

ASSESSING TRAINING EFFECTIVENESS OF ‘WOMEN-FRIENDLY’ VOCATIONAL TRAINING OFFERED BY CTEVT AND POST-TRAINING ECONOMIC IMPACT ON WOMEN

A research conducted as a part of the Daayitwa Nepal Public Policy Fellowship – 2020 together with the National Planning Commission (NPC) and Council for Technical Education and Vocation Training (CTEVT) to support ‘evidence-based policy making’.



Government of Nepal
**National Planning
Commission**



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Abstract

This research was done to identify the impacts of receiving ‘women-friendly’ vocational training programs (beautician and tailoring) among women trained by CTEVT training program. 19 respondents, trained by Balaju School of Engineering and Technology in both categories together with officials of CTEVT were interviewed as the primary source of data and reports and journals from CTEVT were studied for secondary data. The research concludes that ‘women-friendly’ vocational training programs are doing well in terms of skilling, improving professional abilities and giving confidence to women start up their own enterprises but could do a better job in ensuring legalization, enterprise registration, better pay, enterprising skills and financial means to scale.

Acknowledgement

The research ‘**Assessing training effectiveness of ‘women-friendly’ vocational training offered by CTEVT and post-training economic impact on women**’ was a great learning experience. Conducted amidst the COVID – 19 pandemic, the actualization of this research saw great challenges. Nevertheless, the research has successfully been conducted and it wouldn’t have been possible without the guidance and assistance of a few institutions and/or individuals, whom I would like to acknowledge.

Starting with institutions, firstly, I would like to thank Daayitwa for having me as a Public Policy Fellow, Nepal Leadership Academy for equipping me with adaptive leadership skills and Governance Lab for assisting me on research design. Secondly, I would like to thank the National Planning Commission (NPC) of Nepal for allowing me to serve their research needs, the Council for Technical Education and Vocational Training (CTEVT), Bhaktpur, for providing me institutional support and secondary data and also Balaju School of Engineering and Technology for familiarizing me with TVET training, giving me a tour of the educational facility and for providing me with database allowing me to conduct primary research among their pupils.

Towards individuals, first I would like to thank my research supervisor, Dr. Usha Jha, Member at the National Planning Commission for being immensely visionary, supportive and encouraging. Her willingness to research and act upon issues of women is highly commendable. Secondly, I would like to thank my research mentor, Dr. Nisha Onta, for enabling me to rightly navigate the research process, especially from a scientific perspective. Finally, I would like to thank my survey assistant, Nishma Gautam, for tirelessly making field visits and several hours of telephone conversations, and also for adding a female perspective to the research.

Gratitude also goes towards the fellowship team: Sara Belbase, Sonika Mahat and Susit Dhakal for their immense support and right connections and colleagues Nischhal Kharal, Manish Jung Pulami, Smriti Joshi, Urja Thapa and Binod Adhikari for sharing new ideas, research methodologies and motivating each other.

Finally, I would like to thank Pramod Bhakta Acharya, leader of Policy Formulation and Planning, CTEVT; Shankar Man Shrestha, Vice-Principal and Shiva Karanjit, Team Leader of Job Placement Unit of Balaju School of Engineering and Technology for their interaction and

assistance in networking. Big thanks also go to all the beauticians and tailors (survey participants) for their time and honesty throughout the interview.

Thank you all for believing in this work and supporting it immensely.

Sincerely Yours,

Raj Kharel

Daayitwa Nepal Public Policy Fellow – 2020 (सगैँ छौं)

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1. Research Topic

Assessing training effectiveness of ‘women-friendly’ vocational training offered by CTEVT and post-training economic impact on women.

2. Background

For a plethora of reasons, women and men generally have been found to have considerably different career choices. Gender stereotyping of occupation is not uncommon – even in developed societies – given that almost everyone is subjected to looking at career choices or making significant career decisions rooting on this stereotypical perspective. Nepal isn’t any exception to this practice. Men and women are found in different career paths – be it because of their own choices or societal pressure.

Research shows that stereotyping is evident in training programs offered by CTEVT as well. As a matter of fact, a general preference has been found among CTEVT institutes in rather reinforcing this stereotyping – mostly to ensure that CTEVT training programs are inclusive to people of all (specifically female) genders. Lamichhane (2014) argues that engaging more women in employment and entrepreneurship can best be done by focusing on ‘women-friendly’ training programs (example: beauty parlour, sewing, knitting etc.) as these programs have been empirically proven to draw more women participation.

The societal acceptance and confirmation to gendered stereotyping of occupation wouldn’t be a problem if both men and women were free to choose what they wanted to do, weren’t feeling pressured to give up on certain career choices, or wouldn’t be disproportionate victims of economic exclusion. But unfortunately, for women in Nepal, that is not the case. Statistically, although as high as 43% of all entrepreneurs in Nepal were women, the majority of these enterprises were found predominantly in low-growth areas (Messerli, 2012). Furthermore, only two out of the 10 highest income-earning trades have been found to attract women (Messerli, 2012). Both these statistics represent massive economic inequalities among men and women within the skilling, job acquiring and/or enterprise development landscape of Nepal.

To understand the roots of this gender-based economic inequality we need to refer to the socio-cultural aspects of our society. Former CEO of CTEVT Dr. Ram Hari Lamichhane in his paper argues that lower educational level among women, higher responsibility towards household work, high male dominance, low access to information and low access to financing are five major causes hindering the access of women in TVET programs (Lamichhane, 2014). All five of these factors are interlinked, deeply indoctrinated in the social mindset and act to strengthen each other as they are all stacked against the odds of women entering the mainstreams of entrepreneurship. Overcoming these barriers require a revolutionary adaptive change in the mindset, willingness and actions of the society along with equally progressive policy provisions/adjustments.

This research aims to study the effectiveness of these ‘women friendly’ training based on how they evaluate the skilling process and what impact did the skilling have in their professional life (employment and/or enterprise development). In the analysis section, the researcher will try to analyze whether or not ‘women-friendly’ programs are helping women generate enough revenue (comparing their income on the basis of both national income scales and also their personal satisfaction level). Furthermore, this research also seeks to gather recommendations (or felt necessities) that women have towards CTEVT and its training programs.

3. Problem Statement

It is not very difficult to identify the paradox in the strategy for skilling programs surrounding vocational training for women. On one hand, as Dr. Lamichhane (2014) rightly points out, women are unequivocally drawn towards ‘women-friendly’ programs. Paradoxically, however, ‘women-friendly’ programs predominantly exist in low-growth areas earning lower financial returns than their male counterparts (Messerli, 2012). This means that having ‘women-friendly programs’ is good in the sense that it helps CTEVT reach out to more number of women but is also not the best because the entire time it will help further the economic divide among men and women. The challenge then, is to rightly and strategically navigate the policy and skilling programs of CTEVT in a way that attracts more women but not on skills that have nominal possibilities of growth/scaling.

