | 0      | 4     | -4                         |
| 11    | Basic Electronics                            | 4      | 0      | 4     | -4                         |
| 12    | Beautician                                   | 0      | 324    | 324   | 324                        |
| 13    | Car Driving                                  | 3      | 0      | 3     | -3                         |
| 14    | Carpenter                                    | 2      | 0      | 2     | -2                         |
| 15    | Chinese Language                             | 18     | 0      | 18    | -18                        |
| 16    | Cisco Certification                          | 12     | 1      | 13    | -11                        |
| 17    | Computerized Accounting                      | 174    | 43     | 217   | -131                       |
| 18    | Cullinary Arts                               | 9      | 0      | 9     | -9                         |
| 19    | Customer Service                             | 1      | 0      | 1     | -1                         |
| 20    | Dress Making                                 | 0      | 6      | 6     | 6                          |
| 21    | Early Childhood Education                    | 8      | 101    | 109   | 93                         |
| 22    | E-Commerce                                   | 2      | 0      | 2     | -2                         |
| 23    | Embroidery                                   | 0      | 63     | 63    | 63                         |
| 24    | Fashion Designing                            | 0      | 22     | 22    | 22                         |
| 25    | Fish Farming Extension Technology            | 191    | 3      | 194   | -188                       |
| 26    | Food & Beverages                             | 2      | 0      | 2     | -2                         |
| 27    | Front Desk Operation                         | 13     | 1      | 14    | -12                        |
| 28    | Hatchery Technician & Management             | 36     | 0      | 36    | -36                        |
| 29    | Heavy Machinery Operator                     | 11     | 0      | 11    | -11                        |
| 30    | House Electrician                            | 216    | 0      | 216   | -216                       |
| 31    | Insurance Course                             | 13     | 2      | 15    | -11                        |
| 32    | Integrated Fish Farming                      | 38     | 0      | 38    | -38                        |
| 33    | Lathe Machine Operator                       | 4      | 0      | 4     | -4                         |
| 34    | Livestock & Poultry Vaccinator               | 93     | 0      | 93    | -93                        |
| 35    | Livestock Community Health Worker            | 1      | 223    | 224   | 222                        |
| 36    | Mobile App Developer                         | 12     | 1      | 13    | -11                        |
| 37    | Mobile Phone Repair                          | 52     | 0      | 52    | -52                        |
| 38    | Motor Winding                                | 14     | 0      | 14    | -14                        |
| 39    | Motorcycle Repair                            | 23     | 0      | 23    | -23                        |
| 40    | Mud Crab Fattening                           | 35     | 0      | 35    | -35                        |
| 41    | Multimedia Graphics                          | 54     | 15     | 69    | -39                        |
| 42    | Office Automation                            | 463    | 181    | 644   | -282                       |
| 43    | Oracle DBA                                   | 1      | 0      | 1     | -1                         |
| 44    | Photography                                  | 3      | 0      | 3     | -3                         |
| 45    | Plumbing                                     | 7      | 0      | 7     | -7                         |
| 46    | Production of All Male Population of Tilapia | 18     | 0      | 18    | -18                        |

## ANNEXURE IV (E)

| S.<br>No | Trades                    | Gender |        | TOTAL | Females in<br>Excess of<br>Males |
|----------|---------------------------|--------|--------|-------|----------------------------------|
|          |                           | Male   | Female |       |                                  |
| 47       | Restaurant Management     | 16     | 1      | 17    | -15                              |
| 48       | Short Hand & Steno Typist | 7      | 3      | 10    | -4                               |
| 49       | Solar Energy Technician   | 36     | 0      | 36    | -36                              |
| 50       | Stitching & Sewing        | 0      | 537    | 537   | 537                              |
| 51       | Stock Market              | 18     | 2      | 20    | -16                              |
| 52       | Surveyor                  | 1      | 0      | 1     | -1                               |
| 53       | Textile Designing         | 0      | 5      | 5     | 5                                |
| 54       | Tracer                    | 2      | 0      | 2     | -2                               |
| 55       | Web Designing             | 154    | 44     | 198   | -110                             |
| 56       | Welding                   | 7      | 0      | 7     | -7                               |
| TOTAL    |                           | 2000   | 1677   | 3677  | -323                             |

## ANNEXURE IV (F)

**Table 2. 8 District Wise Marital Status of Respondents**

| S.No  |                     | District |     | Responses |        |           |        |       |
|-------|---------------------|----------|-----|-----------|--------|-----------|--------|-------|
|       |                     |          |     | Married   |        | Unmarried |        | TOTAL |
|       |                     |          |     | Male      | Female | Male      | Female |       |
| 1     | Badin               | 113      | 120 | 55        | 73     | 361       |        |       |
| 2     | Dadu                | 50       | 15  | 38        | 43     | 146       |        |       |
| 3     | Ghotki              | 10       | 8   | 19        | 5      | 42        |        |       |
| 4     | Hyderabad           | 70       | 25  | 103       | 44     | 242       |        |       |
| 5     | Jacobabad           | 21       | 60  | 15        | 71     | 167       |        |       |
| 6     | Jamshoro            | 8        | 13  | 9         | 2      | 32        |        |       |
| 7     | Karachi-Central     | 4        | 4   | 3         | 20     | 31        |        |       |
| 8     | Karachi-East        | 4        | 7   | 15        | 10     | 36        |        |       |
| 9     | Karachi-Korangi     | 4        | 7   | 5         | 10     | 26        |        |       |
| 10    | Karachi-Malir       | 2        | 10  | 24        | 43     | 79        |        |       |
| 11    | Karachi-South       | 9        | 13  | 16        | 26     | 64        |        |       |
| 12    | Karachi-West        | 0        | 2   | 0         | 13     | 15        |        |       |
| 13    | Kashmore @ Kandhkot | 9        | 12  | 3         | 7      | 31        |        |       |
| 14    | Khairpur            | 93       | 107 | 91        | 20     | 311       |        |       |
| 15    | Larkana             | 38       | 24  | 140       | 36     | 238       |        |       |
| 16    | Matiari             | 39       | 6   | 27        | 17     | 89        |        |       |
| 17    | Mirpurkhas          | 32       | 79  | 26        | 15     | 152       |        |       |
| 18    | Naushehro Feroze    | 85       | 27  | 73        | 34     | 219       |        |       |
| 19    | Qamber @ Shahdadkot | 0        | 6   | 0         | 1      | 7         |        |       |
| 20    | Sanghar             | 35       | 32  | 36        | 62     | 165       |        |       |
| 21    | Shaheed Benazirabad | 44       | 12  | 45        | 45     | 146       |        |       |
| 22    | Shikarpur           | 4        | 16  | 13        | 63     | 96        |        |       |
| 23    | Sujawal             | 28       | 152 | 3         | 8      | 191       |        |       |
| 24    | Sukkur              | 98       | 94  | 35        | 0      | 227       |        |       |
| 25    | Tando Allahyar      | 6        | 38  | 5         | 14     | 63        |        |       |
| 26    | Tando Muhammad Khan | 18       | 5   | 12        | 8      | 43        |        |       |
| 27    | Tharparkar          | 53       | 29  | 24        | 6      | 112       |        |       |
| 28    | Thatta              | 45       | 3   | 69        | 9      | 126       |        |       |
| 29    | Umerkot             | 115      | 27  | 59        | 19     | 220       |        |       |
| TOTAL |                     | 1037     | 953 | 963       | 724    | 3677      |        |       |



## ANNEXURE IV (G)

**Table 2.9 Urban / Rural Bifurcation of Respondents**

| S.<br>No |                     | Respondents |        |       |       |        |       | Grand Total |
|----------|---------------------|-------------|--------|-------|-------|--------|-------|-------------|
|          |                     | Rural       |        |       | Urban |        |       |             |
|          |                     | Male        | Female | Total | Male  | Female | Total |             |
| 1        | Badin               | 168         | 193    | 361   | 0     | 0      | 0     | 361         |
| 2        | Dadu                | 88          | 58     | 146   | 0     | 0      | 0     | 146         |
| 3        | Ghotki              | 29          | 13     | 42    | 0     | 0      | 0     | 42          |
| 4        | Hyderabad           | 0           | 0      | 0     | 173   | 69     | 242   | 242         |
| 5        | Jacobabad           | 36          | 131    | 167   | 0     | 0      | 0     | 167         |
| 6        | Jamshoro            | 17          | 15     | 32    | 0     | 0      | 0     | 32          |
| 7        | Karachi-Central     | 0           | 0      | 0     | 7     | 24     | 31    | 31          |
| 8        | Karachi-East        | 0           | 0      | 0     | 19    | 17     | 36    | 36          |
| 9        | Karachi-Korangi     | 0           | 0      | 0     | 9     | 17     | 26    | 26          |
| 10       | Karachi-Malir       | 0           | 0      | 0     | 26    | 53     | 79    | 79          |
| 11       | Karachi-South       | 0           | 0      | 0     | 25    | 39     | 64    | 64          |
| 12       | Karachi-West        | 0           | 0      | 0     | 0     | 15     | 15    | 15          |
| 13       | Kashmore @ Kandhkot | 12          | 19     | 31    | 0     | 0      | 0     | 31          |
| 14       | Khairpur            | 184         | 127    | 311   | 0     | 0      | 0     | 311         |
| 15       | Larkana             | 178         | 60     | 238   | 0     | 0      | 0     | 238         |
| 16       | Matiali             | 66          | 23     | 89    | 0     | 0      | 0     | 89          |
| 17       | Mirpurkhas          | 58          | 94     | 152   | 0     | 0      | 0     | 152         |
| 18       | Naushehro Feroze    | 158         | 61     | 219   | 0     | 0      | 0     | 219         |
| 19       | Qamber @ Shahdadkot | 0           | 7      | 7     | 0     | 0      | 0     | 7           |
| 20       | Sanghar             | 71          | 94     | 165   | 0     | 0      | 0     | 165         |
| 21       | Shaheed Benazirabad | 89          | 57     | 146   | 0     | 0      | 0     | 146         |
| 22       | Shikarpur           | 17          | 79     | 96    | 0     | 0      | 0     | 96          |
| 23       | Sujawal             | 31          | 160    | 191   | 0     | 0      | 0     | 191         |
| 24       | Sukkur              | 0           | 0      | 0     | 133   | 94     | 227   | 227         |
| 25       | Tando Allahyar      | 11          | 52     | 63    | 0     | 0      | 0     | 63          |
| 26       | Tando Muhammad Khan | 30          | 13     | 43    | 0     | 0      | 0     | 43          |
| 27       | Tharparkar          | 77          | 35     | 112   | 0     | 0      | 0     | 112         |
| 28       | Thatta              | 114         | 12     | 126   | 0     | 0      | 0     | 126         |
| 29       | Umerkot             | 174         | 46     | 220   | 0     | 0      | 0     | 220         |
| TOTAL    |                     | 1608        | 1349   | 2957  | 392   | 328    | 720   | 3677        |

## ANNEXURE IV (H)

Table 2.10 Division and District Wise Education Level of Respondents Prior to Training

| S. No                               | District                  | Illiterate    | Primary       | Middle        | Secondary     | Post-Secondary<br>(Diploma /<br>intermediate) | Graduate      | Post graduate |
|-------------------------------------|---------------------------|---------------|---------------|---------------|---------------|---|---------------|---------------|
| <b>Bhambhore Division</b>           |                           | <b>7.66%</b>  | <b>15.62%</b> | <b>27.41%</b> | <b>23.12%</b> | <b>17.30%</b>                                 | <b>8.88%</b>  | <b>0.00%</b>  |
| 1                                   | Badin                     | 6.11%         | 11.94%        | 25.28%        | 24.72%        | 18.33%  | 13.61%        | 0.00%         |
| 2                                   | Sujawal                   | 15.05%        | 23.66%        | 37.63%        | 12.90%        | 9.14%   | 1.61%         | 0.00%         |
| 3                                   | Thatta                    | 0.00%         | 14.02%        | 16.82%        | 35.51%        | 28.04%  | 5.61%         | 0.00%         |
| <b>Hyderabad Division</b>           |                           | <b>2.13%</b>  | <b>2.62%</b>  | <b>11.46%</b> | <b>20.13%</b> | <b>46.81%</b>                                 | <b>16.20%</b> | <b>0.65%</b>  |
| 4                                   | Dadu                      | 0.69%         | 0.00%         | 9.66%         | 17.24%        | 42.07%  | 28.97%        | 1.38%         |
| 5                                   | Hyderabad                 | 0.00%         | 0.00%         | 0.84%         | 4.60%         | 78.24%  | 15.90%        | 0.42%         |
| 6                                   | Jamshoro                  | 3.13%         | 9.38%         | 9.38%         | 65.63%        | 9.38%   | 3.13%         | 0.00%         |
| 7                                   | Matiali                   | 10.11%        | 6.74%         | 22.47%        | 32.58%        | 24.72%  | 3.37%         | 0.00%         |
| 8                                   | Tando Allahyar            | 0.00%         | 11.11%        | 38.10%        | 25.40%        | 9.52%   | 15.87%        | 0.00%         |
| 9                                   | Tando<br>Muhammad<br>Khan | 4.65%         | 0.00%         | 16.28%        | 48.84%        | 16.28%  | 11.63%        | 2.33%         |
| <b>Karachi Division</b>             |                           | <b>0.42%</b>  | <b>0.42%</b>  | <b>5.04%</b>  | <b>16.81%</b> | <b>44.12%</b>                                 | <b>30.25%</b> | <b>2.94%</b>  |
| 10                                  | Karachi-Central           | 0.00%         | 3.45%         | 3.45%         | 3.45%         | 58.62%  | 31.03%        | 0.00%         |
| 11                                  | Karachi-East              | 0.00%         | 0.00%         | 0.00%         | 6.45%         | 54.84%  | 29.03%        | 9.68%         |
| 12                                  | Karachi-<br>Korangi       | 4.00%         | 0.00%         | 8.00%         | 20.00%        | 36.00%  | 28.00%        | 4.00%         |
| 13                                  | Karachi-Malir             | 0.00%         | 0.00%         | 2.60%         | 14.29%        | 48.05%  | 33.77%        | 1.30%         |
| 14                                  | Karachi-South             | 0.00%         | 0.00%         | 3.28%         | 19.67%        | 40.98%  | 32.79%        | 3.28%         |
| 15                                  | Karachi-West              | 0.00%         | 0.00%         | 33.33%        | 60.00%        | 0.00%   | 6.67%         | 0.00%         |
| <b>Sukkur Division</b>              |                           | <b>0.90%</b>  | <b>5.64%</b>  | <b>8.13%</b>  | <b>23.93%</b> | <b>27.54%</b>                                 | <b>33.86%</b> | <b>0.00%</b>  |
| 16                                  | Sukkur                    | 0.44%         | 7.56%         | 10.67%        | 26.67%        | 36.00%  | 18.67%        | 0.00%         |
| 17                                  | Khairpur                  | 1.65%         | 4.40%         | 4.95%         | 20.33%        | 14.29%  | 54.40%        | 0.00%         |
| 18                                  | Ghotki                    | 0.00%         | 0.00%         | 8.33%         | 25.00%        | 41.67%  | 25.00%        | 0.00%         |
| <b>Larkana Division</b>             |                           | <b>14.04%</b> | <b>6.63%</b>  | <b>10.14%</b> | <b>29.24%</b> | <b>19.69%</b>                                 | <b>18.13%</b> | <b>2.14%</b>  |
| 19                                  | Jacobabad                 | 41.46%        | 3.05%         | 1.22%         | 7.93%         | 12.20%  | 28.66%        | 5.49%         |
| 20                                  | Kashmore @<br>Kandhkot    | 0.00%         | 0.00%         | 19.35%        | 41.94%        | 3.23%   | 35.48%        | 0.00%         |
| 21                                  | Larkana                   | 0.00%         | 3.23%         | 13.82%        | 35.48%        | 32.72%  | 14.29%        | 0.46%         |
| 22                                  | Qamber @<br>Shahdadkot    | 0.00%         | 0.00%         | 14.29%        | 42.86%        | 28.57%  | 14.29%        | 0.00%         |
| 23                                  | Shikarpur                 | 4.26%         | 23.40%        | 13.83%        | 46.81%        | 7.45%   | 3.19%         | 1.06%         |
| <b>Mirpurkhas Division</b>          |                           | <b>3.75%</b>  | <b>6.04%</b>  | <b>10.21%</b> | <b>49.17%</b> | <b>13.75%</b>                                 | <b>16.67%</b> | <b>0.42%</b>  |
| 24                                  | Mirpurkhas                | 3.29%         | 11.84%        | 15.13%        | 51.97%        | 3.29%   | 13.16%        | 1.32%         |
| 25                                  | Tharparkar                | 11.71%        | 9.91%         | 19.82%        | 45.05%        | 7.21%   | 6.31%         | 0.00%         |
| 26                                  | Umerkot                   | 0.00%         | 0.00%         | 1.84%         | 49.31%        | 24.42%  | 24.42%        | 0.00%         |
| <b>Shaheed Benazirabad Division</b> |                           | <b>1.19%</b>  | <b>4.37%</b>  | <b>4.57%</b>  | <b>28.03%</b> | <b>34.00%</b>                                 | <b>26.24%</b> | <b>1.59%</b>  |
| 27                                  | Naushehro<br>Feroze       | 2.00%         | 3.50%         | 3.00%         | 28.50%        | 23.00%  | 39.50%        | 0.50%         |
| 28                                  | Shaheed<br>Benazirabad    | 0.00%         | 2.76%         | 0.69%         | 29.66%        | 54.48%  | 10.34%        | 2.07%         |
| 29                                  | Sanghar                   | 1.27%         | 6.96%         | 10.13%        | 25.95%        | 29.11%  | 24.05%        | 2.53%         |

## ANNEXURE V (A)

Table 2.11 Current Status of Graduates Tracer Study 2023

| S. No             | Options                                      | Frequency |         |       | Total  | Percentage | Female Participation |
|-------------------|--|-----------|---------|-------|--------|------------|----------------------|
|                   |  | Males     | Females | Total |        |            |                      |
| 1                 | Full time continuing education / training.   | 477       | 307     | 784   | 21.32% |            | 39.16%               |
| 2                 | Working and continuing education / training. | 414       | 267     | 681   | 18.52% |            | 39.21%               |
| 3                 | Employed by an enterprise, or firm.          | 388       | 123     | 511   | 13.90% |            | 24.07%               |
| 4                 | Employed by a government office.             | 175       | 51      | 226   | 6.15%  |            | 22.57%               |
| 5                 | Self-employed in market.                     | 346       | 70      | 416   | 11.31% |            | 16.83%               |
| 6                 | Self-employed at home.                       | 52        | 639     | 691   | 18.79% |            | 92.47%               |
| 7                 | Unemployed and looking for work.             | 137       | 101     | 238   | 6.47%  |            | 42.44%               |
| 8                 | Married, not seeking employment.             | 11        | 116     | 127   | 3.45%  |            | 91.34%               |
| 9                 | Employed but did not specify                 | 0         | 3       | 3     | 0.08%  |            | 100.00%              |
| Total Respondents |  | 2000      | 1677    | 3677  |        |            | 45.61%               |

Table 2.12 Current Status of Graduates Tracer Study 2010

| S. No | Options                                       | Frequency |         |       | Total  | Percentage | Female Participation |
|-------|---|-----------|---------|-------|--------|------------|----------------------|
|       |   | Males     | Females | Total |        |            |                      |
| 1     | Student containing education full time        | 271       | 189     | 460   | 13.55% |            | 41.09%               |
| 2     | Working and continuing education and training | 430       | 248     | 678   | 19.97% |            | 36.58%               |
| 3     | Military service                              | 9         | 8       | 17    | 0.50%  |            | 47.06%               |
| 4     | Employed by an enterprise, or firm.           | 36        | 18      | 54    | 1.59%  |            | 33.33%               |
| 5     | Employed by a government office               | 43        | 13      | 56    | 1.65%  |            | 23.21%               |
| 6     | Self-employed                                 | 51        | 13      | 64    | 1.89%  |            | 20.31%               |
| 7     | Unemployed and looking for work               | 1207      | 705     | 1912  | 56.32% |            | 36.87%               |
| 8     | Married, not seeking employment               | 66        | 29      | 95    | 2.80%  |            | 30.53%               |
| 9     | Other (specify)                               | 33        | 26      | 59    | 1.74%  |            | 44.07%               |
| Total |   | 2146      | 1249    | 3395  |        |            | 36.79%               |

## ANNEXURE V (A)

Table 2.13 Changes in Employment Trends WRT Previous Study

| S. No | Options                                      | Male   |        |         | Female |        |         | Total  |        |         |
|-------|--|--------|--------|---------|--------|--------|---------|--------|--------|---------|
|       |  | 2023   | 2010   | Ranking | 2023   | 2010   | Ranking | 2023   | 2010   | Ranking |
| 1     | Self-employed                                | 19.90% | 2.38%  | 3       | 42.28% | 1.04%  | 1       | 30.11% | 1.89%  | 6       |
| 2     | Full time continuing education / training.   | 23.85% | 12.63% | 1       | 18.31% | 15.13% | 2       | 21.32% | 13.55% | 3       |
| 3     | Working and continuing education / training. | 20.70% | 20.04% | 2       | 15.92% | 19.86% | 3       | 18.52% | 19.97% | 2       |
| 4     | Employed by an enterprise, or firm.          | 19.40% | 1.68%  | 4       | 7.33%  | 1.44%  | 4       | 13.90% | 1.59%  | 8       |
| 5     | Unemployed and looking for work.             | 6.85%  | 56.24% | 6       | 6.02%  | 56.45% | 6       | 6.47%  | 56.32% | 1       |
| 6     | Employed by a government office.             | 8.75%  | 2.42%  | 5       | 3.04%  | 1.68%  | 7       | 6.15%  | 2.15%  | 5       |
| 7     | Married, not seeking employment.             | 0.55%  | 3.08%  | 7       | 6.92%  | 2.32%  | 5       | 3.45%  | 2.80%  | 4       |
| 8     | Other (Specify)                              | 0.00%  | 1.54%  | 8       | 0.18%  | 2.08%  | 8       | 0.08%  | 1.74%  | 7       |