Before making any assumptions, however, it is necessary to find out how graduates of these vocational programs perceive the training process, both in terms of effectiveness in skilling as well as post skilling economic opportunities. This then, leads to my research question which is: *What role does 'gender stereotyping of occupation' play in skilling/training programs of CTEVT and how does it impact women in entrepreneurship/employment opportunities?*

4. Research Methodology

4.1 Research Design

This research is planned as an explanatory research meaning that it seeks to understand and explain the training effectiveness of 'women-friendly' training programs offered by CTEVT and also how women, after receiving the training, utilize their skills in earning themselves a livelihood through employment and/or entrepreneurship.

4.2 Area of Study

The area of survey includes graduates of CTEVT training programs, trainers, experts and professionals of CTEVT and the National Planning Commission (NPC).

4.3 Survey Respondents

The respondents of this survey are women graduates of 'women-friendly' vocational training programs offered by Balaju School of Engineering and Technology. With 'women-friendly' vocational training, the research means 2 – 3 months long courses of beautician and tailoring (level 1 and level 2 or both), as these two programs were mutually agreed upon by previous literatures and all interviewed stakeholders of CTEVT to be the ones most common among women.

4.4 Sample Size

The sample size of survey is 19.

4.5 Sampling Design

The research has followed non-probability sampling because the research has limited its universe to graduates of only beautician and tailoring training programs. To make the research more inclusive the research has followed Quota Sampling method including 7 respondents for tailors

and 12 responses for beauticians. Finally, the researcher also depended on snowball sampling to gather contacts of new respondents from the existing ones.

4.6 Sources of Data

The research is based on both secondary and primary data. Secondary data have been derived from website and publication data from institutions like Council for Technical Education and Vocational Training – CTEVT, the National Planning Commission (NPC) and Balaju School of Engineering and Technology. The primary sources data have been collected through formal interactions with relevant stakeholders from aforementioned institutions as well as 19 in-depth interviews conducted with professional women who have taken the course/graduated from the mentioned CTEVT vocational training programs.

4.7 Data Collection

Data in this research is connected by the following means:

Questionnaire: A survey questionnaire has been used (Annex 1). The structured questionnaire had both quantitative as well as qualitative questions which were divided into 3 main headings:

- a. Getting to know the respondent
- b. Learning about their current performance in jobs or enterprise and
- c. Elaborative feedbacks on the CTEVT training program and possible future training interests.

Interview: Another tool used for data collection is semi-structured interviews where the researcher asked open ended questions to the officials of CTEVT and training institute.

4.8 Data Analysis

The software Statistical Package for the Social Sciences (SPSS) has been used for coding as well as analyzing the data collected from the interview. Both qualitative and quantitative data are analyzed using frequency tables (counts, percentages and means) and bivariate co-relations. The results of analysis has been displayed in the analysis section below.

4.9 Limitations of the Study

Given the limited time, resources and the ongoing pandemic of COVID-19, this research certainly has some limitations. First of all, the researcher could only reach out to 12 beauticians and 7 tailors (19 responses in total), which, compared to the entire number of CTEVT graduates is significantly low. However, given that the interviews were both qualitative and quantitative in nature, the research has successfully captured the essence of the responses. Certainly though, more responses would have aided in making the research more generalizable.

Secondly, most of the survey was conducted over telephone conversation. Had physical interviews in the respondent's workplace been possible, like was the case with a few surveys, it would've aided to a better understanding for the researcher.

Finally, it wasn't readily possible to obtain the names (or even numbers) of students that got enrolled or graduated from CTEVT's vocational training programs because of the unavailability of data. This certainly barred this research from claiming, empirically, that gender does influence career choices and that beautician and tailoring were 'in-fact' topmost preferences of women. Hence, the research had to rely on previous literature and stakeholder opinion of officials of CTEVT in designing the research based on this assumption.

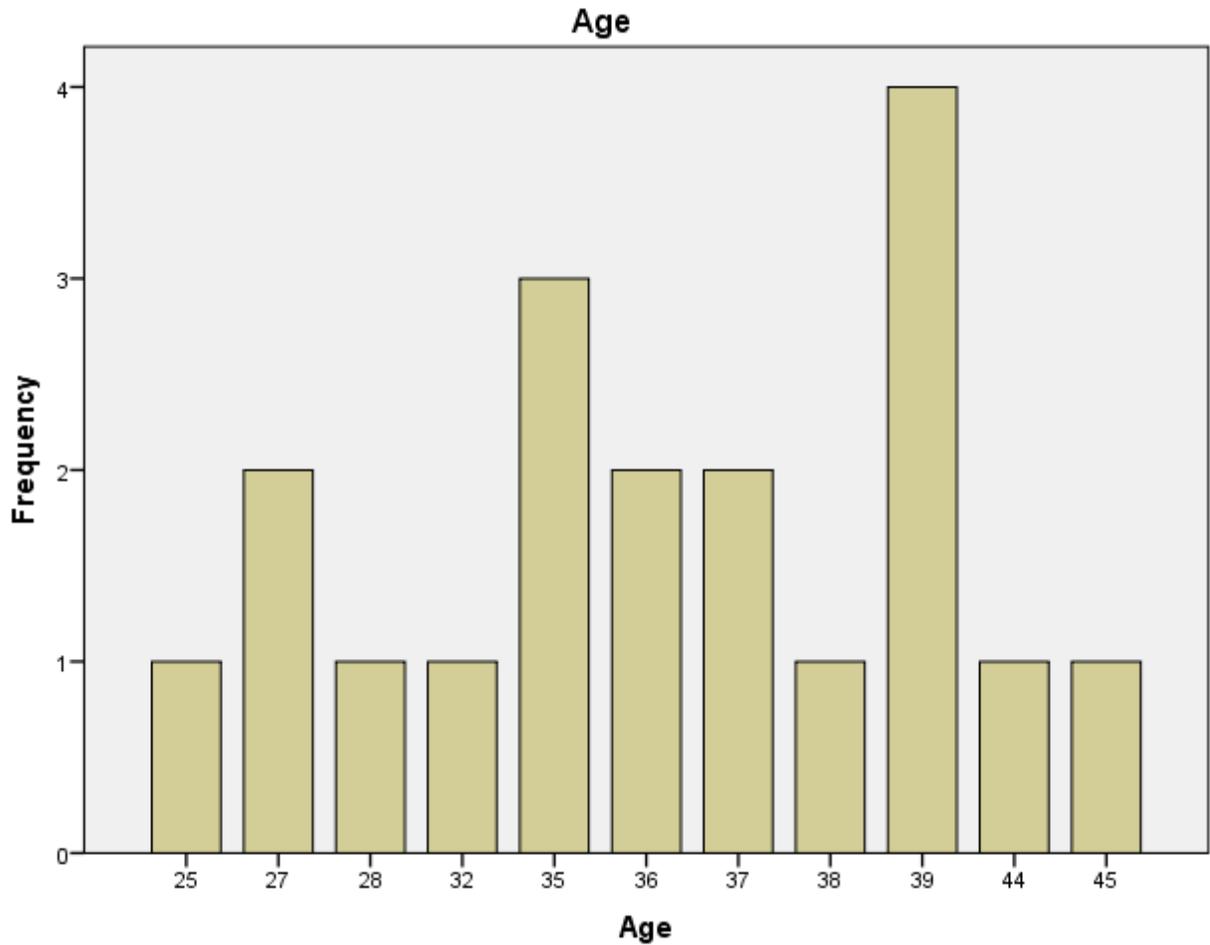
The main strength of the research however, is that, through secondary and primary means, this research has been able to identify mutual aspects (or problems) in most responses which has been well-presented in the analysis sections below.

5. Data Presentation and Analysis

This chapter shows analysis of the collected data divided into 3 sections: knowing the respondent, learning about their current performance and their experience and feedbacks.

5.1 Knowing the respondent

5.1.1 Age of the respondent

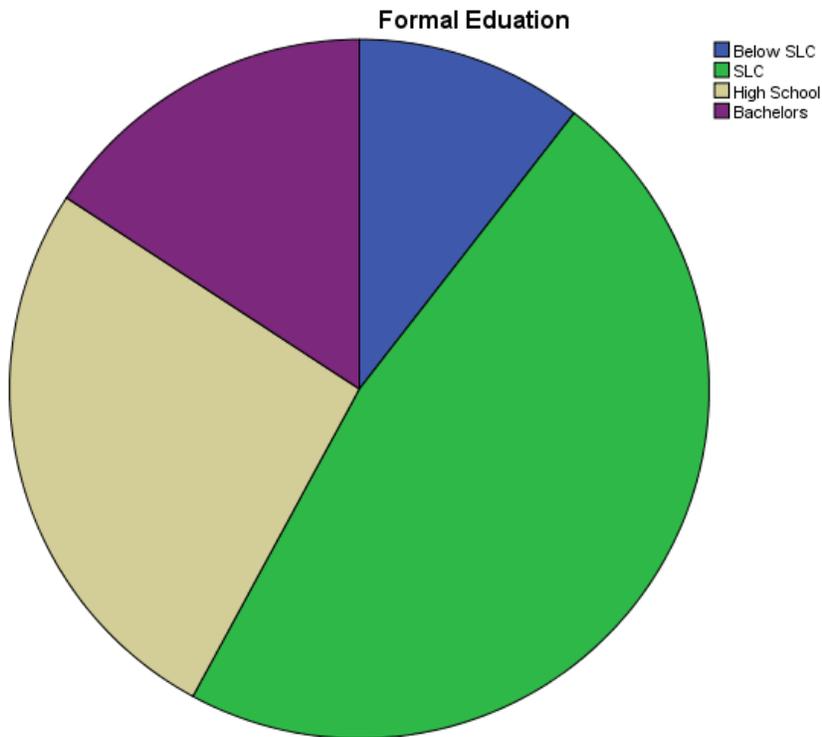


19 respondents of ages ranging from 25 to 45 were interviewed for this research.

5.1.2 Formal Education

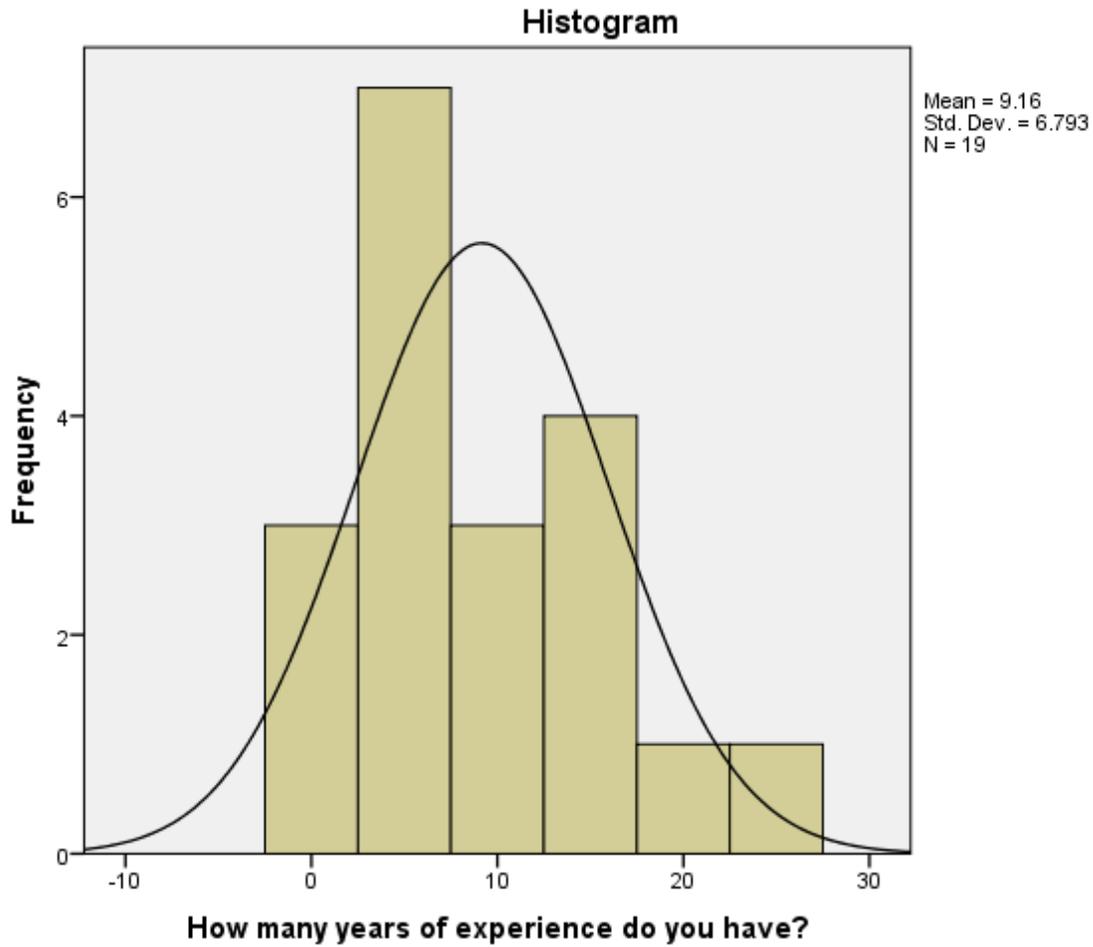
Formal Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below SLC	2	10.5	10.5	10.5
	SLC	9	47.4	47.4	57.9
	High School	5	26.3	26.3	84.2
	Bachelors	3	15.8	15.8	100.0
	Total	19	100.0	100.0	



Of all respondents, 47% had passed SLC examinations, 26% had graduate from high school, 15% had graduated from a bachelors program and 10.5% hadn't completed SLC examinations.

5.1.3 Years of Experience



The respondents interviewed had very diverse range of number of years of work experience, ranging from fresh graduates with no prior experience to highly experienced woman who had invested 27 years into their profession.