Table 2.14 Changes in Female Participation Rate WRT Previous Study

| S.No | Options                                      | 2023    |       |               | 2010    |       |               |
|------|--|---------|-------|---------------|---------|-------|---------------|
|      |  | Females | Total | Participation | Females | Total | Participation |
| 1    | Self-employed                                | 709     | 1107  | 64.05%        | 13      | 64    | 20.31%        |
| 2    | Full time continuing education / training.   | 307     | 784   | 39.16%        | 189     | 460   | 41.09%        |
| 3    | Working and continuing education / training. | 267     | 681   | 39.21%        | 248     | 678   | 36.58%        |
| 4    | Employed by an enterprise, or firm.          | 123     | 511   | 24.07%        | 18      | 54    | 33.33%        |
| 5    | Unemployed and looking for work.             | 101     | 238   | 42.44%        | 705     | 1912  | 36.87%        |
| 6    | Employed by a government office.             | 51      | 226   | 22.57%        | 21      | 73    | 28.77%        |
| 7    | Married, not seeking employment.             | 116     | 127   | 91.34%        | 29      | 95    | 30.53%        |

# ANNEXURE V (A)

Table 2.15 District Wise Current Status of Graduates

| S.No | District            | Full time continuing education/ training. | Working and continuing education/ training. | Employed by an enterprise, or firm. | Employed by a government office. | Self-employed in market. | Self-employed at home. | Unemployed and looking for work. | Married, not seeking employment. | Employed but did not specify |
|------|---------------------|---|---|-------------------------------------|----------------------------------|--------------------------|------------------------|----------------------------------|----------------------------------|------------------------------|
| 1    | Badin               | 25.48%                                    | 12.74%                                      | 4.16%                               | 6.93%                            | 17.17%                   | 32.41%                 | 0.28%                            | 0.83%                            | 0.00%                        |
| 2    | Dadu                | 21.23%                                    | 17.81%                                      | 4.11%                               | 10.96%                           | 22.60%                   | 21.92%                 | 0.68%                            | 0.68%                            | 0.00%                        |
| 3    | Ghotki              | 42.86%                                    | 9.52%                                       | 14.29%                              | 14.29%                           | 14.29%                   | 4.76%                  | 0.00%                            | 0.00%                            | 0.00%                        |
| 4    | Hyderabad           | 1.65%                                     | 11.98%                                      | 60.33%                              | 4.13%                            | 5.79%                    | 14.88%                 | 0.83%                            | 0.41%                            | 0.00%                        |
| 5    | Jacobabad           | 58.68%                                    | 11.38%                                      | 3.59%                               | 0.00%                            | 2.99%                    | 21.56%                 | 0.60%                            | 1.20%                            | 0.00%                        |
| 6    | Jamshoro            | 12.50%                                    | 25.00%                                      | 18.75%                              | 21.88%                           | 3.13%                    | 18.75%                 | 0.00%                            | 0.00%                            | 0.00%                        |
| 7    | Karachi-Central     | 12.90%                                    | 77.42%                                      | 3.23%                               | 0.00%                            | 6.45%                    | 0.00%                  | 0.00%                            | 0.00%                            | 0.00%                        |
| 8    | Karachi-East        | 11.11%                                    | 16.67%                                      | 16.67%                              | 2.78%                            | 2.78%                    | 11.11%                 | 27.78%                           | 11.11%                           | 0.00%                        |
| 9    | Karachi-Korangi     | 11.54%                                    | 30.77%                                      | 3.85%                               | 0.00%                            | 3.85%                    | 26.92%                 | 15.38%                           | 7.69%                            | 0.00%                        |
| 10   | Karachi-Malir       | 13.92%                                    | 25.32%                                      | 15.19%                              | 2.53%                            | 3.80%                    | 17.72%                 | 16.46%                           | 5.06%                            | 0.00%                        |
| 11   | Karachi-South       | 12.50%                                    | 37.50%                                      | 9.38%                               | 3.13%                            | 3.13%                    | 26.56%                 | 4.69%                            | 3.13%                            | 0.00%                        |
| 12   | Karachi-West        | 0.00%                                     | 6.67%                                       | 0.00%                               | 0.00%                            | 0.00%                    | 86.67%                 | 6.67%                            | 0.00%                            | 0.00%                        |
| 13   | Kashmore @ Kandhkot | 9.68%                                     | 3.23%                                       | 19.35%                              | 3.23%                            | 22.58%                   | 38.71%                 | 3.23%                            | 0.00%                            | 0.00%                        |
| 14   | Khairpur            | 16.72%                                    | 30.23%                                      | 9.97%                               | 0.96%                            | 9.65%                    | 30.55%                 | 1.93%                            | 0.00%                            | 0.00%                        |
| 15   | Larkana             | 38.66%                                    | 21.85%                                      | 8.40%                               | 3.78%                            | 22.27%                   | 5.04%                  | 0.00%                            | 0.00%                            | 0.00%                        |
| 16   | Matari              | 20.22%                                    | 20.22%                                      | 10.11%                              | 15.73%                           | 21.35%                   | 7.87%                  | 4.49%                            | 0.00%                            | 0.00%                        |
| 17   | Mirpurkhas          | 44.74%                                    | 13.16%                                      | 22.37%                              | 9.21%                            | 1.32%                    | 7.89%                  | 0.00%                            | 1.32%                            | 0.00%                        |
| 18   | Naushehro Feroze    | 22.37%                                    | 38.81%                                      | 10.50%                              | 9.59%                            | 10.50%                   | 7.76%                  | 0.00%                            | 0.46%                            | 0.00%                        |
| 19   | Qamber @ Shahdadkot | 28.57%                                    | 0.00%                                       | 0.00%                               | 0.00%                            | 0.00%                    | 0.00%                  | 14.29%                           | 14.29%                           | 42.86%                       |
| 20   | Sanghar             | 15.76%                                    | 21.21%                                      | 19.39%                              | 11.52%                           | 10.91%                   | 10.30%                 | 10.30%                           | 0.61%                            | 0.00%                        |
| 21   | Shaheed Benazirabad | 34.25%                                    | 10.96%                                      | 3.42%                               | 3.42%                            | 2.74%                    | 5.48%                  | 38.36%                           | 1.37%                            | 0.00%                        |
| 22   | Shikarpur           | 5.21%                                     | 0.00%                                       | 0.00%                               | 2.08%                            | 1.04%                    | 38.54%                 | 51.04%                           | 2.08%                            | 0.00%                        |
| 23   | Sujawal             | 8.38%                                     | 3.66%                                       | 0.00%                               | 6.28%                            | 8.38%                    | 29.84%                 | 5.24%                            | 38.22%                           | 0.00%                        |
| 24   | Sukkur              | 10.57%                                    | 29.52%                                      | 6.17%                               | 7.05%                            | 14.54%                   | 25.99%                 | 6.17%                            | 0.00%                            | 0.00%                        |
| 25   | Tando Allahyar      | 9.52%                                     | 4.76%                                       | 3.17%                               | 23.81%                           | 31.75%                   | 19.05%                 | 6.35%                            | 1.59%                            | 0.00%                        |
| 26   | Tando Muhammad Khan | 16.28%                                    | 41.86%                                      | 13.95%                              | 9.30%                            | 6.98%                    | 11.63%                 | 0.00%                            | 0.00%                            | 0.00%                        |
| 27   | Tharparkar          | 3.57%                                     | 4.46%                                       | 24.11%                              | 3.57%                            | 11.61%                   | 29.46%                 | 16.96%                           | 6.25%                            | 0.00%                        |
| 28   | Thatta              | 51.59%                                    | 22.22%                                      | 5.56%                               | 4.76%                            | 10.32%                   | 1.59%                  | 2.38%                            | 1.59%                            | 0.00%                        |
| 29   | Umerkot             | 9.09%                                     | 7.73%                                       | 38.18%                              | 5.45%                            | 14.09%                   | 10.00%                 | 8.18%                            | 7.27%                            | 0.00%                        |



## ANNEXURE V (B)

Table 2.16 Mobility for Employment Tracer Study 2023

| S.No   | Options                   | Frequency   |             |             | Percentage    | Female Participation |
|--|---------------------------|-------------|-------------|-------------|---------------|----------------------|
|  |                           | Males       | Females     | Total       |               |                      |
| 1  | Did not move              | 596         | 575         | 1171        | 46.32%        | 49.10%               |
| 2  | Less than 50 Kilometers   | 519         | 420         | 939         | 37.14%        | 44.73%               |
| 3  | Between 50-100 Kilometers | 187         | 104         | 291         | 11.51%        | 35.74%               |
| 4  | Over 100 Kilometers       | 73          | 54          | 127         | 5.02%         | 42.52%               |
| <b>Total Responses</b>                                   |                           | <b>1375</b> | <b>1153</b> | <b>2528</b> | <b>68.75%</b> | <b>45.61%</b>        |
| Not Employed or Enrolled in Further Education & Training |                           |             |             |             |               |                      |
|  |                           | 625         | 524         | 1149        | 31.25%        | 45.60%               |
| <b>Total Respondents</b>                                 |                           | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |

Table 2.17 Mobility for Employment Tracer Study 2010

| S.No                     | Options                     | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|-----------------------------|-------------|-------------|-------------|---------------|----------------------|
|                          |                             | Males       | Females     | Total       |               |                      |
| B1                       | Did not move                | 410         | 329         | 739         | 22.59%        | 44.52%               |
| B2                       | Less than 50 Kilometers     | 527         | 508         | 1035        | 31.64%        | 49.08%               |
| B3                       | Between 50 - 100 Kilometers | 490         | 246         | 736         | 22.50%        | 33.42%               |
| B4                       | Over 100 Kilometers         | 641         | 120         | 761         | 23.27%        | 15.77%               |
| <b>Total</b>             |                             | <b>2068</b> | <b>1203</b> | <b>3271</b> | <b>96.35%</b> | <b>36.78%</b>        |
| Did not Answer           |                             |             |             |             |               |                      |
|                          |                             | 78          | 46          | 124         | 3.65%         | 3.65%                |
| <b>Total Respondents</b> |                             | <b>2146</b> | <b>1249</b> | <b>3395</b> |               | <b>36.79%</b>        |

## ANNEXURE V (B)

Table 2.18 Changes In Post-Training Mobility Pattern of Graduates

| S. No. | Options                   | TRACER STUDY 2023 |         |        |         |           |         | TRACER STUDY 2010 |         |        |         |           |         |
|--------|---------------------------|-------------------|---------|--------|---------|-----------|---------|-------------------|---------|--------|---------|-----------|---------|
|        |                           | Male              | Ranking | Female | Ranking | Aggregate | Ranking | Male              | Ranking | Female | Ranking | Aggregate | Ranking |
| 1      | Did not move              | 43.35%            | 1       | 49.87% | 1       | 46.32%    | 1       | 19.83%            | 4       | 27.35% | 2       | 22.59%    | 3       |
| 2      | Less than 50 Kilometers   | 37.75%            | 2       | 36.43% | 2       | 37.14%    | 2       | 25.48%            | 2       | 42.23% | 1       | 31.64%    | 1       |
| 3      | Between 50-100 Kilometers | 13.60%            | 3       | 9.02%  | 3       | 11.51%    | 3       | 23.69%            | 3       | 20.45% | 3       | 22.50%    | 4       |
| 4      | Over 100 Kilometers       | 5.31%             | 4       | 4.68%  | 4       | 5.02%     | 4       | 31.00%            | 1       | 9.98%  | 4       | 23.27%    | 2       |

Table 2.19 District Wise Mobility Pattern for Employment

| S.No | District            | Less than 50 Kilometers |        |      |        |      |        | Between 50-100 Kilometers |        |      |        |      |        | Over 100 Kilometers |        |      |        |      |        |
|------|---------------------|-------------------------|--------|------|--------|------|--------|---------------------------|--------|------|--------|------|--------|---------------------|--------|------|--------|------|--------|
|      |                     | Did not move            |        |      | Total  |      |        | Total                     |        |      | Total  |      |        | Total               |        |      | Total  |      |        |
|      |                     | Male                    | Female | Male | Female | Male | Female | Male                      | Female | Male | Female | Male | Female | Male                | Female | Male | Female | Male | Female |
| 1    | Badin               | 64                      | 65     | 42   | 51     | 7    | 31     | 2                         | 3      | 115  | 150    | 265  |        |                     |        |      |        |      |        |
| 2    | Dadu                | 30                      | 42     | 33   | 4      | 4    | 0      | 0                         | 0      | 67   | 46     | 113  |        |                     |        |      |        |      |        |
| 3    | Ghotki              | 1                       | 1      | 14   | 3      | 4    | 1      | 0                         | 0      | 19   | 5      | 24   |        |                     |        |      |        |      |        |
| 4    | Hyderabad           | 88                      | 48     | 61   | 19     | 15   | 0      | 3                         | 1      | 167  | 68     | 235  |        |                     |        |      |        |      |        |
| 5    | Jacobabad           | 3                       | 15     | 0    | 7      | 1    | 1      | 6                         | 33     | 10   | 56     | 66   |        |                     |        |      |        |      |        |
| 6    | Jamshoro            | 2                       | 11     | 7    | 2      | 5    | 1      | 0                         | 0      | 14   | 14     | 28   |        |                     |        |      |        |      |        |
| 7    | Karachi-Central     | 3                       | 10     | 2    | 10     | 2    | 0      | 0                         | 0      | 7    | 20     | 27   |        |                     |        |      |        |      |        |
| 8    | Karachi-East        | 5                       | 6      | 3    | 0      | 2    | 2      | 0                         | 0      | 10   | 8      | 18   |        |                     |        |      |        |      |        |
| 9    | Karachi-Korangi     | 3                       | 5      | 4    | 4      | 0    | 0      | 0                         | 1      | 7    | 10     | 17   |        |                     |        |      |        |      |        |
| 10   | Karachi-Malir       | 3                       | 16     | 8    | 16     | 2    | 5      | 0                         | 1      | 13   | 38     | 51   |        |                     |        |      |        |      |        |
| 11   | Karachi-South       | 7                       | 17     | 6    | 18     | 2    | 0      | 1                         | 0      | 16   | 35     | 51   |        |                     |        |      |        |      |        |
| 12   | Karachi-West        | 0                       | 1      | 0    | 12     | 0    | 1      | 0                         | 0      | 0    | 14     | 14   |        |                     |        |      |        |      |        |
| 13   | Kashmore @ Kandhkot | 1                       | 13     | 10   | 1      | 0    | 0      | 0                         | 2      | 11   | 16     | 27   |        |                     |        |      |        |      |        |
| 14   | Khairpur            | 38                      | 46     | 79   | 70     | 15   | 1      | 4                         | 0      | 136  | 117    | 253  |        |                     |        |      |        |      |        |
| 15   | Larkana             | 69                      | 20     | 25   | 17     | 11   | 2      | 2                         | 0      | 107  | 39     | 146  |        |                     |        |      |        |      |        |
| 16   | Matari              | 8                       | 3      | 10   | 15     | 11   | 2      | 16                        | 2      | 45   | 22     | 67   |        |                     |        |      |        |      |        |
| 17   | Mirpurkhas          | 30                      | 26     | 8    | 10     | 0    | 4      | 4                         | 0      | 42   | 40     | 82   |        |                     |        |      |        |      |        |
| 18   | Naushehro Feroze    | 44                      | 27     | 67   | 21     | 3    | 0      | 6                         | 1      | 120  | 49     | 169  |        |                     |        |      |        |      |        |
| 19   | Qamber @ Shahdadkot | 0                       | 3      | 0    | 0      | 0    | 0      | 0                         | 0      | 0    | 3      | 3    |        |                     |        |      |        |      |        |
| 20   | Sanghar             | 20                      | 41     | 23   | 23     | 10   | 3      | 1                         | 0      | 54   | 67     | 121  |        |                     |        |      |        |      |        |
| 21   | Shaheed Benazirabad | 6                       | 6      | 9    | 10     | 1    | 4      | 1                         | 1      | 17   | 21     | 38   |        |                     |        |      |        |      |        |

## ANNEXURE V (B)

| S.No  | District            | Did not move |        | Less than 50 Kilometers |        | Between 50-100 Kilometers |        | Over 100 Kilometers |        | Total |        |
|-------|---------------------|--------------|--------|-------------------------|--------|---------------------------|--------|---------------------|--------|-------|--------|
|       |                     | Male         | Female | Male                    | Female | Male                      | Female | Male                | Female | Male  | Female |
|       |                     |              |        |                         |        |                           |        |                     |        |       |        |
| 22    | Shikarpur           | 4            | 23     | 0                       | 11     | 0                         | 0      | 2                   | 0      | 6     | 34     |
| 23    | Sujawal             | 4            | 23     | 8                       | 18     | 7                         | 29     | 0                   | 3      | 19    | 73     |
| 24    | Sukkur              | 11           | 59     | 50                      | 35     | 25                        | 0      | 9                   | 0      | 95    | 94     |
| 25    | Tando Allahyar      | 0            | 0      | 3                       | 22     | 6                         | 17     | 0                   | 4      | 9     | 43     |
| 26    | Tando Muhammad Khan | 3            | 4      | 4                       | 5      | 17                        | 0      | 1                   | 2      | 25    | 11     |
| 27    | Tharparkar          | 36           | 23     | 4                       | 5      | 8                         | 0      | 6                   | 0      | 54    | 28     |
| 28    | Thatta              | 5            | 2      | 24                      | 4      | 21                        | 0      | 0                   | 0      | 50    | 6      |
| 29    | Umerkot             | 108          | 19     | 15                      | 7      | 8                         | 0      | 9                   | 0      | 140   | 26     |
| TOTAL |                     | 596          | 575    | 519                     | 420    | 187                       | 104    | 73                  | 54     | 1375  | 1153   |
|       |                     |              |        |                         |        |                           |        |                     |        |       | 2528   |

## ANNEXURE V (C)

Table 2. 20 Relevance of Training Course with Occupation Tracer Study 2023

| S. No  | Options          | Frequency   |             |             | Percentage    | Female Participation |
|--|------------------|-------------|-------------|-------------|---------------|----------------------|
|  |                  | Males       | Females     | Total       |               |                      |
| 1  | Directly related | 916         | 842         | 1758        | 69.54%        | 47.90%               |
| 2  | Somewhat related | 327         | 226         | 553         | 21.88%        | 40.87%               |
| 3  | Not related      | 132         | 85          | 217         | 8.58%         | 39.17%               |
| <b>Total Responses</b>                                 |                  | <b>1375</b> | <b>1153</b> | <b>2528</b> | <b>68.75%</b> | <b>45.61%</b>        |
| Unemployed or Enrolled in Further Education & Training |                  | 625         | 524         | 1149        | 31.25%        | 45.60%               |
| <b>Total Respondents</b>                               |                  | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |

Table 2. 21 Relevance of Training Course with Occupation Tracer Study 2010

| S. No                    | Options          | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|------------------|-------------|-------------|-------------|---------------|----------------------|
|                          |                  | Males       | Females     | Total       |               |                      |
| C1                       | Directly related | 855         | 580         | 1435        | 49.33%        | 40.42%               |
| C2                       | Somewhat related | 659         | 447         | 1106        | 38.02%        | 40.42%               |
| C3                       | Not related      | 273         | 95          | 368         | 12.65%        | 25.82%               |
| <b>Total</b>             |                  | <b>1787</b> | <b>1122</b> | <b>2909</b> | <b>85.68%</b> | <b>38.57%</b>        |
| Didn't Answer            |                  | 359         | 127         | 486         | 14.32%        | 26.13%               |
| <b>Total Respondents</b> |                  | <b>2146</b> | <b>1249</b> | <b>3395</b> |               | <b>36.79%</b>        |