5.1.4 Training's help in the profession

How much did the training help you in your profession?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Much	11	57.9	57.9	57.9
	A Little	7	36.8	36.8	94.7
	Indifferent	1	5.3	5.3	100.0
	Total	19	100.0	100.0	



When asked how much the training they received helped them in their profession, 57.9% responded saying that the training was really helpful. 36.8% found it moderately helpful while remaining 5.3% (who were mostly the ones that were already very experienced in the field) responded that they found the training adding no value to their skills.

This proves that vocational training programs are performing very well in skilling women and making the training relevant for their professional practice.

5.1.5 Information about the training



Friends and family are by and large the largest source of information for women to learn about and attain the CTEVT training programs.

5.1.6 Motivation to join the training



When asked about the motivation to join the training, the answers were either of the three: 21.1% to open their own enterprise, highest percentage (52.6%) to upgrade their skills and 26.3% women did the training only to receive a graduation certificate.

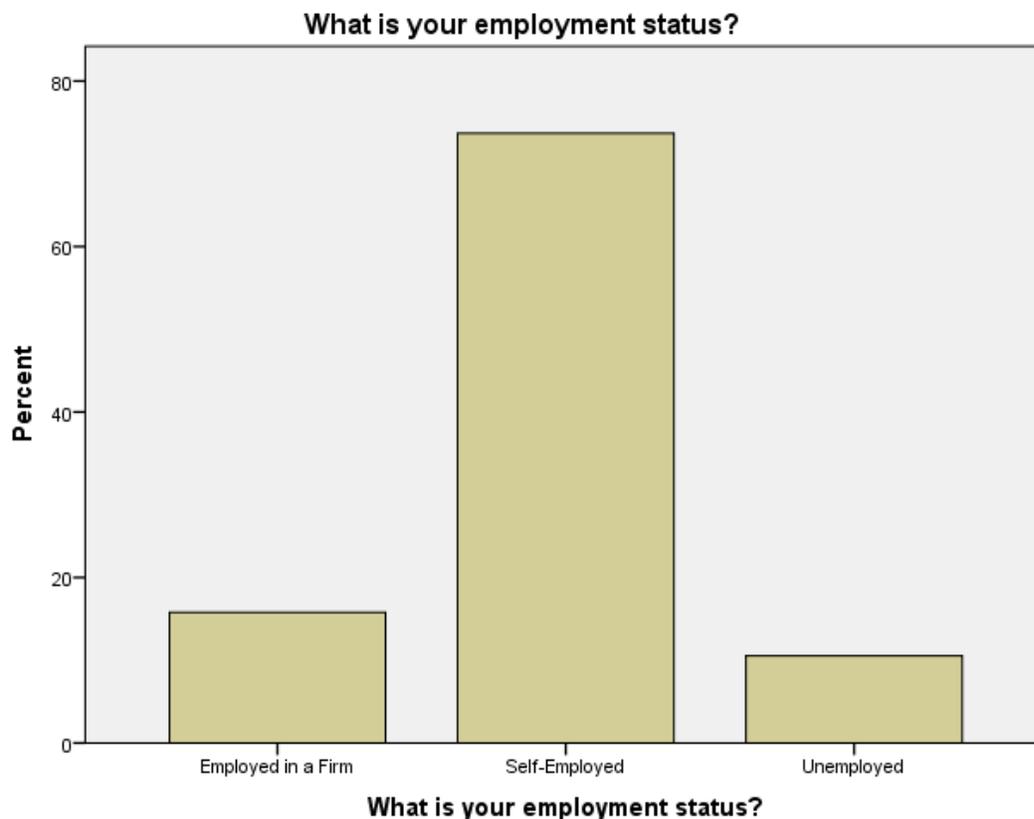
This statistics along with stories from women proves that holding a CTEVT certificate meant a lot in these professions. In a way it determines the level of skill and professionalism of the practitioner.

5.2 Respondent's Current Performance

5.2.1 Employment Status

What is your employment status?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
Employed in a Firm	3	15.8	15.8	15.8
Self-Employed	14	73.7	73.7	89.5
Unemployed	2	10.5	10.5	100.0
Total	19	100.0	100.0	



It was found that 73.7% women were self-employed, 15.8 were working in some other firm and 10.5% were unemployed.

This determines that most graduates of vocational training programs prefer opening their own enterprise to getting a job. Quite positively, it also proves that most women are engaged in income generating activities rather than staying idle/unemployed.

5.2.2 Monthly Income

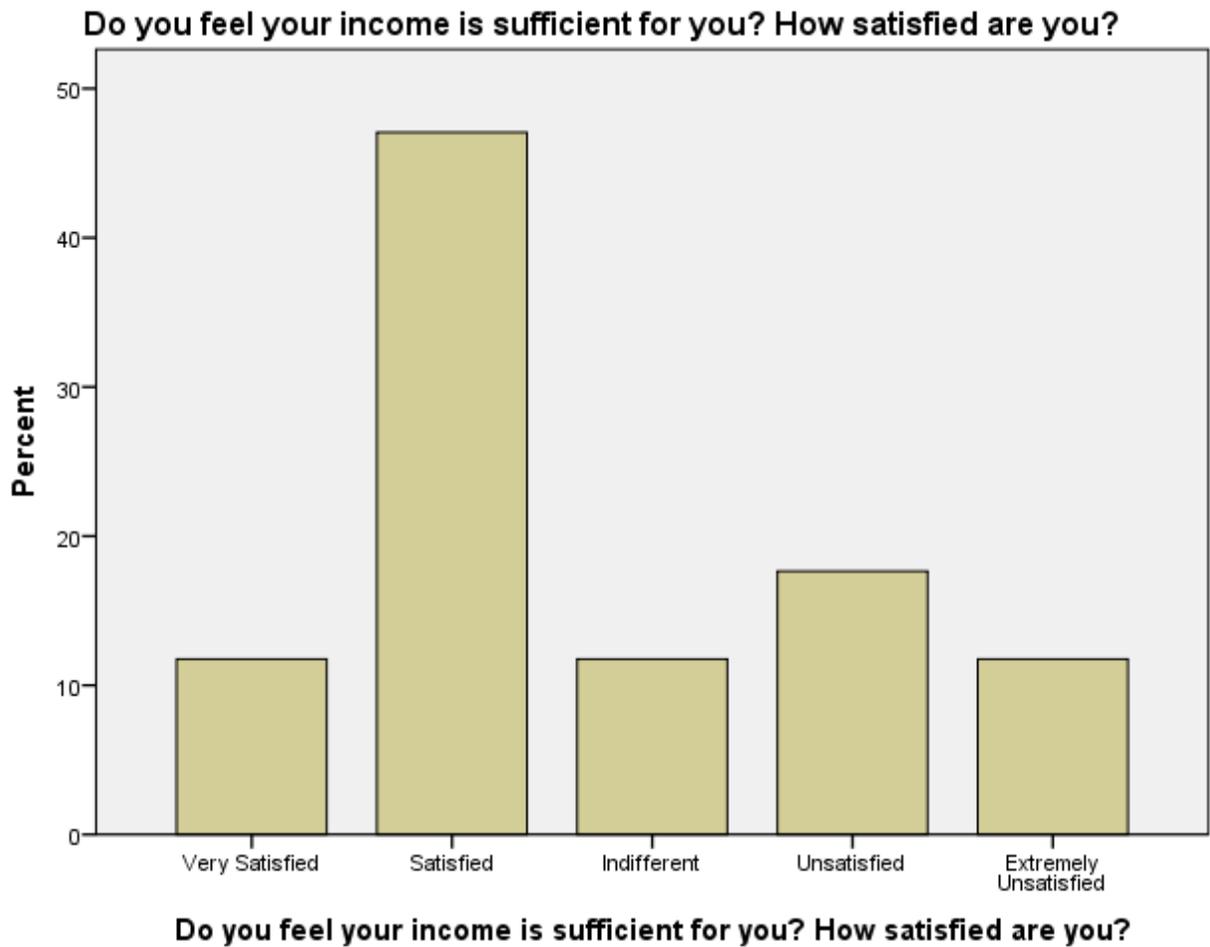
What is your monthly income from the job?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5000 - 10000	6	31.6	35.3	35.3
	10000 - 15000	3	15.8	17.6	52.9
	15000 - 20000	4	21.1	23.5	76.5
	20000 - 25000	3	15.8	17.6	94.1
	30000 - 40000	1	5.3	5.9	100.0
	Total	17	89.5	100.0	
Missing	System	2	10.5		
Total		19	100.0		



While analyzing the income data highest percentage of women (31.6%) were earning anywhere between 5,000 to 10,000 Nepali rupees, 15.8% were earning from 10,000 to 15,000 rupees, the second highest (21.1%) were earning from 15,000 to 20,000 rupees, 15.8% were earning from 20,000 to 25,000 and only 5.3% were earning from 30,000 to 40,000 rupees. No respondents answered that they earned more than 40,000 rupees.

5.2.3 Satisfaction

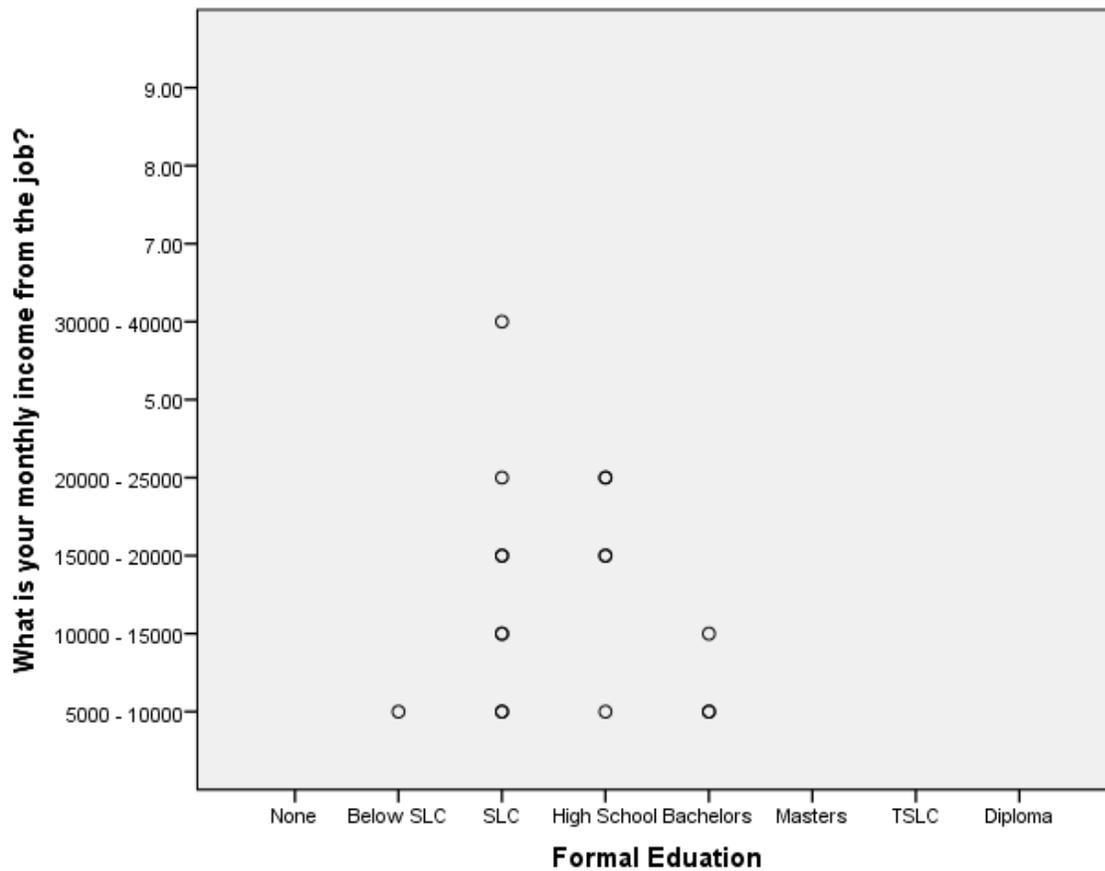


Regardless of their income, a very high (42.1%) women respondents responded that they were satisfied with their income. The remaining 10.5%, 10.5%, 15.8% and 10.5% were distributed among very satisfied, indifferent, unsatisfied and extremely unsatisfied respectively.

5.2.4 Co-relation between Formal Education and Monthly Income

Correlations

		Formal Education	What is your monthly income from the job?
Formal Education	Pearson Correlation	1	-.133
	Sig. (2-tailed)		.611
	N	19	17
What is your monthly income from the job?	Pearson Correlation	-.133	1
	Sig. (2-tailed)	.611	
	N	17	17