## ANNEXURE V (C)

Table 2. 22 Industry / Sector Wise Relevance of Training Course with Occupation

| S.No       | Industry / Sector                    | Directly related |            | Somewhat related |            | Not related |            | Total |
|------------|--------------------------------------|------------------|------------|------------------|------------|-------------|------------|-------|
|            |                                      | Frequency        | Percentage | Frequency        | Percentage | Frequency   | Percentage |       |
| 1          | Automobile Industry                  | 12               | 70.59%     | 2                | 11.76%     | 3           | 17.65%     | 17    |
| 2          | Banking                              | 1                | 6.67%      | 11               | 73.33%     | 3           | 20.00%     | 15    |
| 3          | Beauty Industry                      | 166              | 75.11%     | 41               | 18.55%     | 14          | 6.33%      | 221   |
| 4          | Construction Industry                | 154              | 80.21%     | 27               | 14.06%     | 11          | 5.73%      | 192   |
| 5          | Education Industry                   | 58               | 69.88%     | 19               | 22.89%     | 6           | 7.23%      | 83    |
| 6          | Fisheries                            | 163              | 77.62%     | 45               | 21.43%     | 2           | 0.95%      | 210   |
| 7          | Garments Industry                    | 49               | 80.33%     | 10               | 16.39%     | 2           | 3.28%      | 61    |
| 8          | General Industrial Work              | 2                | 66.67%     | 1                | 33.33%     | 0           | 0.00%      | 3     |
| 9          | General Office Working               | 447              | 67.52%     | 157              | 23.72%     | 58          | 8.76%      | 662   |
| 10         | Hospitality Industry                 | 22               | 55.00%     | 9                | 22.50%     | 9           | 22.50%     | 40    |
| 11         | Information Technology Industry      | 144              | 52.36%     | 70               | 25.45%     | 61          | 22.18%     | 275   |
| 12         | Language                             | 9                | 69.23%     | 3                | 23.08%     | 1           | 7.69%      | 13    |
| 13         | Livestock Care & Vaccination         | 89               | 51.45%     | 80               | 46.24%     | 4           | 2.31%      | 173   |
| 14         | Online Marketing / Customer Services | 1                | 33.33%     | 2                | 66.67%     | 0           | 0.00%      | 3     |
| 15         | Self-Employable Creative Industry    | 322              | 78.92%     | 57               | 13.97%     | 29          | 7.11%      | 408   |
| 16         | Self-Employable Repairing Industry   | 64               | 86.49%     | 8                | 10.81%     | 2           | 2.70%      | 74    |
| 17         | Self-Employable Services Industry    | 30               | 88.24%     | 4                | 11.76%     | 0           | 0.00%      | 34    |
| 18         | Stock Market                         | 2                | 10.53%     | 5                | 26.32%     | 12          | 63.16%     | 19    |
| 19         | Textile Industry                     | 1                | 100.00%    | 0                | 0.00%      | 0           | 0.00%      | 1     |
| 20         | Traditional Art & Craft              | 22               | 91.67%     | 2                | 8.33%      | 0           | 0.00%      | 24    |
| AGGREGATES |                                      | 1758             | 69.54%     | 553              | 21.88%     | 217         | 8.58%      | 2528  |

## ANNEXURE V (D)

Table 2.23 Helpfulness of Training During Job

| S.No   | Options                                     | Frequency   |             | Total       | Percentage    | Female Participation |
|--|---|-------------|-------------|-------------|---------------|----------------------|
|  |   | Males       | Females     |             |               |                      |
| 1  | Completely helpful, does not need guidance. | 805         | 600         | 1405        | 55.58%        | 42.70%               |
| 2  | Helpful but needed some extra guidance.     | 458         | 479         | 937         | 37.06%        | 51.12%               |
| 3  | Needed extra training, not much helpful.    | 73          | 57          | 130         | 5.14%         | 43.85%               |
| 4  | Not helpful at all.                         | 39          | 17          | 56          | 2.22%         | 30.36%               |
| <b>Total Responses</b>                                   |   | <b>1375</b> | <b>1153</b> | <b>2528</b> | <b>68.75%</b> | <b>45.61%</b>        |
| Not Employed or Enrolled in Further Education & Training |   | 625         | 524         | 1149        | 31.25%        | 45.60%               |
| <b>Total Respondents</b>                                 |   | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |

Table 2.24 Industry Wise Status of Helpfulness of Training During Job

| S. No | Industry / Sector                    | Completely helpful, does not need guidance. |            | Helpful but needed some extra guidance. |            | Needed extra training, not much helpful. |            | Not helpful at all. |            |
|-------|--------------------------------------|---|------------|---|------------|--|------------|---------------------|------------|
|       |                                      | Frequency                                   | Percentage | Frequency                               | Percentage | Frequency                                | Percentage | Frequency           | Percentage |
| 1     | Automobile Industry                  | 11  | 64.71%     | 3                                       | 17.65%     | 1  | 5.88%      | 2                   | 11.76%     |
| 2     | Banking                              | 0   | 0.00%      | 11                                      | 73.33%     | 0  | 0.00%      | 4                   | 26.67%     |
| 3     | Beauty Industry                      | 113   | 51.13%     | 96                                      | 43.44%     | 6  | 2.71%      | 6                   | 2.71%      |
| 4     | Construction Industry                | 127   | 66.15%     | 51                                      | 26.56%     | 7  | 3.65%      | 7                   | 3.65%      |
| 5     | Education Industry                   | 40  | 48.19%     | 32                                      | 38.55%     | 6  | 7.23%      | 5                   | 6.02%      |
| 6     | Fisheries                            | 92  | 43.81%     | 104                                     | 49.52%     | 14                                       | 6.67%      | 0                   | 0.00%      |
| 7     | Garments Industry                    | 40  | 65.57%     | 19                                      | 31.15%     | 2  | 3.28%      | 0                   | 0.00%      |
| 8     | General Industrial Work              | 1   | 33.33%     | 2                                       | 66.67%     | 0  | 0.00%      | 0                   | 0.00%      |
| 9     | General Office Working               | 429   | 64.80%     | 195                                     | 29.46%     | 22                                       | 3.32%      | 16                  | 2.42%      |
| 10    | Hospitality Industry                 | 17  | 42.50%     | 8                                       | 20.00%     | 13                                       | 32.50%     | 2                   | 5.00%      |
| 11    | Information Technology Industry      | 132   | 48.00%     | 120                                     | 43.64%     | 16                                       | 5.82%      | 7                   | 2.55%      |
| 12    | Language                             | 8   | 61.54%     | 5                                       | 38.46%     | 0  | 0.00%      | 0                   | 0.00%      |
| 13    | Livestock Care & Vaccination         | 93  | 53.76%     | 63                                      | 36.42%     | 14                                       | 8.09%      | 3                   | 1.73%      |
| 14    | Online Marketing / Customer Services | 1   | 33.33%     | 2                                       | 66.67%     | 0  | 0.00%      | 0                   | 0.00%      |
| 15    | Self-Employable Creative Industry    | 184   | 45.10%     | 197                                     | 48.28%     | 23                                       | 5.64%      | 4                   | 0.98%      |
| 16    | Self-Employable Repairing Industry   | 62  | 83.78%     | 11                                      | 14.86%     | 1  | 1.35%      | 0                   | 0.00%      |



## ANNEXURE V (D)

| S. No      | Industry/ Sector                  | Completely helpful, does not need guidance. |            | Helpful but needed some extra guidance. |            | Needed extra training, not much helpful. |            | Not helpful at all. |            |
|------------|-----------------------------------|---|------------|---|------------|--|------------|---------------------|------------|
|            |                                   | Frequency                                   | Percentage | Frequency                               | Percentage | Frequency                                | Percentage | Frequency           | Percentage |
| 17         | Self-Employable Services Industry | 28  | 82.35%     | 6                                       | 17.65%     | 0  | 0.00%      | 0                   | 0.00%      |
| 18         | Stock Market                      | 5   | 26.32%     | 9                                       | 47.37%     | 5  | 26.32%     | 0                   | 0.00%      |
| 19         | Textile Industry                  | 1   | 100.00%    | 0                                       | 0.00%      | 0  | 0.00%      | 0                   | 0.00%      |
| 20         | Traditional Art & Craft           | 21  | 87.50%     | 3                                       | 12.50%     | 0  | 0.00%      | 0                   | 0.00%      |
| AGGREGATES |                                   | 1405  | 55.58%     | 937                                     | 37.06%     | 130                                      | 5.14%      | 56                  | 2.22%      |
|            |                                   |   |            |   |            |  |            |                     | 2528       |

Table 2. 25 Comparison Of Helpfulness Of Training During Job With The Relevance Of Training With The Job

| S.No | Options                                     | Directly related | Somewhat related | Not related |
|------|---|------------------|------------------|-------------|
| 1    | Completely helpful, does not need guidance. | 82.49%           | 13.81%           | 3.70%       |
| 2    | Helpful but needed some extra guidance.     | 60.09%           | 30.31%           | 9.61%       |
| 3    | Needed extra training, not much helpful.    | 24.62%           | 51.54%           | 23.85%      |
| 4    | Not helpful at all.                         | 7.14%            | 14.29%           | 78.57%      |

## ANNEXURE V (E)

Table 2. 26 Assistance in Getting Employed Tracer Study 2023

| S.No                                | Options   | Frequency   |             |             | Percentage | Female Participation |
|-------------------------------------|---|-------------|-------------|-------------|------------|----------------------|
|                                     |   | Males       | Females     | Total       |            |                      |
| 1                                   | On my own                                       | 558         | 373         | 931         | 36.87%     | 40.06%               |
| 2                                   | Your teacher / instructor at training institute | 753         | 678         | 1431        | 56.67%     | 47.38%               |
| 3                                   | Other students                                  | 257         | 172         | 429         | 16.99%     | 40.09%               |
| 4                                   | Parents relatives and friends                   | 434         | 373         | 807         | 31.96%     | 46.22%               |
| 5                                   | Local business owners                           | 93          | 116         | 209         | 8.28%      | 55.50%               |
| 6                                   | Department of Manpower Employment Exchange      | 23          | 18          | 41          | 1.62%      | 43.90%               |
| 7                                   | Private Employment Representative               | 72          | 39          | 111         | 4.40%      | 35.14%               |
| 8                                   | Community leaders (e.g. Councilor MNA MPA etc)  | 16          | 8           | 24          | 0.95%      | 33.33%               |
| 9                                   | Others  | 32          | 27          | 59          | 2.34%      | 45.76%               |
| <b>Total Responses</b>              |   | <b>2238</b> | <b>1804</b> | <b>4042</b> |            | <b>44.63%</b>        |
| Unemployed                          |   | 623         | 526         | 1149        | 31.25%     | 45.78%               |
| No Response / Insufficient Response |   | 1           | 2           | 3           | 0.08%      | 66.67%               |
| <b>Total Respondents</b>            |   | <b>2021</b> | <b>1656</b> | <b>3677</b> |            | <b>45.04%</b>        |

Table 2. 27 Assistance In Getting Employed Tracer Study 2010

| Options      | Options   | Frequency   |            |             | Percentage | Female Participation |
|--------------|---|-------------|------------|-------------|------------|----------------------|
|              |   | Males       | Females    | Total       |            |                      |
| D1           | On my own   | 623         | 312        | 935         | 29.66%     | 33.37%               |
| D2           | Your teacher / instructor at training institute   | 675         | 308        | 983         | 31.19%     | 31.33%               |
| D3           | Other students                                    | 87          | 33         | 120         | 3.81%      | 27.50%               |
| D4           | Parents, relatives and friends                    | 574         | 275        | 849         | 26.94%     | 32.39%               |
| D5           | Local business owners                             | 46          | 6          | 52          | 1.65%      | 11.54%               |
| D6           | Department of Manpower Employment Exchange        | 26          | 6          | 32          | 1.02%      | 18.75%               |
| D7           | Private Employment Offices                        | 26          | 13         | 39          | 1.24%      | 33.33%               |
| D8           | Local Government Representative (Nazim, MNA, MPA) | 60          | 16         | 76          | 2.41%      | 21.05%               |
| D9           | Other (specify)                                   | 49          | 17         | 66          | 2.09%      | 25.76%               |
| <b>Total</b> |   | <b>2166</b> | <b>986</b> | <b>3152</b> |            | <b>31.28%</b>        |
| Unemployed   |   | 602         | 326        | 928         | 27.33%     | 35.13%               |

# ANNEXURE V (E)

| Options                             | Options | Frequency   |             | Percentage  | Female Participation |
|-------------------------------------|---------|-------------|-------------|-------------|----------------------|
|                                     |         | Males       | Females     |             |                      |
| No Response / Insufficient Response |         | 348         | 434         | 23.03%      | 55.50%               |
| <b>Total Respondents</b>            |         | <b>2146</b> | <b>1249</b> | <b>3395</b> | <b>36.79%</b>        |

Table 2. 28 Industry Wise Status of Assistance In Getting Employed

| S. No | Industry / Sector                    | On my own | Your teacher / instructor at training institute | Other students | Parents relatives and friends | Department of         |                              |                                   | Community leaders (e.g. Councilor MNA MPA etc) | Others |
|-------|--------------------------------------|-----------|---|----------------|-------------------------------|-----------------------|------------------------------|-----------------------------------|--|--------|
|       |                                      |           |   |                |                               | Local business owners | Manpower Employment Exchange | Private Employment Representative |  |        |
| 1     | Automobile Industry                  | 37.14%    | 31.43%  | 5.71%          | 11.43%                        | 14.29%                | 0.00%                        | 0.00%                             | 0.00%  | 0.00%  |
| 2     | Banking                              | 20.00%    | 32.00%  | 0.00%          | 8.00%                         | 28.00%                | 0.00%                        | 12.00%                            | 0.00%  | 0.00%  |
| 3     | Beauty Industry                      | 16.24%    | 39.95%  | 8.76%          | 18.81%                        | 7.73%                 | 0.77%                        | 3.09%                             | 0.52%  | 4.12%  |
| 4     | Construction Industry                | 25.38%    | 31.03%  | 16.15%         | 13.59%                        | 5.64%                 | 0.77%                        | 3.85%                             | 0.00%  | 3.59%  |
| 5     | Education Industry                   | 13.89%    | 52.78%  | 10.19%         | 17.59%                        | 0.93%                 | 0.00%                        | 3.70%                             | 0.00%  | 0.93%  |
| 6     | Fisheries                            | 29.86%    | 18.48%  | 2.37%          | 43.60%                        | 4.74%                 | 0.47%                        | 0.47%                             | 0.00%  | 0.00%  |
| 7     | Garments Industry                    | 12.37%    | 37.11%  | 10.31%         | 28.87%                        | 6.19%                 | 1.03%                        | 1.03%                             | 0.00%  | 3.09%  |
| 8     | General Industrial Work              | 0.00%     | 100.00%   | 0.00%          | 0.00%                         | 0.00%                 | 0.00%                        | 0.00%                             | 0.00%  | 0.00%  |
| 9     | General Office Working               | 25.45%    | 37.79%  | 12.16%         | 17.25%                        | 2.54%                 | 0.94%                        | 2.54%                             | 1.04%  | 0.28%  |
| 10    | Hospitality Industry                 | 22.41%    | 51.72%  | 13.79%         | 6.90%                         | 0.00%                 | 5.17%                        | 0.00%                             | 0.00%  | 0.00%  |
| 11    | Information Technology Industry      | 15.56%    | 39.03%  | 13.27%         | 20.92%                        | 3.83%                 | 0.77%                        | 3.83%                             | 1.02%  | 1.79%  |
| 12    | Language                             | 9.09%     | 50.00%  | 4.55%          | 36.36%                        | 0.00%                 | 0.00%                        | 0.00%                             | 0.00%  | 0.00%  |
| 13    | Livestock Care & Vaccination         | 53.93%    | 14.04%  | 6.74%          | 6.74%                         | 7.87%                 | 3.37%                        | 4.49%                             | 2.81%  | 0.00%  |
| 14    | Online Marketing / Customer Services | 25.00%    | 50.00%  | 0.00%          | 0.00%                         | 25.00%                | 0.00%                        | 0.00%                             | 0.00%  | 0.00%  |
| 15    | Self-Employable Creative Industry    | 19.41%    | 35.86%  | 9.38%          | 23.39%                        | 7.97%                 | 0.90%                        | 2.06%                             | 0.26%  | 0.77%  |
| 16    | Self-Employable Repairing Industry   | 25.19%    | 35.11%  | 10.69%         | 21.37%                        | 3.82%                 | 1.53%                        | 0.00%                             | 0.00%  | 2.29%  |
| 17    | Self-Employable Services Industry    | 27.38%    | 15.48%  | 8.33%          | 26.19%                        | 4.76%                 | 1.19%                        | 9.52%                             | 0.00%  | 7.14%  |
| 18    | Stock Market                         | 22.50%    | 40.00%  | 20.00%         | 15.00%                        | 0.00%                 | 2.50%                        | 0.00%                             | 0.00%  | 0.00%  |
| 19    | Textile Industry                     | 0.00%     | 50.00%  | 0.00%          | 50.00%                        | 0.00%                 | 0.00%                        | 0.00%                             | 0.00%  | 0.00%  |

# ANNEXURE V (E)

| S. No | Industry / Sector       | On my own | Your teacher / instructor at training institute | Other students | Parents relatives and friends | Local business owners | Department of Manpower Employment Exchange | Private Employment Representative | Community leaders (e.g. Councilor MNA MPA etc) | Others |
|-------|-------------------------|-----------|---|----------------|-------------------------------|-----------------------|--|-----------------------------------|--|--------|
| 20    | Traditional Art & Craft | 5.71%     | 68.57%  | 0.00%          | 22.86%                        | 0.00%                 | 0.00%                                      | 2.86%                             | 0.00%  | 0.00%  |

Table 2. 29 District Wise Status of Assistance in Getting Employed

| S. No | District            | On my own   | Your teacher / instructor at training institute | Other students | Parents relatives and friends | Local business owners | Department of Manpower Employment Exchange | Private Employment Representative | Community leaders (e.g. Councilor MNA MPA etc) | Others |
|-------|---------------------|-------------|---|----------------|-------------------------------|-----------------------|--|-----------------------------------|--|--------|
| 1     | Badin               | 29.05%      | 29.05%  | 9.68%          | 25.51%                        | 2.23%                 | 1.30%                                      | 2.23%                             | 0.93%  | 0.00%  |
| 2     | Dadu                | 18.73%      | 26.98%  | 2.54%          | 20.63%                        | 8.89%                 | 0.63%                                      | 9.21%                             | 0.32%  | 12.06% |
| 3     | Ghotki              | 16.22%      | 27.03%  | 13.51%         | 24.32%                        | 5.41%                 | 0.00%                                      | 5.41%                             | 8.11%  | 0.00%  |
| 4     | Hyderabad           | 20.88%      | 48.53%  | 15.29%         | 9.12%                         | 0.29%                 | 1.47%                                      | 0.00%                             | 0.00%  | 4.41%  |
| 5     | Jacobabad           | 4.95%       | 26.73%  | 6.93%          | 47.52%                        | 8.91%                 | 0.99%                                      | 3.96%                             | 0.00%  | 0.00%  |
| 6     | Jamshoro            | 10.81%      | 43.24%  | 2.70%          | 16.22%                        | 0.00%                 | 10.81%                                     | 5.41%                             | 2.70%  | 8.11%  |
| 7     | Karachi-Central     | 28.57%      | 57.14%  | 0.00%          | 7.14%                         | 3.57%                 | 0.00%                                      | 3.57%                             | 0.00%  | 0.00%  |
| 8     | Karachi-East        | 30.00%      | 45.00%  | 0.00%          | 15.00%                        | 5.00%                 | 0.00%                                      | 5.00%                             | 0.00%  | 0.00%  |
| 9     | Karachi-Korangi     | 50.00%      | 40.00%  | 0.00%          | 10.00%                        | 0.00%                 | 0.00%                                      | 0.00%                             | 0.00%  | 0.00%  |
| 10    | Karachi-Malir       | 35.94%      | 39.06%  | 6.25%          | 7.81%                         | 4.69%                 | 3.13%                                      | 1.56%                             | 1.56%  | 0.00%  |
| 11    | Karachi-South       | 14.04%      | 71.93%  | 8.77%          | 3.51%                         | 0.00%                 | 0.00%                                      | 1.75%                             | 0.00%  | 0.00%  |
| 12    | Karachi-West        | 5.00%       | 65.00%  | 10.00%         | 20.00%                        | 0.00%                 | 0.00%                                      | 0.00%                             | 0.00%  | 0.00%  |
| 13    | Kashmore @ Kandhkot | 26.09%      | 33.33%  | 4.35%          | 20.29%                        | 5.80%                 | 2.90%                                      | 7.25%                             | 0.00%  | 0.00%  |
| 14    | Khairpur            | 9.42%       | 54.71%  | 3.14%          | 26.96%                        | 0.52%                 | 0.79%                                      | 2.36%                             | 2.09%  | 0.00%  |
| 15    | Larkana             | 25.19%      | 43.98%  | 9.02%          | 10.53%                        | 6.39%                 | 1.50%                                      | 3.38%                             | 0.00%  | 0.00%  |
| 16    | Matiari             | 50.75%      | 19.40%  | 0.00%          | 26.87%                        | 2.99%                 | 0.00%                                      | 0.00%                             | 0.00%  | 0.00%  |
| 17    | Mirpurkhas          | 32.77%      | 14.29%  | 29.41%         | 8.40%                         | 6.72%                 | 1.68%                                      | 5.04%                             | 1.68%  | 0.00%  |
| 18    | Naushehro Feroze    | 23.44%      | 35.00%  | 20.00%         | 20.31%                        | 0.31%                 | 0.31%                                      | 0.63%                             | 0.00%  | 0.00%  |
| 19    | Qamber @ Shahdadkot | No Response |   |                |                               |                       |  |                                   |  |        |
| 20    | Sanghar             | 27.27%      | 34.97%  | 6.29%          | 16.78%                        | 4.90%                 | 1.40%                                      | 5.59%                             | 0.70%  | 2.10%  |
| 21    | Shaheed Benazirabad | 21.95%      | 34.15%  | 12.20%         | 21.95%                        | 4.88%                 | 0.00%                                      | 4.88%                             | 0.00%  | 0.00%  |
| 22    | Shikarpur           | 57.50%      | 22.50%  | 17.50%         | 2.50%                         | 0.00%                 | 0.00%                                      | 0.00%                             | 0.00%  | 0.00%  |
| 23    | Sujawal             | 58.70%      | 9.78%   | 5.43%          | 16.30%                        | 6.52%                 | 1.09%                                      | 1.09%                             | 1.09%  | 0.00%  |
| 24    | Sukkur              | 6.39%       | 36.83%  | 11.51%         | 20.20%                        | 20.46%                | 0.77%                                      | 3.84%                             | 0.00%  | 0.00%  |
| 25    | Tando Allahyar      | 16.18%      | 42.65%  | 10.29%         | 25.00%                        | 5.88%                 | 0.00%                                      | 0.00%                             | 0.00%  | 0.00%  |

## ANNEXURE V (E)

| S. No | District            | On my own | Your teacher/ instructor at training institute | Parents relatives and friends | Local business owners | Department of Manpower Employment Exchange | Private Employment Representative | Community leaders (e.g., Councilor MNA MPA etc) | Others |
|-------|---------------------|-----------|--|-------------------------------|-----------------------|--|-----------------------------------|---|--------|
| 26    | Tando Muhammad Khan | 2.70%     | 86.49%   | 2.70%                         | 0.00%                 | 0.00%                                      | 2.70%                             | 0.00%   | 0.00%  |
| 27    | Tharparkar          | 19.32%    | 25.00%   | 5.68%                         | 4.55%                 | 2.27%                                      | 0.00%                             | 0.00%   | 0.00%  |
| 28    | Thatta              | 27.14%    | 30.00%   | 20.00%                        | 1.43%                 | 0.00%                                      | 0.00%                             | 1.43%   | 0.00%  |
| 29    | Umerkot             | 39.19%    | 14.29%   | 32.97%                        | 5.13%                 | 0.00%                                      | 0.00%                             | 0.00%   | 0.00%  |

## ANNEXURE V (F)

Table 2.30 Need for Improvement Tracer Study 2023



















| S.No                     | Options  | Frequency   |             |             | Percentage   | Female Participation |
|--------------------------|--|-------------|-------------|-------------|--|----------------------|
|                          |  | Males       | Females     | Total       |  |                      |
| 1                        | Teacher's knowledge of subject.  | 470         | 400         | 870         | 26.54%            | 45.98%               |
| 2                        | Teacher's training delivery  | 420         | 420         | 840         | 25.63%            | 50.00%               |
| 3                        | Laboratories workshops and equipment   | 407         | 339         | 746         | 22.76%           | 45.44%               |
| 4                        | Training practical material  | 346         | 243         | 589         | 17.97%          | 41.26%               |
| 5                        | Allow more time for individual students over equipment                                 | 377         | 262         | 639         | 19.49%          | 41.00%               |
| 6                        | Content of Curriculum to prepare you for employment                                    | 253         | 244         | 497         | 15.16%          | 49.09%               |
| 7                        | To prepare courses and programs for you to continue further training                   | 250         | 257         | 507         | 15.47%          | 50.69%               |
| 8                        | Exams and grading system   | 102         | 188         | 290         | 8.85%           | 64.83%               |
| 9                        | Job Placement Services   | 384         | 413         | 797         | 24.31%          | 51.82%               |
| 10                       | Support services (i.e. library Health and food services recreation boarding facility). | 168         | 223         | 391         | 11.93%          | 57.03%               |
| 11                       | Others   | 28          | 31          | 59          | 1.80%           | 52.54%               |
| <b>Total Responses</b>   |  | <b>3205</b> | <b>3020</b> | <b>6225</b> | <b>169.30%</b>  | <b>48.51%</b>        |
| No Response              |  | 209         | 190         | 399         | 10.85%          | 47.62%               |
| <b>Total Respondents</b> |  | <b>2021</b> | <b>1656</b> | <b>3677</b> |  | <b>45.04%</b>        |

Table 2.31 Need for Improvement TRACER STUDY 2010

| S.No | Options                     | Frequency |         |       | Percentage   | Female Participation |
|------|-----------------------------|-----------|---------|-------|--|----------------------|
|      |                             | Males     | Females | Total |  |                      |
| 1    | Teacher's knowledge         | 470       | 400     | 870   | 26.54%    | 45.98%               |
| 2    | Teacher's training delivery | 420       | 420     | 840   | 25.63%   | 50.00%               |
| 9    | Job Placement Services      | 384       | 413     | 797   | 24.31%  | 51.82%               |
| 3    | Workshops and equipment     | 407       | 339     | 746   | 22.76%  | 45.44%               |
| 5    | More practical time         | 377       | 262     | 639   | 19.49%  | 41.00%               |



## ANNEXURE V (F)

| S.No                     | Options            | Frequency   |             | Percentage     | Female Participation |
|--------------------------|--------------------|-------------|-------------|----------------|----------------------|
|                          |                    | Males       | Females     |                |                      |
| 4                        | Practical Material | 346         | 243         | 17.97%         | 41.26%               |
| 7                        | Further training   | 250         | 257         | 15.47%         | 50.69%               |
| 6                        | Curriculum         | 253         | 244         | 15.16%         | 49.09%               |
| 10                       | Support services   | 168         | 223         | 11.93%         | 57.03%               |
| 8                        | Assessment system  | 102         | 188         | 8.85%          | 64.83%               |
| 11                       | Others             | 28          | 31          | 1.80%          | 52.54%               |
| <b>Total Responses</b>   |                    | <b>3205</b> | <b>3020</b> | <b>169.30%</b> | <b>48.51%</b>        |
| No Response              |                    | 209         | 190         | 10.85%         | 47.62%               |
| <b>Total Respondents</b> |                    | <b>2021</b> | <b>1656</b> |                | <b>45.04%</b>        |

Table 2. 32 District Wise Status of Need For Improvement

| S. No | District        | Teacher's knowledge of subject. | Teacher's training delivery | Laboratories workshops and equipment | Training practical material | Allow more time for individual students over equipment | Content of Curriculum to prepare you for employment | To prepare courses and programs for you to continue further training | Exams and grading system | Job Placement Services | Support services (i.e. library Health and food services recreation boarding facility). | Others |
|-------|-----------------|---------------------------------|-----------------------------|--------------------------------------|-----------------------------|--|---|--|--------------------------|------------------------|--|--------|
| 1     | Badin           | 17.57%                          | 9.43%                       | 11.37%                               | 10.21%                      | 13.82%   | 10.08%  | 8.01%  | 6.85%                    | 9.04%                  | 3.62%  | 0.00%  |
| 2     | Dadu            | 8.94%                           | 14.47%                      | 3.83%                                | 7.23%                       | 10.21%   | 2.13%   | 14.89%   | 0.00%                    | 7.23%                  | 27.23%   | 3.83%  |
| 3     | Ghotki          | 23.53%                          | 7.84%                       | 7.84%                                | 17.65%                      | 11.76%   | 3.92%   | 3.92%  | 15.69%                   | 3.92%                  | 3.92%  | 0.00%  |
| 4     | Hyderabad       | 6.80%                           | 9.35%                       | 8.50%                                | 9.92%                       | 8.22%  | 12.75%  | 19.26%   | 5.95%                    | 13.60%                 | 5.67%  | 0.00%  |
| 5     | Jacobabad       | 2.66%                           | 0.33%                       | 0.00%                                | 0.00%                       | 1.00%  | 15.61%  | 15.61%   | 20.60%                   | 11.96%                 | 30.23%   | 1.99%  |
| 6     | Jamshoro        | 0.00%                           | 4.35%                       | 4.35%                                | 10.87%                      | 10.87%   | 19.57%  | 23.91%   | 2.17%                    | 6.52%                  | 17.39%   | 0.00%  |
| 7     | Karachi-Central | 13.89%                          | 12.50%                      | 18.06%                               | 8.33%                       | 16.67%   | 1.39%   | 9.72%  | 1.39%                    | 13.89%                 | 4.17%  | 0.00%  |
| 8     | Karachi-East    | 20.00%                          | 11.11%                      | 0.00%                                | 11.11%                      | 6.67%  | 8.89%   | 6.67%  | 0.00%                    | 33.33%                 | 2.22%  | 0.00%  |
| 9     | Karachi-Korangi | 5.08%                           | 13.56%                      | 15.25%                               | 22.03%                      | 6.78%  | 1.69%   | 11.86%   | 1.69%                    | 20.34%                 | 1.69%  | 0.00%  |
| 10    | Karachi-Malir   | 16.11%                          | 13.42%                      | 11.41%                               | 16.11%                      | 4.03%  | 5.37%   | 10.74%   | 2.68%                    | 18.79%                 | 1.34%  | 0.00%  |
| 11    | Karachi-South   | 13.45%                          | 7.56%                       | 14.29%                               | 3.36%                       | 6.72%  | 10.08%  | 19.33%   | 3.36%                    | 19.33%                 | 2.52%  | 0.00%  |

## ANNEXURE V (F)

| S. No | District            | Teacher's knowledge of subject. | Teacher's training delivery | Laboratories workshops and equipment | Training practical material | Allow more time for individual students over equipment | Content of Curriculum to prepare you for employment | To prepare courses and programs for you to continue further training | Exams and grading system | Job Placement Services | Support services (i.e. library Health and food services recreation boarding facility). | Others |
|-------|---------------------|---------------------------------|-----------------------------|--------------------------------------|-----------------------------|--|---|--|--------------------------|------------------------|--|--------|
| 12    | Karachi-West        | 4.35%                           | 34.78%                      | 13.04%                               | 21.74%                      | 8.70%  | 0.00%   | 4.35%  | 0.00%                    | 13.04%                 | 0.00%  | 0.00%  |
| 13    | Kashmore @ Kandhkot | 6.85%                           | 13.70%                      | 13.70%                               | 13.70%                      | 4.11%  | 1.37%   | 2.74%  | 13.70%                   | 20.55%                 | 9.59%  | 0.00%  |
| 14    | Khairpur            | 28.37%                          | 27.27%                      | 23.97%                               | 1.93%                       | 1.38%  | 4.13%   | 1.10%  | 6.06%                    | 5.79%                  | 0.00%  | 0.00%  |
| 15    | Larkana             | 19.56%                          | 18.46%                      | 21.76%                               | 11.85%                      | 3.58%  | 5.79%   | 1.10%  | 0.00%                    | 10.19%                 | 7.71%  | 0.00%  |
| 16    | Matiari             | 8.89%                           | 8.89%                       | 16.30%                               | 13.33%                      | 13.33%   | 5.93%   | 14.07%   | 0.00%                    | 13.33%                 | 5.93%  | 0.00%  |
| 17    | Mirpurkhas          | 29.68%                          | 14.84%                      | 6.45%                                | 4.52%                       | 5.16%  | 5.16%   | 6.45%  | 8.39%                    | 8.39%                  | 9.68%  | 1.29%  |
| 18    | Naushehro Feroze    | 9.97%                           | 25.08%                      | 13.90%                               | 13.60%                      | 8.46%  | 3.63%   | 4.53%  | 5.14%                    | 5.44%                  | 4.83%  | 5.44%  |
| 19    | Qamber @ Shahdadkot | 100.00%                         | 0.00%                       | 0.00%                                | 0.00%                       | 0.00%  | 0.00%   | 0.00%  | 0.00%                    | 0.00%                  | 0.00%  | 0.00%  |
| 20    | Sanghar             | 9.27%                           | 4.88%                       | 8.29%                                | 13.66%                      | 17.07%   | 3.41%   | 9.76%  | 2.44%                    | 17.07%                 | 2.44%  | 11.71% |
| 21    | Shaheed Benazirabad | 10.44%                          | 11.45%                      | 14.48%                               | 4.38%                       | 4.71%  | 16.84%  | 11.45%   | 3.37%                    | 19.53%                 | 3.37%  | 0.00%  |
| 22    | Shikarpur           | 31.37%                          | 23.92%                      | 20.78%                               | 9.02%                       | 5.10%  | 3.92%   | 3.14%  | 0.39%                    | 2.35%                  | 0.00%  | 0.00%  |
| 23    | Sujawal             | 9.32%                           | 6.14%                       | 15.00%                               | 7.27%                       | 10.45%   | 13.18%  | 6.82%  | 7.95%                    | 18.86%                 | 5.00%  | 0.00%  |
| 24    | Sukkur              | 2.61%                           | 24.70%                      | 5.82%                                | 15.46%                      | 8.03%  | 4.62%   | 3.82%  | 0.20%                    | 33.94%                 | 0.80%  | 0.00%  |
| 25    | Tando Allahyar      | 19.83%                          | 19.01%                      | 23.14%                               | 9.92%                       | 13.22%   | 1.65%   | 4.13%  | 0.00%                    | 7.44%                  | 1.65%  | 0.00%  |
| 26    | Tando Muhammad Khan | 6.52%                           | 10.87%                      | 8.70%                                | 10.87%                      | 4.35%  | 36.96%  | 2.17%  | 2.17%                    | 8.70%                  | 8.70%  | 0.00%  |
| 27    | Tharparkar          | 7.91%                           | 5.08%                       | 8.47%                                | 5.08%                       | 25.99%   | 8.47%   | 5.65%  | 4.52%                    | 9.04%                  | 19.77%   | 0.00%  |
| 28    | Thatta              | 34.64%                          | 8.94%                       | 7.82%                                | 20.11%                      | 3.35%  | 9.50%   | 6.70%  | 2.23%                    | 6.70%                  | 0.00%  | 0.00%  |
| 29    | Umerkot             | 11.90%                          | 9.07%                       | 8.78%                                | 6.23%                       | 38.81%   | 5.95%   | 9.07%  | 2.27%                    | 4.53%                  | 3.40%  | 0.00%  |

## ANNEXURE V (F)

**Table 2. 33**      **Ranking of Need For Improvement by Respondents Having Single Choice Compared with Whole Respondents**

| S.<br>No | Factors Need Improvement    | Single Choice |        |      | All Choices  |         |      |
|----------|-----------------------------|---------------|--------|------|--------------|---------|------|
|          |                             | No. of Resp.  | %age   | Rank | No. of Resp. | %age    | Rank |
| 1        | Teacher's Knowledge         | 333           | 9.06%  | 1    | 870          | 23.66%  | 1    |
| 2        | More Practical Time         | 330           | 8.97%  | 2    | 639          | 17.38%  | 5    |
| 3        | Job Placement Services      | 187           | 5.09%  | 3    | 797          | 21.68%  | 3    |
| 4        | Teacher's training delivery | 165           | 4.49%  | 4    | 840          | 22.84%  | 2    |
| 5        | Training practical material | 147           | 4.00%  | 5    | 589          | 16.02%  | 6    |
| 6        | Support services            | 95            | 2.58%  | 6    | 391          | 10.63%  | 9    |
| 7        | Workshops and equipment     | 82            | 2.23%  | 7    | 746          | 20.29%  | 4    |
| 8        | Further Training            | 78            | 2.12%  | 8    | 507          | 13.79%  | 7    |
| 9        | Curriculum                  | 76            | 2.07%  | 9    | 497          | 13.52%  | 8    |
| 10       | Others                      | 50            | 1.36%  | 10   | 59           | 1.60%   | 11   |
| 11       | Assessment System           | 47            | 1.28%  | 11   | 290          | 7.89%   | 10   |
| TOTAL    |                             | 1590          | 43.24% |      | 6225         | 100.00% |      |

## ANNEXURE V (G)

Table 2. 34 Nature of Current Employment Tracer Study 2023

| S.No                     | Options              | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|----------------------|-------------|-------------|-------------|---------------|----------------------|
|                          |                      | Male        | Female      | Total       |               |                      |
| 1                        | Full time            | 804         | 562         | 1366        | 64.71%        | 41.14%               |
| 2                        | Full time (Seasonal) | 180         | 187         | 367         | 17.39%        | 50.95%               |
| 3                        | Services on call     | 159         | 62          | 221         | 10.47%        | 28.05%               |
| 4                        | Part time            | 75          | 82          | 157         | 7.44%         | 52.23%               |
| <b>Total Responses</b>   |                      | <b>1218</b> | <b>893</b>  | <b>2111</b> | <b>57.41%</b> | <b>42.30%</b>        |
| Unemployed               |                      | 625         | 524         | 1149        | 31.25%        | 45.60%               |
| No Response              |                      | 157         | 260         | 417         | 11.34%        | 62.35%               |
| <b>Total Respondents</b> |                      | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |

Table 2. 35 Nature of Current Employment Tracer Study 2010

| S.No                     | Options              | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|----------------------|-------------|-------------|-------------|---------------|----------------------|
|                          |                      | Male        | Female      | Total       |               |                      |
| F1                       | Full time            | 94          | 51          | 145         | 26.08%        | 35.17%               |
| F2                       | Full time (Seasonal) | 43          | 28          | 71          | 12.77%        | 39.44%               |
| F3                       | Services on call     | 61          | 40          | 101         | 18.17%        | 39.60%               |
| F4                       | Part time            | 154         | 85          | 239         | 42.99%        | 35.56%               |
| <b>Total Responses</b>   |                      | <b>352</b>  | <b>204</b>  | <b>556</b>  | <b>16.38%</b> | <b>36.69%</b>        |
| Didn't Answer            |                      | 1794        | 1045        | 2839        | 83.62%        | 36.81%               |
| <b>Total Respondents</b> |                      | <b>2146</b> | <b>1249</b> | <b>3395</b> |               | <b>36.79%</b>        |

Table 2. 36 Industry Wise Nature of Employment

| S.No | Industry / Sector     | Full time (Seasonal) |        |        |        | Part time |        |        |        |
|------|-----------------------|----------------------|--------|--------|--------|-----------|--------|--------|--------|
|      |                       | Male                 | Female | Male   | Female | Male      | Female | Male   | Female |
| 1    | Automobile Industry   | 86.67%               | 0.00%  | 13.33% | 0.00%  | 0.00%     | 0.00%  | 0.00%  | 0.00%  |
| 2    | Banking               | 57.14%               | 7.14%  | 28.57% | 7.14%  | 0.00%     | 0.00%  | 0.00%  | 0.00%  |
| 3    | Beauty Industry       | 0.00%                | 58.92% | 0.00%  | 25.95% | 0.00%     | 5.95%  | 0.00%  | 9.19%  |
| 4    | Construction Industry | 66.67%               | 2.30%  | 9.77%  | 1.15%  | 6.90%     | 0.00%  | 13.22% | 0.00%  |
| 5    | Education Industry    | 10.29%               | 86.76% | 0.00%  | 2.94%  | 0.00%     | 0.00%  | 0.00%  | 0.00%  |

## ANNEXURE V (G)

| S.No | Industry / Sector                    | Full time |         |            |        | Full time |        |            |        | Part time        |        |           |        |
|------|--------------------------------------|-----------|---------|------------|--------|-----------|--------|------------|--------|------------------|--------|-----------|--------|
|      |                                      | Full time |         | (Seasonal) |        | Full time |        | (Seasonal) |        | Services on call |        | Part time |        |
|      |                                      | Male      | Female  | Male       | Female | Male      | Female | Male       | Female | Male             | Female | Male      | Female |
| 6    | Fisheries                            | 3.63%     | 0.52%   | 16.06%     | 0.00%  | 63.21%    | 16.06% | 0.52%      | 0.00%  | 0.00%            | 0.00%  | 0.52%     | 0.00%  |
| 7    | Garments Industry                    | 0.00%     | 75.00%  | 0.00%      | 23.08% | 0.00%     | 0.00%  | 0.00%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 1.92%  |
| 8    | General Industrial Work              | 66.67%    | 0.00%   | 0.00%      | 0.00%  | 0.00%     | 0.00%  | 0.00%      | 0.00%  | 0.00%            | 0.00%  | 33.33%    | 0.00%  |
| 9    | General Office Working               | 62.59%    | 15.29%  | 9.53%      | 1.80%  | 1.08%     | 0.36%  | 5.40%      | 3.96%  | 0.00%            | 0.00%  | 0.00%     | 3.23%  |
| 10   | Hospitality Industry                 | 61.29%    | 19.35%  | 6.45%      | 3.23%  | 0.40%     | 0.00%  | 12.50%     | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |
| 11   | Information Technology Industry      | 67.20%    | 11.20%  | 11.20%     | 2.00%  | 0.40%     | 0.00%  | 0.00%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |
| 12   | Language                             | 75.00%    | 0.00%   | 12.50%     | 0.00%  | 12.50%    | 0.00%  | 0.00%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |
| 13   | Livestock Care & Vaccination         | 7.38%     | 43.44%  | 20.49%     | 18.03% | 6.56%     | 4.10%  | 0.00%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |
| 14   | Online Marketing / Customer Services | 0.00%     | 0.00%   | 33.33%     | 0.00%  | 33.33%    | 0.00%  | 33.33%     | 0.00%  | 0.00%            | 0.00%  | 33.33%    | 0.00%  |
| 15   | Self Employable Creative Industry    | 2.31%     | 54.79%  | 0.00%      | 27.06% | 0.00%     | 3.96%  | 0.00%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 11.55% |
| 16   | Self Employable Repairing Industry   | 69.44%    | 0.00%   | 20.83%     | 0.00%  | 5.56%     | 0.00%  | 4.17%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |
| 17   | Self Employable Services Industry    | 87.50%    | 0.00%   | 3.13%      | 0.00%  | 9.38%     | 0.00%  | 0.00%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |
| 18   | Stock Market                         | 84.21%    | 10.53%  | 0.00%      | 0.00%  | 0.00%     | 0.00%  | 0.00%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |
| 19   | Textile Industry                     | 0.00%     | 100.00% | 0.00%      | 0.00%  | 0.00%     | 0.00%  | 0.00%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |
| 20   | Traditional Art & Craft              | 0.00%     | 80.00%  | 0.00%      | 20.00% | 0.00%     | 0.00%  | 0.00%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |