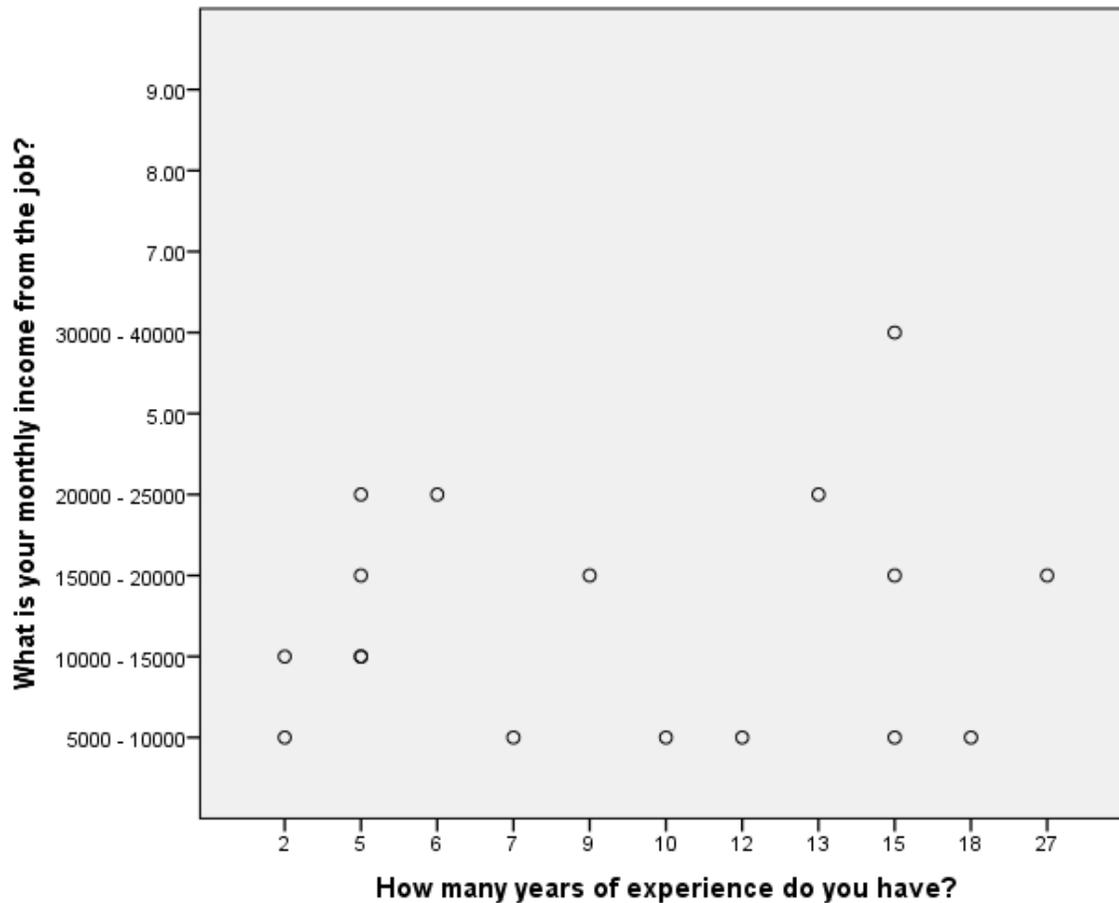


The bivariate analysis above shows that there is a negative (but rather insignificant) correlation between formal education and monthly income among the surveyed women.

5.2.5 Co-relation between Years of Experience and Monthly Income

Correlations

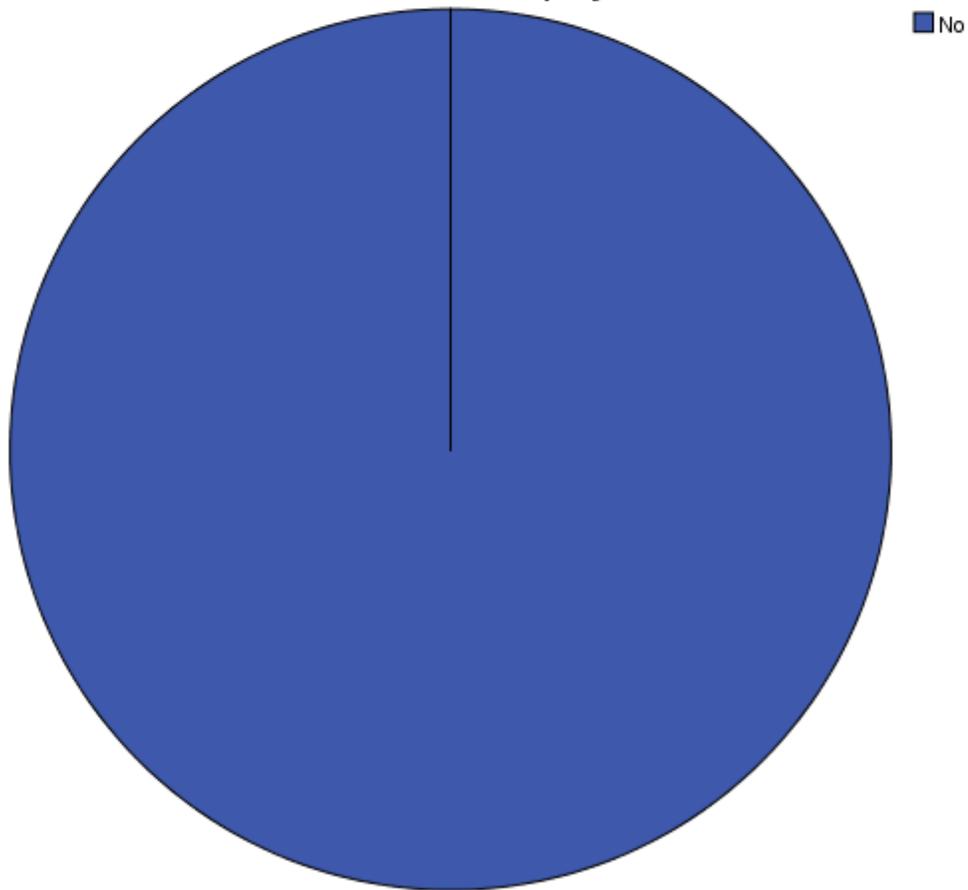
		How many years of experience do you have?	What is your monthly income from the job?
How many years of experience do you have?	Pearson Correlation	1	.127
	Sig. (2-tailed)		.628
	N	19	17
What is your monthly income from the job?	Pearson Correlation	.127	1
	Sig. (2-tailed)	.628	
	N	17	17



The bivariate analysis above shows that there is a positive (but rather insignificant) correlation between years of relevant experience and monthly income among the surveyed women.

5.2.6 Social Security Benefits

Do you/your employees receive any social security benefits from your place of employment?