Table 2. 37 District Wise Nature of Employment

| S. No | District        | Full time |         |            |        | Full time |        |            |        | Part time        |        |           |        |
|-------|-----------------|-----------|---------|------------|--------|-----------|--------|------------|--------|------------------|--------|-----------|--------|
|       |                 | Full time |         | (Seasonal) |        | Full time |        | (Seasonal) |        | Services on call |        | Part time |        |
|       |                 | Male      | Female  | Male       | Female | Male      | Female | Male       | Female | Male             | Female | Male      | Female |
| 1     | Badin           | 38.32%    | 31.31%  | 0.47%      | 14.02% | 11.68%    | 0.47%  | 1.87%      | 1.87%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |
| 2     | Dadu            | 25.77%    | 20.62%  | 14.43%     | 9.28%  | 20.62%    | 6.19%  | 1.03%      | 2.06%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |
| 3     | Ghotki          | 57.89%    | 5.26%   | 5.26%      | 0.00%  | 5.26%     | 5.26%  | 10.53%     | 10.53% | 0.00%            | 0.00%  | 0.00%     | 0.00%  |
| 4     | Hyderabad       | 62.66%    | 27.90%  | 4.29%      | 0.43%  | 0.00%     | 0.00%  | 0.00%      | 0.43%  | 0.00%            | 0.00%  | 0.00%     | 0.43%  |
| 5     | Jacobabad       | 7.94%     | 42.86%  | 4.76%      | 41.27% | 1.59%     | 0.00%  | 0.00%      | 1.59%  | 0.00%            | 0.00%  | 0.00%     | 1.59%  |
| 6     | Jamshoro        | 8.33%     | 29.17%  | 29.17%     | 12.50% | 16.67%    | 0.00%  | 4.17%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |
| 7     | Karachi-Central | 5.26%     | 68.42%  | 15.79%     | 10.53% | 0.00%     | 0.00%  | 0.00%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |
| 8     | Karachi-East    | 44.44%    | 11.11%  | 11.11%     | 11.11% | 0.00%     | 0.00%  | 11.11%     | 11.11% | 0.00%            | 0.00%  | 0.00%     | 11.11% |
| 9     | Karachi-Korangi | 41.67%    | 0.00%   | 16.67%     | 0.00%  | 0.00%     | 0.00%  | 0.00%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 41.67% |
| 10    | Karachi-Malir   | 19.05%    | 42.86%  | 0.00%      | 11.90% | 2.38%     | 0.00%  | 9.52%      | 14.29% | 0.00%            | 0.00%  | 0.00%     | 14.29% |
| 11    | Karachi-South   | 18.42%    | 39.47%  | 10.53%     | 10.53% | 2.63%     | 2.63%  | 2.63%      | 13.16% | 0.00%            | 0.00%  | 0.00%     | 13.16% |
| 12    | Karachi-West    | 0.00%     | 100.00% | 0.00%      | 0.00%  | 0.00%     | 0.00%  | 0.00%      | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 0.00%  |

## ANNEXURE V (G)

| S.<br>No | District            | Full time |        | Full time<br>(Seasonal) |        | Services on call |        | Part time |        |
|----------|---------------------|-----------|--------|-------------------------|--------|------------------|--------|-----------|--------|
|          |                     | Male      | Female | Male                    | Female | Male             | Female | Male      | Female |
| 13       | Kashmore @ Kandhkot | 40.00%    | 4.00%  | 0.00%                   | 44.00% | 0.00%            | 12.00% | 0.00%     | 0.00%  |
| 14       | Khairpur            | 48.70%    | 34.78% | 9.57%                   | 0.00%  | 6.09%            | 0.87%  | 0.00%     | 0.00%  |
| 15       | Larkana             | 45.65%    | 16.67% | 15.22%                  | 6.52%  | 10.14%           | 0.00%  | 1.45%     | 4.35%  |
| 16       | Matiari             | 17.65%    | 7.84%  | 33.33%                  | 7.84%  | 11.76%           | 21.57% | 0.00%     | 0.00%  |
| 17       | Mirpurkhas          | 46.25%    | 13.75% | 2.50%                   | 32.50% | 1.25%            | 1.25%  | 2.50%     | 0.00%  |
| 18       | Naushehro Feroze    | 48.73%    | 15.19% | 3.16%                   | 3.80%  | 0.63%            | 0.00%  | 19.62%    | 8.86%  |
| 19       | Qamber @ Shahdadkot | 0.00%     | 50.00% | 0.00%                   | 0.00%  | 0.00%            | 0.00%  | 0.00%     | 50.00% |
| 20       | Sanghar             | 26.72%    | 33.62% | 0.86%                   | 11.21% | 14.66%           | 4.31%  | 2.59%     | 6.03%  |
| 21       | Shaheed Benazirabad | 30.56%    | 41.67% | 11.11%                  | 5.56%  | 0.00%            | 8.33%  | 0.00%     | 2.78%  |
| 22       | Shikarpur           | 14.29%    | 33.33% | 0.00%                   | 33.33% | 0.00%            | 14.29% | 0.00%     | 4.76%  |
| 23       | Sujawal             | 3.17%     | 47.62% | 0.00%                   | 19.05% | 23.81%           | 4.76%  | 0.00%     | 1.59%  |
| 24       | Sukkur              | 26.37%    | 46.70% | 10.44%                  | 1.65%  | 10.99%           | 0.00%  | 1.65%     | 2.20%  |
| 25       | Tando Allahyar      | 7.69%     | 11.54% | 3.85%                   | 5.77%  | 1.92%            | 38.46% | 3.85%     | 26.92% |
| 26       | Tando Muhammad Khan | 17.65%    | 14.71% | 50.00%                  | 8.82%  | 0.00%            | 5.88%  | 0.00%     | 2.94%  |
| 27       | Tharparkar          | 52.56%    | 35.90% | 8.97%                   | 0.00%  | 2.56%            | 0.00%  | 0.00%     | 0.00%  |
| 28       | Thatta              | 34.21%    | 2.63%  | 18.42%                  | 0.00%  | 36.84%           | 0.00%  | 5.26%     | 2.63%  |
| 29       | Umerkot             | 64.24%    | 4.64%  | 13.91%                  | 4.64%  | 5.30%            | 0.66%  | 3.97%     | 2.65%  |



## ANNEXURE V (H)

Table 2. 38 Pre-Training Income Range

| S. No                      | Options                         | Frequency   |             | Total       | Percentage    | Female Participation |
|----------------------------|---------------------------------|-------------|-------------|-------------|---------------|----------------------|
|                            |                                 | Male        | Female      |             |               |                      |
| 1                          | Less than 15,000 rupees         | 616         | 543         | 1159        | 68.95%        | 46.85%               |
| 2                          | Between 15,000 to 30,000 rupees | 246         | 139         | 385         | 22.90%        | 36.10%               |
| 3                          | Between 30,000 to 50,000 rupees | 96          | 25          | 121         | 7.20%         | 20.66%               |
| 4                          | Over 50,000 rupees              | 14          | 2           | 16          | 0.95%         | 12.50%               |
| <b>Total Respondents</b>   |                                 | <b>972</b>  | <b>709</b>  | <b>1681</b> | <b>45.72%</b> | <b>42.18%</b>        |
| Unemployed before Training |                                 | 1028        | 968         | 1996        | 54.28%        | 48.50%               |
| <b>Total Respondents</b>   |                                 | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |

Table 2. 39 District Wise Status of Pre-Training Income Range

| S. No | District            | Less than 15,000 rupees |        | Between 15,000 to 30,000 rupees |        | Between 30,000 to 50,000 rupees |        | Over 50,000 rupees |        |
|-------|---------------------|-------------------------|--------|---------------------------------|--------|---------------------------------|--------|--------------------|--------|
|       |                     | Male                    | Female | Male                            | Female | Male                            | Female | Male               | Female |
| 1     | Badin               | 50.85%                  | 36.16% | 10.17%                          | 1.13%  | 1.13%                           | 0.00%  | 0.56%              | 0.00%  |
| 2     | Dadu                | 23.81%                  | 12.70% | 33.33%                          | 12.70% | 15.87%                          | 1.59%  | 0.00%              | 0.00%  |
| 3     | Ghotki              | 34.78%                  | 13.04% | 39.13%                          | 8.70%  | 4.35%                           | 0.00%  | 0.00%              | 0.00%  |
| 4     | Hyderabad           | 47.67%                  | 17.44% | 29.07%                          | 3.49%  | 2.33%                           | 0.00%  | 0.00%              | 0.00%  |
| 5     | Jacobabad           | 17.16%                  | 70.90% | 5.22%                           | 3.73%  | 2.99%                           | 0.00%  | 0.00%              | 0.00%  |
| 6     | Jamshoro            | 28.57%                  | 50.00% | 7.14%                           | 7.14%  | 0.00%                           | 0.00%  | 7.14%              | 0.00%  |
| 7     | Karachi-Central     | 8.33%                   | 50.00% | 8.33%                           | 8.33%  | 16.67%                          | 8.33%  | 0.00%              | 0.00%  |
| 8     | Karachi-East        | 36.36%                  | 18.18% | 18.18%                          | 0.00%  | 0.00%                           | 9.09%  | 18.18%             | 0.00%  |
| 9     | Karachi-Korangi     | 41.67%                  | 41.67% | 8.33%                           | 8.33%  | 0.00%                           | 0.00%  | 0.00%              | 0.00%  |
| 10    | Karachi-Malir       | 14.63%                  | 46.34% | 17.07%                          | 12.20% | 7.32%                           | 2.44%  | 0.00%              | 0.00%  |
| 11    | Karachi-South       | 20.93%                  | 46.51% | 16.28%                          | 11.63% | 2.33%                           | 0.00%  | 2.33%              | 0.00%  |
| 12    | Karachi-West        | 0.00%                   | 0.00%  | 0.00%                           | 0.00%  | 0.00%                           | 0.00%  | 0.00%              | 0.00%  |
| 13    | Kashmore @ Kandhkot | 72.73%                  | 0.00%  | 27.27%                          | 0.00%  | 0.00%                           | 0.00%  | 0.00%              | 0.00%  |
| 14    | Khairpur            | 72.62%                  | 19.05% | 5.95%                           | 1.19%  | 0.00%                           | 0.00%  | 0.00%              | 1.19%  |
| 15    | Larkana             | 65.49%                  | 19.72% | 8.45%                           | 4.93%  | 0.00%                           | 0.70%  | 0.70%              | 0.00%  |
| 16    | Matari              | 38.89%                  | 27.78% | 27.78%                          | 0.00%  | 5.56%                           | 0.00%  | 0.00%              | 0.00%  |
| 17    | Mirpurkhas          | 8.93%                   | 37.50% | 2.68%                           | 42.86% | 6.25%                           | 0.00%  | 1.79%              | 0.00%  |
| 18    | Naushehro Feroze    | 26.28%                  | 17.95% | 15.38%                          | 0.64%  | 26.28%                          | 11.54% | 1.92%              | 0.00%  |

## ANNEXURE V (H)

| S. No | District            | Less than 15,000 rupees |        | Between 15,000 to 30,000 rupees |        | Between 30,000 to 50,000 rupees |        | Over 50,000 rupees |        |
|-------|---------------------|-------------------------|--------|---------------------------------|--------|---------------------------------|--------|--------------------|--------|
|       |                     | Male                    | Female | Male                            | Female | Male                            | Female | Male               | Female |
| 19    | Qamber @ Shahdadkot | 0.00%                   | 28.57% | 0.00%                           | 71.43% | 0.00%                           | 0.00%  | 0.00%              | 0.00%  |
| 20    | Sanghar             | 22.89%                  | 61.45% | 8.43%                           | 4.82%  | 2.41%                           | 0.00%  | 0.00%              | 0.00%  |
| 21    | Shaheed Benazirabad | 46.22%                  | 35.29% | 8.40%                           | 7.56%  | 1.68%                           | 0.00%  | 0.84%              | 0.00%  |
| 22    | Shikarpur           | 30.00%                  | 70.00% | 0.00%                           | 0.00%  | 0.00%                           | 0.00%  | 0.00%              | 0.00%  |
| 23    | Sujawal             | 1.96%                   | 76.47% | 3.92%                           | 17.65% | 0.00%                           | 0.00%  | 0.00%              | 0.00%  |
| 24    | Sukkur              | 71.70%                  | 3.77%  | 22.64%                          | 0.00%  | 0.00%                           | 0.00%  | 1.89%              | 0.00%  |
| 25    | Tando Allahyar      | 0.00%                   | 11.11% | 11.11%                          | 55.56% | 22.22%                          | 0.00%  | 0.00%              | 0.00%  |
| 26    | Tando Muhammad Khan | 4.35%                   | 17.39% | 26.09%                          | 34.78% | 8.70%                           | 4.35%  | 4.35%              | 0.00%  |
| 27    | Tharparkar          | 51.16%                  | 20.93% | 16.28%                          | 6.98%  | 2.33%                           | 2.33%  | 0.00%              | 0.00%  |
| 28    | Thatta              | 31.43%                  | 1.43%  | 55.71%                          | 4.29%  | 7.14%                           | 0.00%  | 0.00%              | 0.00%  |
| 29    | Umerkot             | 39.19%                  | 29.73% | 14.86%                          | 4.05%  | 10.81%                          | 0.00%  | 0.00%              | 1.35%  |

## ANNEXURE V (I)

Table 2. 40 Income Range Right After The Training

| S. No                    | Options                         | Frequency   |             |  | Total       | Percentage    | Female Participation |
|--------------------------|---------------------------------|-------------|-------------|--|-------------|---------------|----------------------|
|                          |                                 | Male        | Female      |  |             |               |                      |
| 1                        | Less than 15,000 rupees         | 618         | 508         |  | 1126        | 49.15%        | 45.12%               |
| 2                        | Between 15,000 to 30,000 rupees | 597         | 361         |  | 958         | 41.82%        | 37.68%               |
| 3                        | Between 30,000 to 50,000 rupees | 130         | 54          |  | 184         | 8.03%         | 29.35%               |
| 4                        | Over 50,000 rupees              | 19          | 4           |  | 23          | 1.00%         | 17.39%               |
| <b>Total Respondents</b> |                                 | <b>1364</b> | <b>927</b>  |  | <b>2291</b> | <b>62.31%</b> | <b>40.46%</b>        |
| Unemployed               |                                 | 636         | 750         |  | 1386        | 37.69%        | 54.11%               |
| <b>Total Respondents</b> |                                 | <b>2000</b> | <b>1677</b> |  | <b>3677</b> |               | <b>45.61%</b>        |

Table 2. 41 District Wise Status of Income Range Right After the Training

| S.No | District            | Income Range Right After the Training |        |                                 |        |                                 |        |
|------|---------------------|---------------------------------------|--------|---------------------------------|--------|---------------------------------|--------|
|      |                     | Less than 15,000 rupees               |        | Between 15,000 to 30,000 rupees |        | Between 30,000 to 50,000 rupees |        |
|      |                     | Male                                  | Female | Male                            | Female | Male                            | Female |
| 1    | Badin               | 10.81%                                | 26.58% | 40.54%                          | 16.22% | 3.60%                           | 1.35%  |
| 2    | Dadu                | 20.00%                                | 12.00% | 29.33%                          | 20.00% | 16.00%                          | 2.67%  |
| 3    | Ghotki              | 32.00%                                | 8.00%  | 40.00%                          | 16.00% | 4.00%                           | 0.00%  |
| 4    | Hyderabad           | 47.37%                                | 25.84% | 22.01%                          | 3.83%  | 0.96%                           | 0.00%  |
| 5    | Jacobabad           | 8.86%                                 | 61.39% | 10.13%                          | 17.09% | 2.53%                           | 0.00%  |
| 6    | Jamshoro            | 21.43%                                | 7.14%  | 14.29%                          | 35.71% | 7.14%                           | 10.71% |
| 7    | Karachi-Central     | 10.71%                                | 35.71% | 3.57%                           | 32.14% | 3.57%                           | 7.14%  |
| 8    | Karachi-East        | 50.00%                                | 8.33%  | 16.67%                          | 0.00%  | 0.00%                           | 8.33%  |
| 9    | Karachi-Korangi     | 7.69%                                 | 7.69%  | 53.85%                          | 30.77% | 0.00%                           | 0.00%  |
| 10   | Karachi-Malir       | 6.38%                                 | 25.53% | 12.77%                          | 31.91% | 10.64%                          | 10.64% |
| 11   | Karachi-South       | 16.98%                                | 41.51% | 15.09%                          | 16.98% | 5.66%                           | 1.89%  |
| 12   | Karachi-West        | 0.00%                                 | 0.00%  | 0.00%                           | 0.00%  | 0.00%                           | 0.00%  |
| 13   | Kashmore @ Kandhkot | 10.00%                                | 33.33% | 26.67%                          | 26.67% | 3.33%                           | 0.00%  |
| 14   | Khairpur            | 32.87%                                | 19.58% | 34.27%                          | 11.89% | 1.40%                           | 0.00%  |
| 15   | Larkana             | 65.36%                                | 18.30% | 11.76%                          | 3.92%  | 0.00%                           | 0.00%  |
| 16   | Matiari             | 48.48%                                | 9.09%  | 21.21%                          | 15.15% | 6.06%                           | 0.00%  |
| 17   | Mirpurkhas          | 23.13%                                | 6.12%  | 9.52%                           | 53.06% | 2.72%                           | 2.04%  |
| 18   | Naushehro Feroze    | 14.52%                                | 10.22% | 36.56%                          | 8.06%  | 20.43%                          | 1.08%  |

## ANNEXURE V (I)

| S.No | District            | Less than 15,000 rupees |        | Between 15,000 to 30,000 rupees |        | Between 30,000 to 50,000 rupees |        | Over 50,000 rupees |        |
|------|---------------------|-------------------------|--------|---------------------------------|--------|---------------------------------|--------|--------------------|--------|
|      |                     | Male                    | Female | Male                            | Female | Male                            | Female | Male               | Female |
| 19   | Qamber @ Shahdadkot | 0.00%                   | 28.57% | 0.00%                           | 71.43% | 0.00%                           | 0.00%  | 0.00%              | 0.00%  |
| 20   | Sanghar             | 17.12%                  | 28.83% | 14.41%                          | 23.42% | 9.01%                           | 5.41%  | 1.80%              | 0.00%  |
| 21   | Shaheed Benazirabad | 41.38%                  | 48.28% | 1.15%                           | 5.75%  | 3.45%                           | 0.00%  | 0.00%              | 0.00%  |
| 22   | Shikarpur           | 0.00%                   | 28.57% | 28.57%                          | 14.29% | 14.29%                          | 14.29% | 0.00%              | 0.00%  |
| 23   | Sujawal             | 0.00%                   | 28.89% | 8.89%                           | 60.00% | 0.00%                           | 2.22%  | 0.00%              | 0.00%  |
| 24   | Sukkur              | 45.71%                  | 8.57%  | 35.71%                          | 0.00%  | 10.00%                          | 0.00%  | 0.00%              | 0.00%  |
| 25   | Tando Allahyar      | 19.05%                  | 28.57% | 14.29%                          | 19.05% | 9.52%                           | 9.52%  | 0.00%              | 0.00%  |
| 26   | Tando Muhammad Khan | 44.74%                  | 15.79% | 18.42%                          | 10.53% | 5.26%                           | 0.00%  | 0.00%              | 5.26%  |
| 27   | Tharparkar          | 48.24%                  | 21.18% | 16.47%                          | 8.24%  | 2.35%                           | 3.53%  | 0.00%              | 0.00%  |
| 28   | Thatta              | 30.49%                  | 0.00%  | 56.10%                          | 4.88%  | 8.54%                           | 0.00%  | 0.00%              | 0.00%  |
| 29   | Umerkot             | 16.48%                  | 8.52%  | 58.52%                          | 6.82%  | 6.25%                           | 2.27%  | 0.57%              | 0.57%  |

## ANNEXURE V (J)

Table 2. 42 Income Range at The Time of Survey Tracer Study 2023

| S. No                    | Options                         | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|---------------------------------|-------------|-------------|-------------|---------------|----------------------|
|                          |                                 | Male        | Female      | Total       |               |                      |
| 1                        | Less than 15,000 rupees         | 170         | 239         | 409         | 22.11%        | 58.44%               |
| 2                        | Between 15,000 to 30,000 rupees | 499         | 447         | 946         | 51.14%        | 47.25%               |
| 3                        | Between 30,000 to 50,000 rupees | 337         | 100         | 437         | 23.62%        | 22.88%               |
| 4                        | Over 50,000 rupees              | 47          | 11          | 58          | 3.14%         | 18.97%               |
| <b>Total Responses</b>   |                                 | <b>1053</b> | <b>797</b>  | <b>1850</b> | <b>50.31%</b> | <b>43.08%</b>        |
| Unemployed               |                                 | 625         | 524         | 1149        | 31.25%        | 45.60%               |
| No Response              |                                 | 322         | 356         | 678         | 18.44%        | 52.51%               |
| <b>Total Respondents</b> |                                 | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |