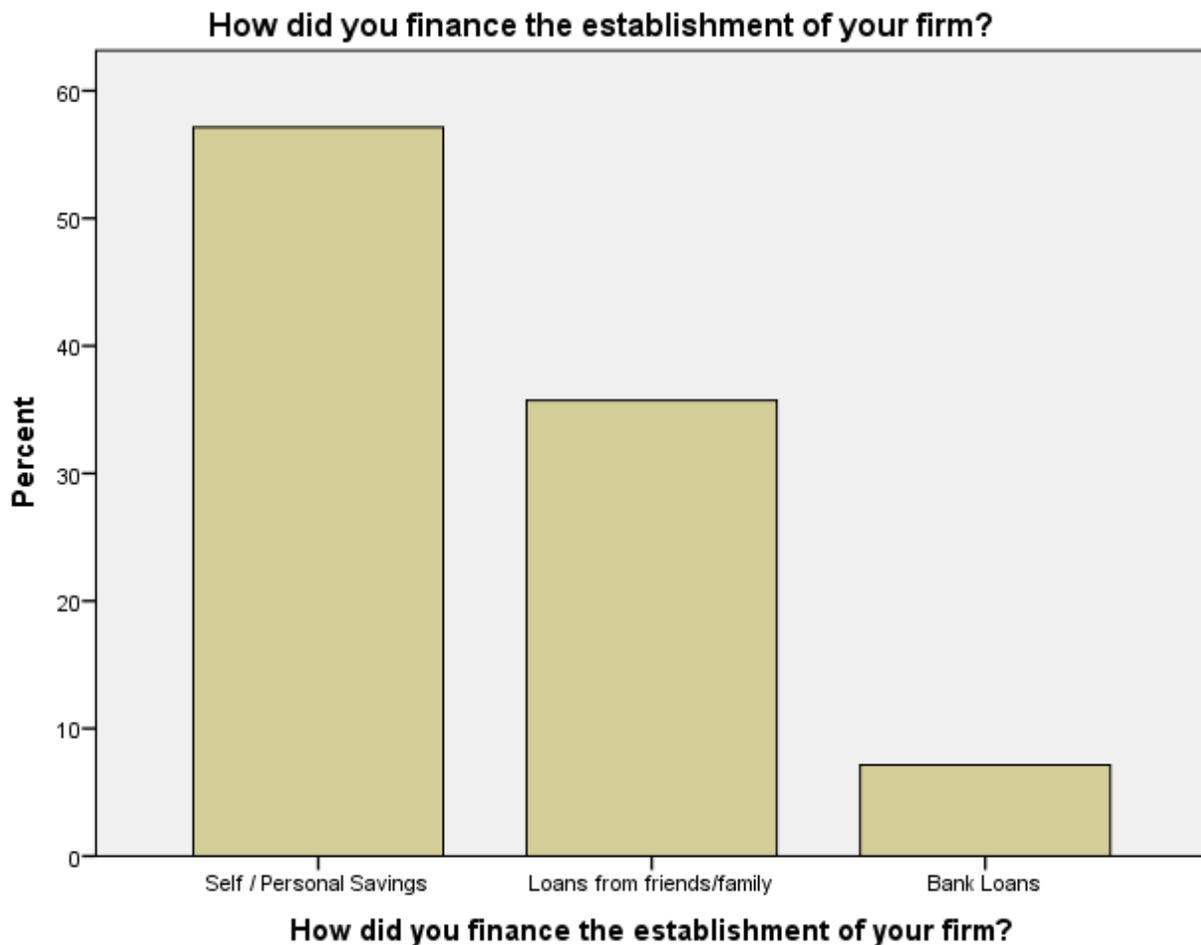
When asked if they received any social security benefits from their workplace, it was discovered that none (0%) of women, regardless of whether they were employed or self-employed received any forms of benefits from their workplace or had been registered for government benefits.

Questions Specific to Self-Employed Women

5.2.7 Finance Establishment

How did you finance the establishment of your firm?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Self / Personal Savings	8	57.1	57.1	57.1
Loans from friends/family	5	35.7	35.7	92.9
Bank Loans	1	7.1	7.1	100.0
Total	14	100.0	100.0	

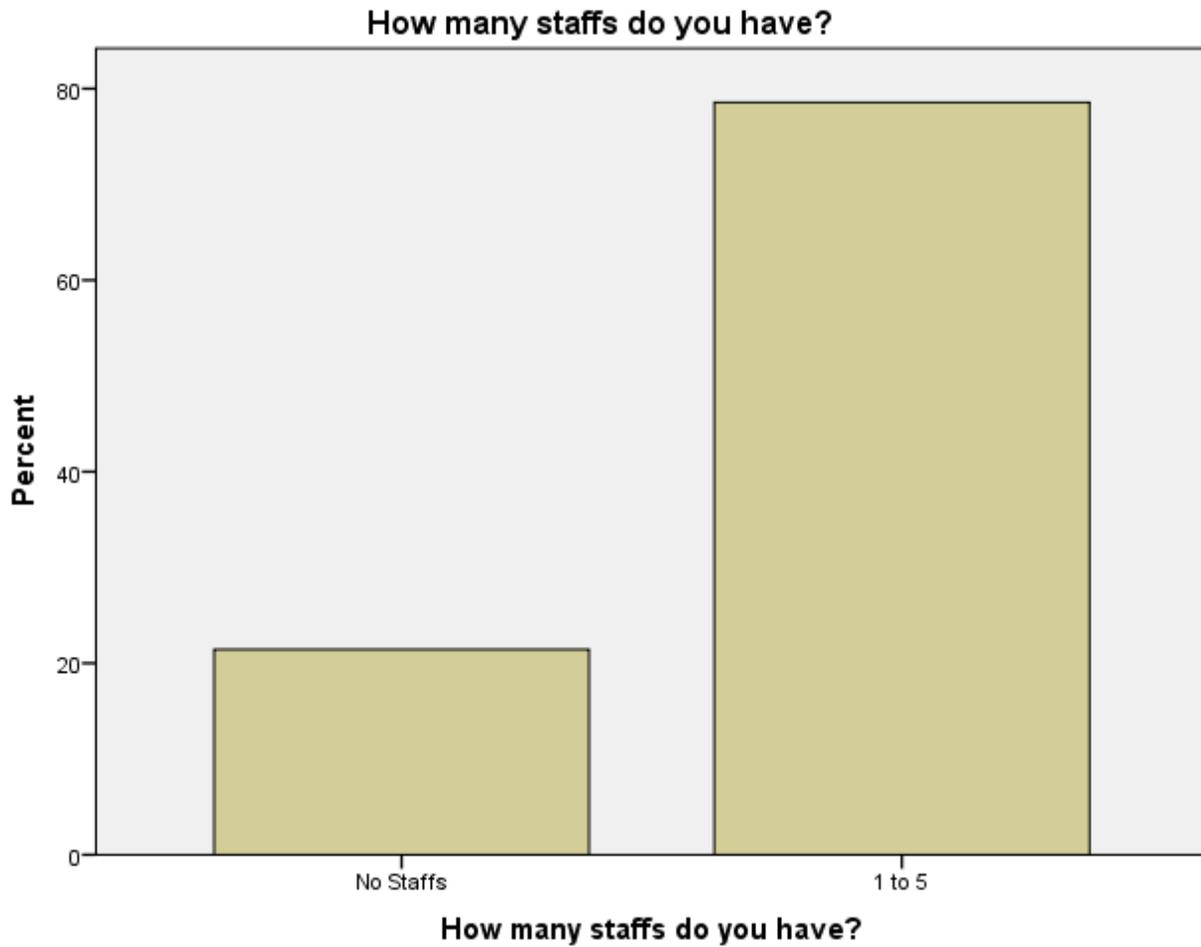


It was found that most women (57.1%) used their personal savings to establish their own enterprise, 35.7% took loans from friends and family and only 7.1% took loans from the bank.