Table 2. 43 Income Range at The Time of Survey Tracer Study 2010

| S. No                    | Options                         | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|---------------------------------|-------------|-------------|-------------|---------------|----------------------|
|                          |                                 | Male        | Female      | Total       |               |                      |
| G1                       | Less than 6,000 Rupees          | 310         | 145         | 455         | 71.88%        | 31.87%               |
| G2                       | Between 6,000 to 10,000 Rupees  | 113         | 24          | 137         | 21.64%        | 17.52%               |
| G3                       | Between 10,000 to 20,000 Rupees | 21          | 5           | 26          | 4.11%         | 19.23%               |
| G4                       | Over 20,000 Rupees              | 11          | 4           | 15          | 2.37%         | 26.67%               |
| <b>Total Responses</b>   |                                 | <b>455</b>  | <b>178</b>  | <b>633</b>  | <b>17.22%</b> | <b>28.12%</b>        |
| Didn't Answer            |                                 | 1691        | 1071        | 2762        |               | 81.35%               |
| <b>Total Respondents</b> |                                 | <b>2146</b> | <b>1249</b> | <b>3395</b> |               | <b>36.79%</b>        |

Table 2. 44 Change in the Number of Respondents Across Different Income Groups Over Different Points of Time

| S. No | Options                         | Before Training | Right After the Training | At the Time of Survey |
|-------|---------------------------------|-----------------|--------------------------|-----------------------|
| 1     | Less than 15,000 rupees         | 68.95%          | 49.15%                   | 22.11%                |
| 2     | Between 15,000 to 30,000 rupees | 22.90%          | 41.82%                   | 51.14%                |
| 3     | Between 30,000 to 50,000 rupees | 7.20%           | 8.03%                    | 23.62%                |
| 4     | Over 50,000 rupees              | 0.95%           | 1.00%                    | 3.14%                 |

## ANNEXURE V (J)

**Table 2. 45 District Wise Income Range of Respondents at The Time of Survey**

| S.No | District            | Less than 15,000 rupees |        | Between 15,000 to 30,000 rupees |         | Between 30,000 to 50,000 rupees |        | Over 50,000 rupees |        |
|------|---------------------|-------------------------|--------|---------------------------------|---------|---------------------------------|--------|--------------------|--------|
|      |                     | Male                    | Female | Male                            | Female  | Male                            | Female | Male               | Female |
| 1    | Badin               | 0.63%                   | 11.25% | 39.38%                          | 22.50%  | 15.63%                          | 5.63%  | 2.50%              | 2.50%  |
| 2    | Dadu                | 9.18%                   | 16.33% | 31.63%                          | 20.41%  | 13.27%                          | 9.18%  | 0.00%              | 0.00%  |
| 3    | Ghotki              | 11.11%                  | 11.11% | 27.78%                          | 11.11%  | 33.33%                          | 0.00%  | 5.56%              | 0.00%  |
| 4    | Hyderabad           | 17.90%                  | 14.41% | 28.38%                          | 12.23%  | 24.89%                          | 0.87%  | 1.31%              | 0.00%  |
| 5    | Jacobabad           | 0.00%                   | 24.19% | 8.06%                           | 56.45%  | 4.84%                           | 6.45%  | 0.00%              | 0.00%  |
| 6    | Jamshoro            | 0.00%                   | 11.11% | 27.78%                          | 27.78%  | 16.67%                          | 16.67% | 0.00%              | 0.00%  |
| 7    | Karachi-Central     | 12.50%                  | 29.17% | 4.17%                           | 33.33%  | 0.00%                           | 4.17%  | 12.50%             | 4.17%  |
| 8    | Karachi-East        | 0.00%                   | 33.33% | 16.67%                          | 0.00%   | 33.33%                          | 0.00%  | 16.67%             | 0.00%  |
| 9    | Karachi-Korangi     | 0.00%                   | 21.43% | 35.71%                          | 35.71%  | 7.14%                           | 0.00%  | 0.00%              | 0.00%  |
| 10   | Karachi-Malir       | 5.00%                   | 20.00% | 7.50%                           | 42.50%  | 12.50%                          | 5.00%  | 5.00%              | 2.50%  |
| 11   | Karachi-South       | 4.65%                   | 27.91% | 16.28%                          | 39.53%  | 9.30%                           | 0.00%  | 2.33%              | 0.00%  |
| 12   | Karachi-West        | 0.00%                   | 0.00%  | 0.00%                           | 100.00% | 0.00%                           | 0.00%  | 0.00%              | 0.00%  |
| 13   | Kashmore @ Kandhkot | 4.55%                   | 50.00% | 36.36%                          | 0.00%   | 4.55%                           | 4.55%  | 0.00%              | 0.00%  |
| 14   | Khairpur            | 18.42%                  | 4.39%  | 30.70%                          | 28.07%  | 14.91%                          | 3.51%  | 0.00%              | 0.00%  |
| 15   | Larkana             | 5.51%                   | 3.94%  | 42.52%                          | 9.45%   | 26.77%                          | 6.30%  | 3.94%              | 1.57%  |
| 16   | Matiali             | 47.83%                  | 6.52%  | 28.26%                          | 10.87%  | 6.52%                           | 0.00%  | 0.00%              | 0.00%  |
| 17   | Mirpurkhas          | 2.47%                   | 1.23%  | 43.21%                          | 43.21%  | 4.94%                           | 3.70%  | 1.23%              | 0.00%  |
| 18   | Naushehro Feroze    | 2.58%                   | 9.03%  | 21.29%                          | 9.68%   | 44.52%                          | 10.97% | 1.94%              | 0.00%  |
| 19   | Qamber @ Shahdackot | 0.00%                   | 0.00%  | 0.00%                           | 100.00% | 0.00%                           | 0.00%  | 0.00%              | 0.00%  |
| 20   | Sanghar             | 2.20%                   | 26.37% | 17.58%                          | 29.67%  | 9.89%                           | 8.79%  | 4.40%              | 1.10%  |
| 21   | Shaheed Benazirabad | 18.75%                  | 31.25% | 12.50%                          | 15.63%  | 3.13%                           | 15.63% | 3.13%              | 0.00%  |
| 22   | Shikarpur           | 0.00%                   | 42.86% | 28.57%                          | 0.00%   | 14.29%                          | 14.29% | 0.00%              | 0.00%  |
| 23   | Sujawal             | 2.70%                   | 24.32% | 8.11%                           | 62.16%  | 0.00%                           | 2.70%  | 0.00%              | 0.00%  |
| 24   | Sukkur              | 4.49%                   | 5.06%  | 19.66%                          | 44.38%  | 16.29%                          | 2.81%  | 7.30%              | 0.00%  |
| 25   | Tando Allahyar      | 5.71%                   | 48.57% | 14.29%                          | 22.86%  | 2.86%                           | 5.71%  | 0.00%              | 0.00%  |
| 26   | Tando Muhammad Khan | 3.13%                   | 9.38%  | 46.88%                          | 9.38%   | 15.63%                          | 12.50% | 3.13%              | 0.00%  |
| 27   | Tharparkar          | 23.38%                  | 3.90%  | 23.38%                          | 15.58%  | 18.18%                          | 14.29% | 0.00%              | 1.30%  |
| 28   | Thatta              | 23.33%                  | 0.00%  | 53.33%                          | 6.67%   | 16.67%                          | 0.00%  | 0.00%              | 0.00%  |
| 29   | Umerkot             | 11.43%                  | 5.71%  | 22.86%                          | 17.14%  | 35.71%                          | 0.00%  | 5.71%              | 1.43%  |



## ANNEXURE V (J)

Table 2. 46 Status Of Employment Before And After The Training

| S. No                      | Options  | Frequency   |             | Percentage    | Female Participation |
|----------------------------|--|-------------|-------------|---------------|----------------------|
|                            |  | Male        | Female      |               |                      |
| 1                          | Jobless before the training but employed right now   | 444         | 379         | 27.44%        | 46.05%               |
| 2                          | Salary Increases                                     | 381         | 217         | 19.94%        | 36.29%               |
| 3                          | Same Salary status                                   | 210         | 196         | 13.54%        | 48.28%               |
| 4                          | Continued to be unemployed after the training        | 288         | 269         | 18.57%        | 48.29%               |
| 5                          | Salary Decreases                                     | 18          | 5           | 0.77%         | 21.74%               |
| 6                          | Had job before the training but unemployed right now | 337         | 255         | 19.74%        | 43.07%               |
| <b>Total Responses</b>     |  | <b>1678</b> | <b>1321</b> | <b>81.56%</b> | <b>44.05%</b>        |
| Insufficient / No Response |  | 322         | 356         | 18.44%        | 52.51%               |
| <b>Total Respondents</b>   |  | <b>2000</b> | <b>1677</b> |               | <b>45.61%</b>        |

Table 2. 47 Industry Wise Analysis of Respondents Who Were Unemployed at The Time of Survey







| S. No | Industry / Sector                  | Had job before the training but unemployed right now |                      |                             |                      | Continued to be unemployed after the training |                      |                             |                      | TOTAL                          |                      |                             |                      |
|-------|------------------------------------|--|----------------------|-----------------------------|----------------------|---|----------------------|-----------------------------|----------------------|--------------------------------|----------------------|-----------------------------|----------------------|
|       |                                    | Unemployed and Looking for Job                       |                      | Married and Not Seeking Job |                      | Unemployed and Looking for Job                |                      | Married and Not Seeking Job |                      | Unemployed and Looking for Job |                      | Married and Not Seeking Job |                      |
|       |                                    | Continuing Education                                 | Continuing Education | Continuing Education        | Continuing Education | Continuing Education                          | Continuing Education | Continuing Education        | Continuing Education | Continuing Education           | Continuing Education | Continuing Education        | Continuing Education |
| 1     | Automobile Industry                | 10   | 0                    | 0                           | 0                    | 0   | 0                    | 0                           | 0                    | 10                             | 1                    | 0                           | 0                    |
| 2     | Banking                            | 0  | 3                    | 0                           | 0                    | 0   | 1                    | 0                           | 0                    | 0                              | 4                    | 0                           | 0                    |
| 3     | Beauty Industry                    | 75   | 3                    | 1                           | 14                   | 6   | 4                    | 89                          | 9                    | 9                              | 9                    | 5                           | 5                    |
| 4     | Construction Industry              | 59   | 20                   | 0                           | 9                    | 9   | 0                    | 68                          | 29                   | 0                              | 0                    | 0                           | 0                    |
| 5     | Education Industry                 | 4  | 2                    | 1                           | 9                    | 10  | 0                    | 13                          | 12                   | 1                              | 1                    | 0                           | 0                    |
| 6     | Fisheries                          | 7  | 1                    | 0                           | 139                  | 0   | 0                    | 146                         | 1                    | 0                              | 0                    | 0                           | 0                    |
| 7     | Garments Industry                  | 9  | 1                    | 2                           | 11                   | 1   | 0                    | 20                          | 2                    | 2                              | 0                    | 0                           | 0                    |
| 8     | General Industrial Work            | 0  | 1                    | 0                           | 0                    | 0   | 0                    | 0                           | 1                    | 0                              | 0                    | 0                           | 0                    |
| 9     | General Office Working             | 142  | 25                   | 2                           | 57                   | 50  | 13                   | 199                         | 75                   | 15                             | 15                   | 15                          | 15                   |
| 10    | Hospitality Industry               | 5  | 1                    | 1                           | 2                    | 2   | 1                    | 7                           | 3                    | 2                              | 2                    | 2                           | 2                    |
| 11    | Information Technology Industry    | 50   | 7                    | 0                           | 25                   | 9   | 5                    | 75                          | 16                   | 5                              | 5                    | 5                           | 5                    |
| 12    | Language                           | 3  | 0                    | 0                           | 2                    | 0   | 0                    | 5                           | 0                    | 0                              | 0                    | 0                           | 0                    |
| 13    | Livestock Care & Vaccination       | 12   | 12                   | 14                          | 3                    | 34  | 69                   | 15                          | 46                   | 83                             | 83                   | 83                          | 83                   |
| 14    | Self-Employable Creative Industry  | 83   | 3                    | 1                           | 25                   | 22  | 13                   | 108                         | 25                   | 14                             | 14                   | 14                          | 14                   |
| 15    | Self-Employable Repairing Industry | 15   | 10                   | 0                           | 3                    | 1   | 0                    | 18                          | 11                   | 0                              | 0                    | 0                           | 0                    |
| 16    | Self-Employable Services Industry  | 3  | 0                    | 0                           | 2                    | 0   | 0                    | 5                           | 0                    | 0                              | 0                    | 0                           | 0                    |
| 17    | Stock Market                       | 0  | 0                    | 0                           | 1                    | 0   | 0                    | 1                           | 0                    | 0                              | 0                    | 0                           | 0                    |

## ANNEXURE V (J)

| S. No | Industry / Sector       | Had job before the training but unemployed right now |    |                             |    | Continued to be unemployed after the training |     |                             |     | TOTAL                |     |                                |     |
|-------|-------------------------|--|----|-----------------------------|----|---|-----|-----------------------------|-----|----------------------|-----|--------------------------------|-----|
|       |                         | Unemployed and Looking for Job                       |    | Married and Not Seeking Job |    | Unemployed and Looking for Job                |     | Married and Not Seeking Job |     | Continuing Education |     | Unemployed and Looking for Job |     |
|       |                         | Continuing Education                                 | 0  | Continuing Education        | 0  | Continuing Education                          | 1   | Continuing Education        | 0   | Continuing Education | 1   | Continuing Education           | 3   |
| 18    | Textile Industry        | 0  | 0  | 0                           | 0  | 1   | 3   | 0                           | 0   | 1                    | 1   | 3                              | 0   |
| 19    | Traditional Art & Craft | 4  | 0  | 0                           | 0  | 0   | 0   | 0                           | 0   | 4                    | 4   | 0                              | 0   |
| Total |                         | 481  | 89 | 22                          | 22 | 303   | 149 | 105                         | 105 | 784                  | 784 | 238                            | 127 |

## ANNEXURE V (K)

**Table 2. 48 Relevance of Pre-Training Occupation with the Training Acquired**

| S. No                    | Options          | Frequency   |             |             | Percentage  | Female Participation |
|--------------------------|------------------|-------------|-------------|-------------|---|----------------------|
|                          |                  | Male        | Female      | Total       |   |                      |
| 1                        | Related          | 597         | 412         | 1009        | 66.43%         | 40.83%               |
| 2                        | Somewhat Related | 193         | 189         | 382         | 25.15%         | 49.48%               |
| 3                        | Not Related      | 80          | 48          | 128         | 8.43%          | 37.50%               |
| <b>Total Responses</b>   |                  | <b>870</b>  | <b>649</b>  | <b>1519</b> | <b>41.31%</b>  | <b>42.73%</b>        |
| Unemployed               |                  | 1028        | 968         | 1996        | 54.28%         | 48.50%               |
| No Response              |                  | 102         | 60          | 162         | 4.41%          | 37.04%               |
| <b>Total Respondents</b> |                  | <b>2000</b> | <b>1677</b> | <b>3677</b> |   | <b>45.61%</b>        |

**Table 2. 49 Industry Wise Relevance of Pre-Training Occupation with the Training Acquired**

| S. No | Industry / Sector                    | Related | Somewhat Related | Not Related |
|-------|--------------------------------------|---------|------------------|-------------|
| 1     | Automobile Industry                  | 17.65%  | 0.00%            | 0.00%       |
| 2     | Banking                              | 0.00%   | 20.00%           | 26.67%      |
| 3     | Beauty Industry                      | 24.43%  | 5.43%            | 4.98%       |
| 4     | Construction Industry                | 44.27%  | 9.38%            | 3.13%       |
| 5     | Education Industry                   | 28.92%  | 8.43%            | 9.64%       |
| 6     | Fisheries                            | 1.90%   | 0.00%            | 0.00%       |
| 7     | Garments Industry                    | 11.48%  | 8.20%            | 3.28%       |
| 8     | General Industrial Work              | 66.67%  | 0.00%            | 0.00%       |
| 9     | General Office Working               | 30.51%  | 12.69%           | 5.59%       |
| 10    | Hospitality Industry                 | 27.50%  | 2.50%            | 2.50%       |
| 11    | Information Technology Industry      | 21.45%  | 8.36%            | 5.82%       |
| 12    | Language                             | 38.46%  | 7.69%            | 7.69%       |
| 13    | Livestock Care & Vaccination         | 21.97%  | 26.01%           | 1.73%       |
| 14    | Online Marketing / Customer Services | 33.33%  | 33.33%           | 33.33%      |
| 15    | Self-Employable Creative Industry    | 21.32%  | 9.56%            | 0.74%       |
| 16    | Self-Employable Repairing Industry   | 40.54%  | 4.05%            | 0.00%       |
| 17    | Self-Employable Services Industry    | 14.71%  | 11.76%           | 0.00%       |
| 18    | Stock Market                         | 5.26%   | 31.58%           | 57.89%      |
| 19    | Traditional Art & Craft              | 12.50%  | 0.00%            | 4.17%       |

## ANNEXURE V (L)

Table 2.50 Reasons for Unemployment / Irrelevant Employment Tracer Study 2023

| S. No                    | Options   | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|---|-------------|-------------|-------------|---------------|----------------------|
|                          |   | Male        | Female      | Total       |               |                      |
| 1                        | I tried but could not find a job in the occupational area I was trained.      | 325         | 216         | 541         | 27.24%        | 39.93%               |
| 2                        | I did not feel sufficiently qualified in the field I was trained              | 84          | 90          | 174         | 8.76%         | 51.72%               |
| 3                        | I found I did not like the type of work found in the area I was trained       | 52          | 49          | 101         | 5.09%         | 48.51%               |
| 4                        | I found the pay was too low for the type of work found in my area of training | 90          | 167         | 257         | 12.94%        | 64.98%               |
| 5                        | Better employment came along before I found a job in my area of training      | 226         | 146         | 372         | 18.73%        | 39.25%               |
| 6                        | I never intended to work in my area of training                               | 20          | 34          | 54          | 2.72%         | 62.96%               |
| 7                        | I intended to take more training before taking a job                          | 378         | 109         | 487         | 24.52%        | 22.38%               |
| <b>Total Responses</b>   |   | <b>1175</b> | <b>811</b>  | <b>1986</b> | <b>54.01%</b> | <b>40.84%</b>        |
| No Response              |   | 825         | 866         | 1691        | 45.99%        | 51.21%               |
| <b>Total Respondents</b> |   | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |

Table 2.51 Reasons for Unemployment / Irrelevant Employment Tracer Study 2010

| S. No                    | Options   | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|---|-------------|-------------|-------------|---------------|----------------------|
|                          |   | Male        | Female      | Total       |               |                      |
| K1                       | I tried but could not find a job in the occupational area the list below      | 345         | 254         | 599         | 43.34%        | 42.40%               |
| K2                       | I did not feel sufficiently qualified in the field I was trained              | 40          | 22          | 62          | 4.49%         | 35.48%               |
| K3                       | I found I did not like the type of work found in the area I was trained       | 13          | 11          | 24          | 1.74%         | 45.83%               |
| K4                       | I found the pay was too low for the type of work found in my area of training | 44          | 25          | 69          | 4.99%         | 36.23%               |
| K5                       | Better employment came along before I found a job in my area of training      | 39          | 38          | 77          | 5.57%         | 49.35%               |
| K6                       | I never intended to work in my area of training                               | 77          | 46          | 123         | 8.90%         | 37.40%               |
| K7                       | I intended to take more training before taking a job                          | 211         | 162         | 373         | 26.99%        | 43.43%               |
| K8                       | Other (specify)   | 35          | 20          | 55          | 3.98%         | 36.36%               |
| <b>Total Responses</b>   |   | <b>804</b>  | <b>578</b>  | <b>1382</b> | <b>40.71%</b> | <b>41.82%</b>        |
| No Response              |   | 1342        | 671         | 2013        | 54.75%        | 59.29%               |
| <b>Total Respondents</b> |   | <b>2146</b> | <b>1249</b> | <b>3395</b> |               | <b>36.79%</b>        |

# ANNEXURE V (L)

Table 2.52 Industry / Sector Wise Reasons for Unemployment / Irrelevant Employment

| S. No             | I tried but could not find a job in the occupational area I was trained. | I did not feel sufficiently qualified in the field I was trained | I found I did not like the type of work found in the area I was trained | I found the pay was too low for the type of work found in my area of training | Better employment came along before I found a job in my area of training | I never intended to work in my area of training | I intended to take more training before taking a job |
|-------------------|--|--|---|---|--|---|--|
| 1                 | Automobile Industry  | 0.20%  | 0.05%   | 0.00%   | 0.15%  | 0.60%   | 0.00%  |
| 2                 | Banking  | 0.55%  | 0.20%   | 0.00%   | 0.20%  | 0.00%   | 0.00%  |
| 3                 | Beauty Industry  | 1.61%  | 0.96%   | 0.45%   | 2.01%  | 1.51%   | 0.86%  |
| 4                 | Construction Industry  | 2.37%  | 0.70%   | 0.25%   | 0.40%  | 2.27%   | 0.76%  |
| 5                 | Education Industry   | 0.65%  | 0.15%   | 0.10%   | 0.91%  | 0.40%   | 0.55%  |
| 6                 | Fisheries  | 1.01%  | 0.10%   | 0.05%   | 0.15%  | 0.76%   | 15.51%   |
| 7                 | Garments Industry  | 0.60%  | 0.25%   | 0.05%   | 0.65%  | 0.50%   | 0.05%  |
| 8                 | General Industrial Work  | 0.05%  | 0.00%   | 0.00%   | 0.00%  | 0.05%   | 0.00%  |
| 9                 | General Office Working   | 10.78%   | 1.91%   | 1.76%   | 3.17%  | 6.60%   | 2.32%  |
| 10                | Hospitality Industry   | 0.40%  | 0.15%   | 0.10%   | 0.10%  | 0.00%   | 0.91%  |
| 11                | Information Technology Industry  | 2.01%  | 1.66%   | 0.96%   | 1.06%  | 1.51%   | 1.06%  |
| 12                | Language   | 0.15%  | 0.05%   | 0.00%   | 0.00%  | 0.05%   | 0.00%  |
| 13                | Livestock Care & Vaccination   | 1.11%  | 0.76%   | 0.40%   | 0.45%  | 0.91%   | 0.50%  |
| 14                | Online Marketing / Customer Services                                     | 0.00%  | 0.00%   | 0.00%   | 0.00%  | 0.00%   | 0.00%  |
| 15                | Self-Employable Creative Industry  | 4.33%  | 1.56%   | 0.76%   | 3.37%  | 2.57%   | 1.21%  |
| 16                | Self-Employable Repairing Industry                                       | 0.86%  | 0.15%   | 0.20%   | 0.00%  | 0.45%   | 0.70%  |
| 17                | Self-Employable Services Industry  | 0.10%  | 0.10%   | 0.00%   | 0.00%  | 0.40%   | 0.00%  |
| 18                | Stock Market   | 0.40%  | 0.00%   | 0.00%   | 0.25%  | 0.15%   | 0.05%  |
| 19                | Textile Industry   | 0.05%  | 0.00%   | 0.00%   | 0.00%  | 0.00%   | 0.00%  |
| 20                | Traditional Art & Craft  | 0.00%  | 0.00%   | 0.00%   | 0.05%  | 0.00%   | 0.05%  |
| <b>Aggregates</b> |  | <b>27.24%</b>  | <b>8.76%</b>  | <b>5.09%</b>  | <b>12.94%</b>  | <b>18.73%</b>                                   | <b>24.52%</b>  |

Table 2.53 Reasons for Irrelevant Employment of Employed Respondents

| S. No | Options   | Male | Female | Total | Percentage |
|-------|---|------|--------|-------|------------|
| 1     | I tried but could not find a job in the occupational area I was trained.      | 186  | 113    | 299   | 11.83%     |
| 2     | I did not feel sufficiently qualified in the field I was trained              | 52   | 57     | 109   | 4.31%      |
| 3     | I found I did not like the type of work found in the area I was trained       | 24   | 27     | 51    | 2.02%      |
| 4     | I found the pay was too low for the type of work found in my area of training | 71   | 133    | 204   | 8.07%      |
| 5     | Better employment came along before I found a job in my area of training      | 156  | 106    | 262   | 10.36%     |

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## ANNEXURE V (L)

| S. No | Options  | Male       | Female     | Total       | Percentage     |
|-------|--|------------|------------|-------------|----------------|
| 6     | I never intended to work in my area of training      | 13         | 16         | 29          | 1.15%          |
| 7     | I intended to take more training before taking a job | 231        | 74         | 305         | 12.07%         |
|       | <b>Aggregates</b>                                    | <b>733</b> | <b>526</b> | <b>1259</b> | <b>49.80%*</b> |

\* This percentage is arrived at through dividing 1259 by 2528 (i.e. total employed respondents)



## ANNEXURE V (N)

Table 2.54 Time Lapsed Before Post-Training Employment

| S. No                    | Options                                       | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|---|-------------|-------------|-------------|---------------|----------------------|
|                          |   | Male        | Female      | Total       |               |                      |
| 1                        | Got job within a week of training completion. | 599         | 488         | 1087        | 36.29%        | 44.89%               |
| 2                        | Waited for up to 3 months                     | 359         | 333         | 692         | 23.11%        | 48.12%               |
| 3                        | Waited for 3 to 6 months                      | 297         | 161         | 458         | 15.29%        | 35.15%               |
| 4                        | Waited to 6 to 12 months                      | 308         | 82          | 390         | 13.02%        | 21.03%               |
| 5                        | Waited for more than 12 months                | 118         | 51          | 169         | 5.64%         | 30.18%               |
| 6                        | Unemployed since the completion of training   | 93          | 106         | 199         | 6.64%         | 53.27%               |
| <b>Total Responses</b>   |   | <b>1774</b> | <b>1221</b> | <b>2995</b> | <b>81.45%</b> | <b>40.77%</b>        |
| No Response              |   | 226         | 456         | 682         | 18.55%        | 66.86%               |
| <b>Total Respondents</b> |   | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |

## ANNEXURE V (N)

Table 2. 55 Distribution Of Employed Respondents Within Different Sectors Of Economy Tracer Study 2023

| S. No                    | Options   | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|---|-------------|-------------|-------------|---------------|----------------------|
|                          |   | Male        | Female      | Total       |               |                      |
| 1                        | Agriculture, forestry and fishing                                   | 246         | 86          | 332         | 16.37%        | 25.90%               |
| 2                        | Mining and quarrying  | 8           | 11          | 19          | 0.94%         | 57.89%               |
| 3                        | Manufacturing   | 35          | 46          | 81          | 3.99%         | 56.79%               |
| 4                        | Electricity / gas supply  | 86          | 11          | 97          | 4.78%         | 11.34%               |
| 5                        | Water supply, sewerage, waste management and remediation activities | 5           | 3           | 8           | 0.39%         | 37.50%               |
| 6                        | Construction  | 29          | 2           | 31          | 1.53%         | 6.45%                |
| 7                        | Wholesale and retail trade, repair of motor vehicles and motorcycle | 66          | 25          | 91          | 4.49%         | 27.47%               |
| 8                        | Transportation and storage  | 20          | 3           | 23          | 1.13%         | 13.04%               |
| 9                        | Accommodation and food services activities                          | 12          | 4           | 16          | 0.79%         | 25.00%               |
| 10                       | Information and communication                                       | 224         | 60          | 284         | 14.00%        | 21.13%               |
| 11                       | Financial and insurance activities                                  | 36          | 4           | 40          | 1.97%         | 10.00%               |
| 12                       | Real estate activities  | 12          | 1           | 13          | 0.64%         | 7.69%                |
| 13                       | Professional, scientific and technical activities                   | 55          | 29          | 84          | 4.14%         | 34.52%               |
| 14                       | Administrative and support service activities                       | 50          | 14          | 64          | 3.16%         | 21.88%               |
| 15                       | Public service / defense  | 52          | 10          | 62          | 3.06%         | 16.13%               |
| 16                       | Education   | 186         | 192         | 378         | 18.64%        | 50.79%               |
| 17                       | Human health and social work services                               | 45          | 47          | 92          | 4.54%         | 51.09%               |
| 18                       | Arts, entertainment and recreation                                  | 3           | 90          | 93          | 4.59%         | 96.77%               |
| 19                       | Others  | 30          | 190         | 220         | 10.85%        | 86.36%               |
| <b>Total Responses</b>   |   | <b>1200</b> | <b>828</b>  | <b>2028</b> | <b>55.15%</b> | <b>40.83%</b>        |
| Unemployed               |   | 625         | 524         | 1149        | 31.25%        | 45.60%               |
| No Response              |   | 175         | 325         | 500         | 13.60%        | 65.00%               |
| <b>Total Respondents</b> |   | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |

Table 2. 56 Distribution of Employed Respondents Within Different Sectors of Economy Tracer Study 2010

| S. No | Options   | Frequency |        |       | Percentage | Female Participation |
|-------|---|-----------|--------|-------|------------|----------------------|
|       |   | Male      | Female | Total |            |                      |
| 1     | Agriculture, forestry and fishing                                   | 62        | 6      | 68    | 10.19%     | 8.82%                |
| 2     | Mining and quarrying  | 14        | 3      | 17    | 2.55%      | 17.65%               |
| 3     | Manufacturing   | 27        | 4      | 31    | 4.65%      | 12.90%               |
| 4     | Electricity, gas, steam and air conditioning supply                 | 19        | 5      | 24    | 3.60%      | 20.83%               |
| 5     | Water supply, sewerage, waste management and remediation activities | 25        | 2      | 27    | 4.05%      | 7.41%                |
| 6     | Construction  | 10        | 2      | 12    | 1.80%      | 16.67%               |

## ANNEXURE V (N)

| S. No                    | Options  | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|--|-------------|-------------|-------------|---------------|----------------------|
|                          |  | Male        | Female      | Total       |               |                      |
| 7                        | Wholesale and retail trade, repair of motor vehicles and motorcycles | 12          | 4           | 16          | 2.40%         | 25.00%               |
| 8                        | Transportation and storage   | 12          | 1           | 13          | 1.95%         | 7.69%                |
| 9                        | Accommodation and food services activities                           | 3           | 2           | 5           | 0.75%         | 40.00%               |
| 10                       | Information and communication  | 17          | 3           | 20          | 3.00%         | 15.00%               |
| 11                       | Financial and insurance activities                                   | 7           | 0           | 7           | 1.05%         | 0.00%                |
| 12                       | Real estate activities   | 6           | 1           | 7           | 1.05%         | 14.29%               |
| 13                       | Professional, scientific and technical activities                    | 30          | 4           | 34          | 5.10%         | 11.76%               |
| 14                       | Administrative and support service activities                        | 11          | 15          | 26          | 3.90%         | 57.69%               |
| 15                       | Public administration and defence, compulsory social security        | 24          | 2           | 26          | 3.90%         | 7.69%                |
| 16                       | Education  | 103         | 112         | 215         | 32.23%        | 52.09%               |
| 17                       | Human health and social work activities                              | 35          | 3           | 38          | 5.70%         | 7.89%                |
| 18                       | Arts, entertainment and recreation                                   | 2           | 3           | 5           | 0.75%         | 60.00%               |
| 19                       | Other service activities   | 42          | 34          | 76          | 11.39%        | 44.74%               |
| <b>Total Responses</b>   |  | <b>461</b>  | <b>206</b>  | <b>667</b>  | <b>19.65%</b> | <b>30.88%</b>        |
| No Response              |  | 1685        | 1043        | 2728        | 80.35%        | 80.35%               |
| <b>Total Respondents</b> |  | <b>2146</b> | <b>1249</b> | <b>3395</b> |               | <b>36.79%</b>        |

Table 2.57 Comparison Of Employment Percentages Of Both Tracer Studies With Relevant Pakistan Labour Force Surveys

| S. No | Sectors   | Tracer Study 2023<br>Survey Results<br>(2016-17 to 2019-20) |         | Pakistan Labour Force Survey |                |        | Tracer Study<br>2010 Results<br>(2009-10) | Pakistan Labour<br>Force Survey<br>(2009-10) |
|-------|---|---|---------|------------------------------|----------------|--------|---|--|
|       |   | 2017-18   | 2018-19 | 2019-20                      | PLS<br>Average |        |   |  |
| 1     | Agriculture, forestry and fishing                                   | 16.37%  | 37.21%  | 0.00%                        | 8.30%          | 18.61% | 10.19%                                    | 44.63%                                       |
| 2     | Mining and quarrying  | 0.94%   | 0.23%   | 0.05%                        | 0.10%          | 0.14%  | 2.55%                                     | 3.00%  |
| 3     | Manufacturing   | 3.99%   | 15.48%  | 17.17%                       | 3.50%          | 16.33% | 4.65%                                     | 13.14%                                       |
| 4     | Electricity / gas supply  | 4.78%   | 0.62%   | 0.03%                        | 0.10%          | 0.33%  | 3.60%                                     | 0.63%  |
| 5     | Water supply, sewerage, waste management and remediation activities | 0.39%   | 0.42%   | 0.01%                        | 0.10%          | 0.22%  | 4.05%                                     | 0.41%  |
| 6     | Construction  | 1.53%   | 6.20%   | 16.48%                       | 1.90%          | 11.34% | 1.80%                                     | 4.35%  |
| 7     | Wholesale and retail trade, repair of motor vehicles and motorcycle | 4.49%   | 16.39%  | 36.43%                       | 3.50%          | 26.41% | 2.40%                                     | 15.82%                                       |
| 8     | Transportation and storage  | 1.13%   | 6.09%   | 12.92%                       | 1.30%          | 9.51%  | 1.95%                                     | 4.93%  |
| 9     | Accommodation and food services activities                          | 0.79%   | 2.11%   | 4.97%                        | 0.50%          | 3.54%  | 0.75%                                     | 1.52%  |
| 10    | Information and communication                                       | 14.00%  | 0.64%   | 0.18%                        | 0.10%          | 0.41%  | 3.00%                                     | 0.21%  |

## ANNEXURE V (N)

| S. No | Sectors   | Tracer Study 2023<br>Survey Results<br>(2016-17 to 2019-20) | Pakistan Labour Force Survey |         |         |                | Tracer Study<br>2010 Results<br>(2009-10) | Pakistan Labour<br>Force Survey<br>(2009-10) |
|-------|---|---|------------------------------|---------|---------|----------------|---|--|
|       |   |   | 2017-18                      | 2018-19 | 2019-20 | PLS<br>Average |   |  |
| 11    | Financial and insurance activities                | 1.97%   | 0.73%                        | 0.00%   | 0.20%   | 0.37%          | 1.05%                                     | 0.94%  |
| 12    | Real estate activities                            | 0.64%   | 0.51%                        | 1.12%   | 0.10%   | 0.82%          | 1.05%                                     | 0.91%  |
| 13    | Professional, scientific and technical activities | 4.14%   | 0.35%                        | 0.52%   | 0.10%   | 0.44%          | 5.10%                                     | ---  |
| 14    | Administrative and support service activities     | 3.16%   | 0.65%                        | 0.65%   | 0.20%   | 0.65%          | 3.90%                                     | 1.04%  |
| 15    | Public service / defense                          | 3.06%   | 3.24%                        | 0.00%   | 0.90%   | 1.62%          | 3.90%                                     | 2.58%  |
| 16    | Education   | 18.64%  | 4.33%                        | 0.74%   | 0.60%   | 2.54%          | 32.23%                                    | 4.26%  |
| 17    | Human health and social work services             | 4.54%   | 1.79%                        | 1.16%   | 0.30%   | 1.48%          | 5.70%                                     | 1.57%  |
| 18    | Arts, entertainment and recreation                | 4.59%   | 0.07%                        | 0.26%   | 0.00%   | 0.17%          | 0.75%                                     | ---  |
| 19    | Others  | 10.85%  | 2.97%                        | 7.32%   | 9.00%   | 5.15%          | 11.39%                                    | 2.78%  |

## ANNEXURE V (O)

Table 2. 58 Level of Satisfaction with Current Employment Tracer Study 2023













| S. No                    | Options   | Frequency   |             |             | Percentage  | Female Participation |
|--------------------------|---|-------------|-------------|-------------|---|----------------------|
|                          |   | Male        | Female      | Total       |   |                      |
| 1                        | I like my job and would like to keep it                                     | 790         | 479         | 1269        | 63.26%         | 37.75%               |
| 2                        | I am satisfied with my job but want to upgrade my skills (further training) | 222         | 261         | 483         | 24.08%         | 54.04%               |
| 3                        | I am satisfied at the moment but would like to find another job             | 133         | 67          | 200         | 9.97%          | 33.50%               |
| 4                        | I am unhappy with my job  | 32          | 22          | 54          | 2.69%          | 40.74%               |
| <b>Total Responses</b>   |   | <b>1177</b> | <b>829</b>  | <b>2006</b> | <b>54.56%</b>  | <b>41.33%</b>        |
| Unemployed               |   | 625         | 524         | 1149        | 31.25%         | 45.60%               |
| No Response              |   | 198         | 324         | 522         | 14.20%         | 62.07%               |
| <b>Total Respondents</b> |   | <b>2000</b> | <b>1677</b> | <b>3677</b> |   | <b>45.61%</b>        |

Table 2. 59 Level of Satisfaction with Current Employment Tracer Study 2010

| S. No                    | Options   | Frequency   |             |             | Percentage   | Female Participation |
|--------------------------|---|-------------|-------------|-------------|--|----------------------|
|                          |   | Male        | Female      | Total       |  |                      |
| J1                       | I like my job and would like to keep it                                     | 144         | 25          | 169         | 25.26%  | 14.79%               |
| J2                       | I am satisfied with my job but want to upgrade my skills (further training) | 141         | 87          | 228         | 34.08%  | 38.16%               |
| J3                       | I am satisfied at the moment but would like to find another job             | 111         | 50          | 161         | 24.07%  | 31.06%               |
| J4                       | I am unhappy with my job  | 51          | 12          | 63          | 9.42%   | 19.05%               |
| J5                       | Other (specify)   | 33          | 15          | 48          | 7.17%   | 19.05%               |
| <b>Total Responses</b>   |   | <b>480</b>  | <b>189</b>  | <b>669</b>  |  | <b>28.25%</b>        |
| No Response              |   | 1666        | 1060        | 2726        |  | 38.88%               |
| <b>Total Respondents</b> |   | <b>2146</b> | <b>1249</b> | <b>3395</b> |  | <b>36.79%</b>        |

## ANNEXURE V (O)

| Table 2. 60 |   | Comparison of Job Satisfaction with Helpfulness of Training To Job |   | Helpfulness During Job                   |                     |  |  |
|-------------|---|--|---|--|---------------------|--|--|
| S. No       | Satisfaction Level  | Completely helpful, does not need guidance.                        | Helpful but needed some extra guidance. | Needed extra training, not much helpful. | Not helpful at all. |  |  |
|             |   |  |   |  |                     |  |  |
| 1           | I like my job and would like to keep it                                     | 70.61%   | 25.22%                                  | 3.07%                                    | 1.10%               |  |  |
| 2           | I am satisfied with my job but want to upgrade my skills (further training) | 22.77%   | 67.91%                                  | 7.45%                                    | 1.86%               |  |  |
| 3           | I am satisfied at the moment but would like to find another job             | 32.50%   | 44.00%                                  | 13.50%                                   | 10.00%              |  |  |
| 4           | I am unhappy with my job  | 40.74%   | 44.44%                                  | 9.26%                                    | 5.56%               |  |  |

| Table 2. 61 |   | Comparison of Job Satisfaction with Relevance of Training with Job |                  | Relevance with Job |  |  |
|-------------|---|--|------------------|--------------------|--|--|
| S. No       | Satisfaction Level  | Directly related   | Somewhat related | Not related        |  |  |
|             |   |  |                  |                    |  |  |
| 1           | I like my job and would like to keep it                                     | 82.43%   | 13.71%           | 3.86%              |  |  |
| 2           | I am satisfied with my job but want to upgrade my skills (further training) | 56.94%   | 35.82%           | 7.25%              |  |  |
| 3           | I am satisfied at the moment but would like to find another job             | 35.00%   | 41.00%           | 24.00%             |  |  |
| 4           | I am unhappy with my job  | 50.00%   | 38.89%           | 11.11%             |  |  |



## ANNEXURE V (P)

Table 2. 62 Choice of Institution Type for Further Education / Training Tracer Study 2023

| S. No                                       | Options   | Frequency   |             |             | Percentage    | Female Participation |
|---|---|-------------|-------------|-------------|---------------|----------------------|
|   |   | Male        | Female      | Total       |               |                      |
| 1   | Public college or university in Sindh   | 174         | 89          | 263         | 32.03%        | 33.84%               |
| 2   | Private college or university in Sindh  | 98          | 71          | 169         | 20.58%        | 42.01%               |
| 3   | Public or Private post secondary college or university outside Sindh  | 12          | 21          | 33          | 4.02%         | 63.64%               |
| 4   | Public vocational or technical institute attached to a Department (i.e. Department of Housing, Trade and industry, Manpower, etc) | 73          | 64          | 137         | 16.69%        | 46.72%               |
| 5   | Private vocational or technical institute   | 88          | 131         | 219         | 26.67%        | 59.82%               |
| <b>Total Responses</b>                      |   | <b>445</b>  | <b>376</b>  | <b>821</b>  | <b>22.33%</b> | <b>45.80%</b>        |
| Not Attending Further Education or Training |   | 1109        | 1103        | 2212        | 60.16%        | 49.86%               |
| No Response / Insufficient Response         |   | 446         | 198         | 644         | 17.51%        | 30.75%               |
| <b>Total Respondents</b>                    |   | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |

Table 2. 63 Choice Of Institution Type For Further Education / Training Tracer Study 2010

| S. No                    | Options   | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|---|-------------|-------------|-------------|---------------|----------------------|
|                          |   | Male        | Female      | Total       |               |                      |
| L1                       | Public college or university in Sindh   | 593         | 534         | 1127        | 72.24%        | 47.38%               |
| L2                       | Private college or university of Sindh  | 96          | 67          | 163         | 10.45%        | 41.10%               |
| L3                       | Public or private post-secondary college or university outside Sindh  | 52          | 14          | 66          | 4.23%         | 21.21%               |
| L4                       | Public vocational or technical institute attached to a Department (i.e. Department of Housing, Trade and Industry, Manpower, etc) | 46          | 13          | 59          | 3.78%         | 22.03%               |
| L5                       | Private vocational or technical institute   | 57          | 16          | 73          | 4.68%         | 21.92%               |
| L6                       | Other (specify)   | 54          | 18          | 72          | 4.62%         | 25.00%               |
| <b>Total Responses</b>   |   | <b>898</b>  | <b>662</b>  | <b>1560</b> | <b>45.95%</b> | <b>42.44%</b>        |
| No Response              |   | 1248        | 587         | 1835        | 54.05%        | 31.99%               |
| <b>Total Respondents</b> |   | <b>2146</b> | <b>1249</b> | <b>3395</b> |               | <b>36.79%</b>        |

Table 2. 64 Comparison of Institution Choice for Further Education / Training and Job Satisfaction Status

| S. No | Options                                | Somewhat |         |             | No         |          |          |
|-------|--|----------|---------|-------------|------------|----------|----------|
|       |  | Related  | Related | Not Related | Unemployed | Response | Response |
| 1     | Public college or university in Sindh  | 16.69%   | 4.02%   | 2.31%       | 7.92%      | 1.10%    |          |
| 2     | Private college or university in Sindh | 7.19%    | 4.26%   | 0.49%       | 7.67%      | 0.97%    |          |

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## ANNEXURE V (P)

| S. No | Options  | Related | Somewhat Related | Not Related | Unemployed | No Response |
|-------|--|---------|------------------|-------------|------------|-------------|
| 3     | Public or Private post-secondary college or university outside Sindh | 0.97%   | 1.58%            | 0.12%       | 0.97%      | 0.37%       |
| 4     | Public vocational or technical institute                             | 7.31%   | 5.24%            | 0.37%       | 3.29%      | 0.49%       |
| 5     | Private vocational or technical institute                            | 19.00%  | 4.26%            | 2.44%       | 0.85%      | 0.12%       |

Table 2.65 District Wise Choice of Institution Type for Further Education / Training

| S. No | District            | Public college or university in Sindh |  | Private college or university in Sindh | Public or Private post-secondary college or university outside Sindh |        | Public vocational or technical institute | Private vocational or technical institute |
|-------|---------------------|---------------------------------------|--|--|--|--------|--|---|
|       |                     | Sindh                                 |  |  | Sindh  |        |  |   |
| 1     | Badin               | 31.71%                                |  | 2.44%                                  |  | 2.44%  | 19.51%                                   | 43.90%                                    |
| 2     | Dadu                | 28.57%                                |  | 53.06%                                 |  | 2.04%  | 8.16%                                    | 8.16%                                     |
| 3     | Ghotki              | 9.09%                                 |  | 18.18%                                 |  | 0.00%  | 0.00%                                    | 72.73%                                    |
| 4     | Hyderabad           | 88.46%                                |  | 7.69%                                  |  | 3.85%  | 0.00%                                    | 0.00%                                     |
| 5     | Jacobabad           | 25.23%                                |  | 0.00%                                  |  | 0.90%  | 0.00%                                    | 73.87%                                    |
| 6     | Jamshoro            | 100.00%                               |  | 0.00%                                  |  | 0.00%  | 0.00%                                    | 0.00%                                     |
| 7     | Karachi-Central     | 16.67%                                |  | 61.11%                                 |  | 5.56%  | 0.00%                                    | 16.67%                                    |
| 8     | Karachi-East        | 25.00%                                |  | 50.00%                                 |  | 0.00%  | 0.00%                                    | 25.00%                                    |
| 9     | Karachi-Korangi     | 60.00%                                |  | 40.00%                                 |  | 0.00%  | 0.00%                                    | 0.00%                                     |
| 10    | Karachi-Malir       | 42.86%                                |  | 52.38%                                 |  | 0.00%  | 4.76%                                    | 0.00%                                     |
| 11    | Karachi-South       | 35.71%                                |  | 35.71%                                 |  | 7.14%  | 14.29%                                   | 7.14%                                     |
| 12    | Karachi-West        | 0.00%                                 |  | 0.00%                                  |  | 0.00%  | 0.00%                                    | 0.00%                                     |
| 13    | Kashmore @ Kandhkot | 100.00%                               |  | 0.00%                                  |  | 0.00%  | 0.00%                                    | 0.00%                                     |
| 14    | Khairpur            | 38.89%                                |  | 9.26%                                  |  | 5.56%  | 7.41%                                    | 38.89%                                    |
| 15    | Larkana             | 3.33%                                 |  | 48.33%                                 |  | 10.00% | 35.00%                                   | 3.33%                                     |
| 16    | Matiari             | 0.00%                                 |  | 0.00%                                  |  | 0.00%  | 100.00%                                  | 0.00%                                     |
| 17    | Mirpurkhas          | 9.52%                                 |  | 4.76%                                  |  | 13.10% | 27.38%                                   | 45.24%                                    |
| 18    | Naushehro Feroze    | 79.49%                                |  | 6.41%                                  |  | 1.28%  | 0.00%                                    | 12.82%                                    |
| 19    | Qamber @ Shahdadkot | 0.00%                                 |  | 0.00%                                  |  | 0.00%  | 0.00%                                    | 100.00%                                   |
| 20    | Sanghar             | 44.00%                                |  | 8.00%                                  |  | 0.00%  | 24.00%                                   | 24.00%                                    |
| 21    | Shaheed Benazirabad | 32.00%                                |  | 18.00%                                 |  | 6.00%  | 10.00%                                   | 34.00%                                    |
| 22    | Shikarpur           | 50.00%                                |  | 50.00%                                 |  | 0.00%  | 0.00%                                    | 0.00%                                     |
| 23    | Sujawal             | 33.33%                                |  | 33.33%                                 |  | 11.11% | 11.11%                                   | 11.11%                                    |
| 24    | Sukkur              | 15.49%                                |  | 57.75%                                 |  | 1.41%  | 22.54%                                   | 2.82%                                     |
| 25    | Tando Allahyar      | 50.00%                                |  | 50.00%                                 |  | 0.00%  | 0.00%                                    | 0.00%                                     |

## ANNEXURE V (P)

| S. No | District            | Public college or university in Sindh |  | Private college or university in Sindh |  | Public or Private post-secondary college or university outside Sindh |  | Public vocational or technical institute |  | Private vocational or technical institute |  |
|-------|---------------------|---------------------------------------|--|--|--|--|--|--|--|---|--|
|       |                     | Sindh                                 |  | Sindh                                  |  | Sindh  |  | institute                                |  | institute                                 |  |
| 26    | Tando Muhammad Khan | 40.00%                                |  | 0.00%                                  |  | 0.00%  |  | 40.00%                                   |  | 20.00%                                    |  |
| 27    | Tharparkar          | 87.50%                                |  | 12.50%                                 |  | 0.00%  |  | 0.00%                                    |  | 0.00%                                     |  |
| 28    | Thatta              | 9.62%                                 |  | 7.69%                                  |  | 0.00%  |  | 82.69%                                   |  | 0.00%                                     |  |
| 29    | Umerkot             | 58.33%                                |  | 16.67%                                 |  | 8.33%  |  | 0.00%                                    |  | 16.67%                                    |  |

## ANNEXURE V (Q)

Table 2.66 Reasons for Attending Further Education / Training Tracer Study 2023

| S. No                                       | Options  | Frequency   |             |             | Percentage    | Female Participation |
|---|--|-------------|-------------|-------------|---------------|----------------------|
|   |  | Male        | Female      | Total       |               |                      |
| 1   | To prepare for a better job for which the training was intended            | 243         | 144         | 387         | 41.79%        | 37.21%               |
| 2   | BBSHRDB Training was insufficient for getting a job or start your own work | 224         | 254         | 478         | 51.62%        | 53.14%               |
| 3   | I don't know what else to do   | 36          | 25          | 61          | 6.59%         | 40.98%               |
| <b>Total Responses</b>                      |  | <b>503</b>  | <b>423</b>  | <b>926</b>  | <b>25.18%</b> | <b>45.68%</b>        |
| Not Attending Further Education or Training |  | 1109        | 1103        | 2212        | 60.16%        | 49.86%               |
| No Response                                 |  | 388         | 151         | 539         | 14.66%        | 28.01%               |
| <b>Total Respondents</b>                    |  | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |

Table 2.67 Reasons for Attending Further Education / Training Tracer Study 2010

| S. No                    | Options   | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|---|-------------|-------------|-------------|---------------|----------------------|
|                          |   | Male        | Female      | Total       |               |                      |
| M1                       | To prepare for a better job   | 544         | 476         | 1020        | 59.86%        | 46.67%               |
| M2                       | To prepare for my role as a family member and become a better citizen | 290         | 127         | 417         | 24.47%        | 30.46%               |
| M3                       | To satisfy my family  | 153         | 52          | 205         | 12.03%        | 25.37%               |
| M4                       | I don't know what else to do  | 25          | 12          | 37          | 2.17%         | 6.86%                |
| M5                       | Other (specify)   | 21          | 4           | 25          | 1.47%         | 4.64%                |
| <b>Total Responses</b>   |   | <b>1033</b> | <b>671</b>  | <b>1704</b> | <b>50.19%</b> | <b>39.38%</b>        |
| No Response              |   | 1113        | 578         | 1691        | 49.81%        | 34.18%               |
| <b>Total Respondents</b> |   | <b>2146</b> | <b>1249</b> | <b>3395</b> |               | <b>36.79%</b>        |

Table 2.68 District Wise Reasons For Attending Further Education / Training

| S. No | District        | To prepare for a better job for which the training was intended | BBSHRDB Training was insufficient for getting a job or start your own work | I don't know what else to do |
|-------|-----------------|---|--|------------------------------|
| 1     | Badin           | 65.79%  | 32.89%   | 1.32%                        |
| 2     | Dadu            | 25.00%  | 72.92%   | 2.08%                        |
| 3     | Ghotki          | 40.00%  | 10.00%   | 50.00%                       |
| 4     | Hyderabad       | 60.00%  | 10.00%   | 30.00%                       |
| 5     | Jacobabad       | 23.21%  | 75.00%   | 1.79%                        |
| 6     | Jamshoro        | 90.00%  | 10.00%   | 0.00%                        |
| 7     | Karachi-Central | 77.78%  | 0.00%  | 22.22%                       |

## ANNEXURE V (Q)

| S. No | District            | To prepare for a better job for which the training was intended | BBSHRRDB Training was insufficient for getting a job or start your own work | I don't know what else to do |
|-------|---------------------|---|---|------------------------------|
| 8     | Karachi-East        | 42.86%  | 14.29%  | 42.86%                       |
| 9     | Karachi-Korangi     | 80.00%  | 0.00%   | 20.00%                       |
| 10    | Karachi-Malir       | 56.52%  | 34.78%  | 8.70%                        |
| 11    | Karachi-South       | 61.11%  | 38.89%  | 0.00%                        |
| 12    | Karachi-West        | 0.00%   | 100.00%   | 0.00%                        |
| 13    | Kashmore @ Kandhkot | 50.00%  | 50.00%  | 0.00%                        |
| 14    | Khairpur            | 42.31%  | 57.69%  | 0.00%                        |
| 15    | Larkana             | 90.36%  | 2.41%   | 7.23%                        |
| 16    | Matari              | 33.33%  | 33.33%  | 33.33%                       |
| 17    | Mirpurkhas          | 16.47%  | 81.18%  | 2.35%                        |
| 18    | Naushehro Feroze    | 26.80%  | 72.16%  | 1.03%                        |
| 19    | Qamber @ Shahdadkot | 0.00%   | 100.00%   | 0.00%                        |
| 20    | Sanghar             | 48.84%  | 48.84%  | 2.33%                        |
| 21    | Shaheed Benazirabad | 30.00%  | 50.00%  | 20.00%                       |
| 22    | Shikarpur           | 100.00%   | 0.00%   | 0.00%                        |
| 23    | Sujawal             | 0.00%   | 100.00%   | 0.00%                        |
| 24    | Sukkur              | 27.42%  | 72.58%  | 0.00%                        |
| 25    | Tando Allahyar      | 0.00%   | 0.00%   | 100.00%                      |
| 26    | Tando Muhammad Khan | 85.71%  | 14.29%  | 0.00%                        |
| 27    | Tharparkar          | 83.33%  | 0.00%   | 16.67%                       |
| 28    | Thatta              | 18.00%  | 82.00%  | 0.00%                        |
| 29    | Umerkot             | 31.82%  | 9.09%   | 59.09%                       |

## ANNEXURE V (R)

Table 2. 69 Rating by Respondents for Tutors' Performance

| Ratings                  | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|-------------|-------------|-------------|---------------|----------------------|
|                          | Male        | Female      | Total       |               |                      |
| 1                        | 6           | 19          | 25          | 0.69%         | 76.00%               |
| 2                        | 8           | 27          | 35          | 0.96%         | 77.14%               |
| 3                        | 96          | 43          | 139         | 3.81%         | 30.94%               |
| 4                        | 345         | 318         | 663         | 18.17%        | 47.96%               |
| 5                        | 1526        | 1261        | 2787        | 76.38%        | 45.25%               |
| <b>Total Responses</b>   | <b>1981</b> | <b>1668</b> | <b>3649</b> | <b>99.24%</b> | <b>45.71%</b>        |
| No Response              | 19          | 9           | 28          | 0.76%         | 32.14%               |
| <b>Total Respondents</b> | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |

Table 2. 70 Rating by Respondents for Facilities at Institute

| Ratings                  | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|-------------|-------------|-------------|---------------|----------------------|
|                          | Male        | Female      | Total       |               |                      |
| 1                        | 5           | 22          | 27          | 0.74%         | 81.48%               |
| 2                        | 6           | 14          | 20          | 0.55%         | 70.00%               |
| 3                        | 92          | 55          | 147         | 4.02%         | 37.41%               |
| 4                        | 463         | 429         | 892         | 24.41%        | 48.09%               |
| 5                        | 1418        | 1150        | 2568        | 70.28%        | 44.78%               |
| <b>Total Responses</b>   | <b>1984</b> | <b>1670</b> | <b>3654</b> | <b>99.37%</b> | <b>45.70%</b>        |
| No Response              | 16          | 7           | 23          | 0.63%         | 30.43%               |
| <b>Total Respondents</b> | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |

Table 2. 71 Rating by Respondents for Management's Behaviour

| Ratings                  | Frequency   |             |             | Percentage    | Female Participation |
|--------------------------|-------------|-------------|-------------|---------------|----------------------|
|                          | Male        | Female      | Total       |               |                      |
| 1                        | 6           | 20          | 26          | 0.71%         | 76.92%               |
| 2                        | 7           | 10          | 17          | 0.47%         | 58.82%               |
| 3                        | 82          | 47          | 129         | 3.53%         | 36.43%               |
| 4                        | 254         | 377         | 631         | 17.26%        | 59.75%               |
| 5                        | 1632        | 1220        | 2852        | 78.03%        | 42.78%               |
| <b>Total Responses</b>   | <b>1981</b> | <b>1674</b> | <b>3655</b> | <b>99.40%</b> | <b>45.80%</b>        |
| No Response              | 19          | 3           | 22          | 0.60%         | 13.64%               |
| <b>Total Respondents</b> | <b>2000</b> | <b>1677</b> | <b>3677</b> |               | <b>45.61%</b>        |



## APPENDIX

### APPENDIX



**APPLIED ECONOMICS RESEARCH CENTRE**  
**University of Karachi**



January 05, 2024

BBSHRRDB  
Forward No. 2676  
dy

**Mr. Riaz Hussain Soomro**  
*Secretary-BBSHRRDB*  
Universities and Board Departments  
Government of Sindh  
Karachi.

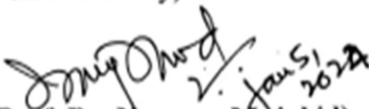
**Subject: Peer - Review of the Tracer Study-2023**


Dear Mr. Riaz Hussain Soomro,

I hope this letter finds you in good health. This is with reference to your letter No. BBSHRRDB/R&D/TS/2023/20743 dated November 10, 2023 regarding the subject captioned above, enclosed please find herewith the Evaluation Report on Tracer Study-2023 as requested. The report was very informative however, it would have greater value if attached comments are incorporated.

Thanking you,

Yours sincerely,

  
(Prof. Dr. Nooreen Mujahid)  
Director

 DD RPD

P.O. Box-8403, Karachi-75270, Pakistan, Phones: (direct) 99261546 PABX 99261541-43 and 99261547-49  
Fax: 92-21-99261550, Email: director@aerc.edu.pk, Website: www.aerc.edu.pk

## **APPENDIX**

### **EVALUATION REPORT - TRACER STUDY 2023**

Benazir Bhutto Shaheed Human Resource Research and Development Board [BBSHRDB] was established to undertake research for the development of human resources and to provide a range of short & long-term courses/skill training through the Youth Development Program [BBSYDP]. The Benazir Bhutto Shaheed Youth Development Program (BBSYDP), a significant initiative for skill development, was launched by the Sindh government in 2008. It was created to provide skill development training to solve the two main problems, unemployment and poverty. The programme is now in its XII phase. Authorities claimed this project has successfully taught thousands of jobless youths in various marketable and employable trades. However, more research needs to be done to evaluate the programme's impact.

It is crucial to evaluate how successful this programme is in achieving its objectives. The research report under review is unique as it is designed to assess the efficacy and usefulness of this training initiative in-depth. The report under evaluation aims to evaluate the outcomes of training activities, specifically (i) skills developed during training, (ii) trainee's employment and income status after completing training and (iii) enhancement of trainee's opportunities for promotion and mobility in the labour market.

The study conducted a primary survey of the selected trainees to assess the programme's effectiveness. It provides a comprehensive overview of the program's impact on trainees from Phase VIII to XII. From the 106 thousand trainees from Phase VIII to XII, a total of 3,677 trainees were selected for the in-depth assessment

#### **The Positive Points of the Study:**

The positive point of the study is its approach to studying the objectives. The study includes a thorough analysis of various aspects, such as demographic details, gender and educational profile, employment trends, relevance of training, areas for improvement and overall satisfaction.

The inclusion of diversified sectors, the collection of samples across the Districts of Sindh, the inclusion of gender aspects, and the coverage of both public and private institutes highlight that the report aims to cover the aspects from all angles. The inclusivity of all the aspects of the programme (approach implied) itself deserves appreciation.

## APPENDIX

Another important aspect is the evaluation of the training course and the satisfaction of trainees from the programme. The high relevance (91.42%) between the training course and current occupation is commendable. The study identifies sectors where relevance is particularly strong, such as the Repairing and Service Industry. The overwhelmingly positive response regarding the helpfulness of the training course during employment and the satisfaction levels of employed respondents (87%) further highlight the program's effectiveness.

Assessing these aspects will contribute to enhancing future course designs. Considering the assessment of the following point as an added accomplishment underscores its significance. These points include gauging **the relevance of the training course to participants' occupations, the level of assistance provided in securing employment, areas for potential improvement, satisfaction levels with current employment, respondents' ratings of tutors, facilities, and the conduct of management**, as well as considerations for **the choice of institution type for further education or training**. Such a comprehensive evaluation offers valuable insights into various aspects that contribute to the effectiveness and success of the training program.

### Major Contribution of the Programme:

Reporting the changes over time is among the significant contributions. The study delved into the impact of training by examining shifts in both employment status and income. A noteworthy contribution lies in the comprehensive reporting of temporal changes. This reporting serves as a valuable tool for readers, enabling them to monitor and evaluate the program's efficacy meticulously.

The highlighted aspects include the **nature of current employment, the duration elapsed before post-training employment, the pre-training income range, the immediate income range following the training, and the current income range at the time of the survey**. The reporting of the above aspects helps the reader to track the changes and the effectiveness of the overall programme.

### Limitations/Some Concerns:

The report is full of facts and figures supporting the claim that this project has successfully taught thousands of jobless youths in a range of marketable and employable trades. However, certain aspects may improve the report's quality.

## **APPENDIX**

- As readers (mainly policy makers) usually focus more on executive Summary, the section should address
  - Executive Summary should include a few bullets explaining the major success of the programme since its inception.
  - Executive Summary should also highlight the difference between the current study and the earlier Tracer studies (the report is substantially different from the previous Tracers study, but this is not appropriately highlighted)
  - The Executive Summary should highlight some significant policies needed to improve the programme's efficacy.
- The tables and graphs presented alongside the text are overly condensed and, at times, challenging to comprehend.
- Emphasizing the cost of the study is not an effective approach; therefore, the subsection focusing on this aspect should be eliminated. Instead, the focus should shift towards highlighting the significant investment made by the Government of Sindh in the training program. This section should be crafted to lay the groundwork for a thorough evaluation. For instance, it can be articulated as follows: "The Government of Sindh has made a substantial investment in the training program. This substantial commitment warrants a thorough assessment of its impact, marking a crucial juncture for evaluating the outcomes and effectiveness of the initiative."
- Moreover, it is essential to go beyond merely pointing out simple changes; there is a need for additional discussion on the underlying reasons for these changes.
- The Economic Assessment of the program should elucidate the value of the investment. One approach is to calculate the Total Contribution to income generation (or income enhancement) equals the change in income attributable to the program by the total number of trainees. Total Contribution, computed above, can be compared with the total expense on the trainees by the BBSHRRDB.

### **Conclusion:**

The Tracer Study 2023 portrays the BBSHRRDB Training Program as a major contributor to the trained workforce in the province, surpassing previous performance and excelling in critical areas of the economy. The recommendations provided aim to address identified gaps and further enhance the program's impact on trainees' employment outcomes.

## **APPENDIX**

This evaluation report underscores the success and potential areas for growth in the BBSHRRDB Training Program, providing a foundation for strategic planning and continuous improvement.

### **Future Scope:**

Additionally, the study should be undertaken to evaluate the impact of vocational training on the standard of living of the trainees. Further research is recommended to delve deeper into factors affecting graduates' choices for further education in marketable employment, aiming to address any gaps in curriculum, tutor qualifications, or any other factors.

# VISUALIZATION OF TRADE FREQUENCIES FROM PHASE VIII TO XII







Health & Safety Supervisor Trainee at Work



# HUMAN RESOURCE DEVELOPMENT STRENGTHENING THE NATION

## BBSHRRDB



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