5.2.8 Number of Staffs

How many staffs do you have?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid No Staffs	3	21.4	21.4	21.4
1 to 5	11	78.6	78.6	100.0
Total	14	100.0	100.0	



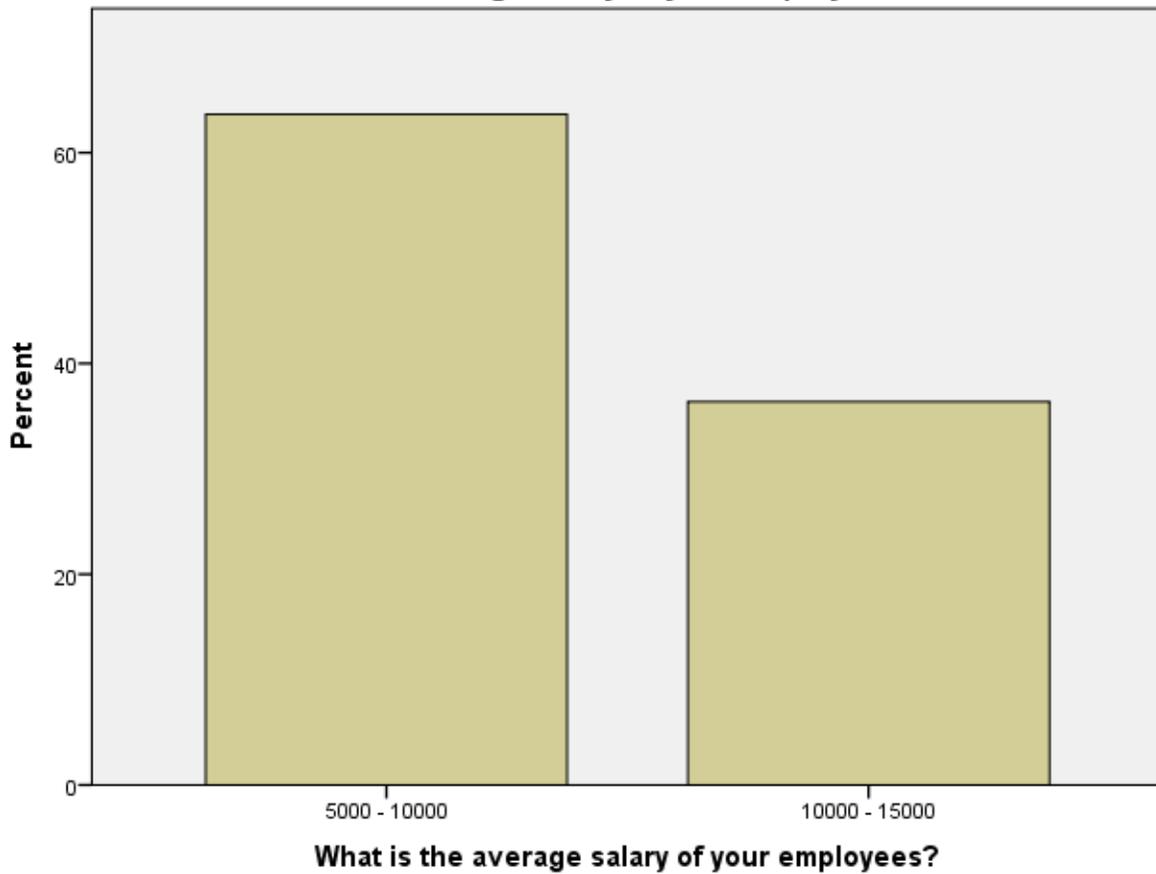
It was found that 21.4% women were lone workers in their enterprise while 78.6% women had staffs. No enterprise, however, had more than 5 staffs.

5.2.9 Salary of Staffs

What is the average salary of your employees?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5000 - 10000	7	63.6	63.6	63.6
10000 - 15000	4	36.4	36.4	100.0
Total	11	100.0	100.0	

What is the average salary of your employees?

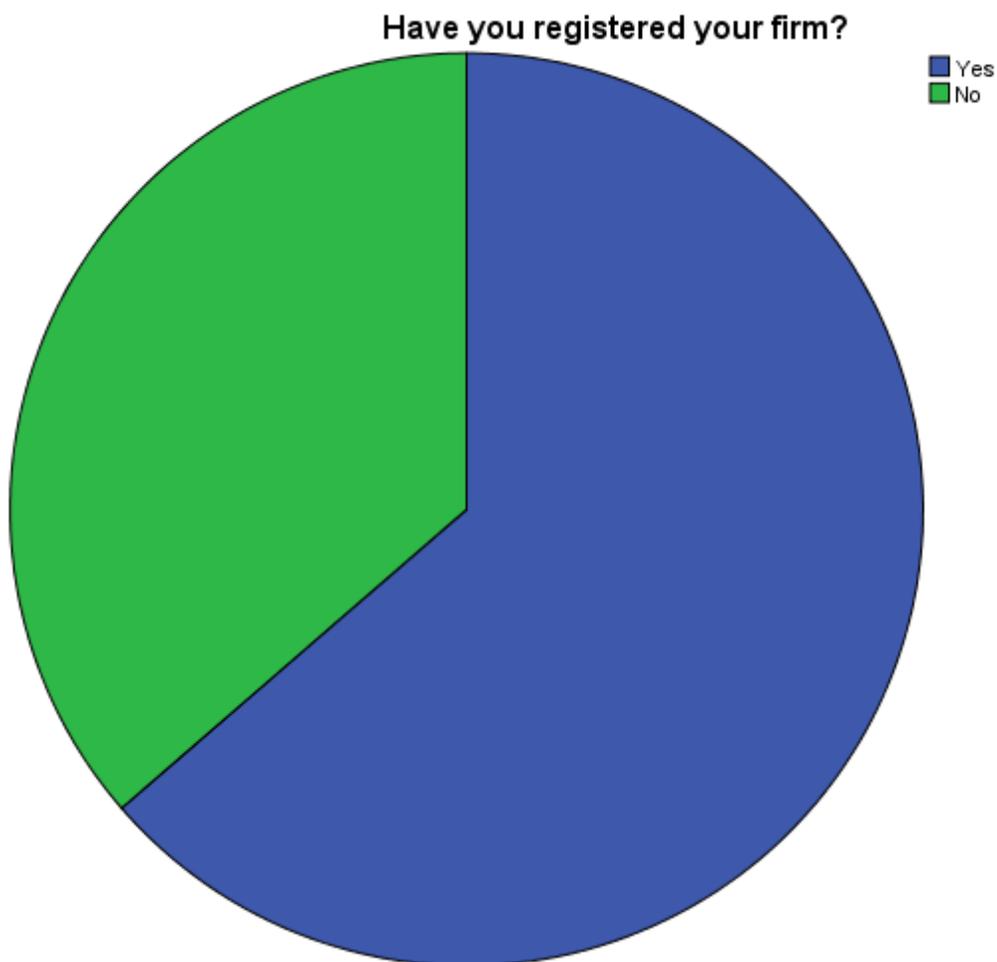


It was found that 63.6% training graduates employed other women with salary ranging from 5,000 to 10,000 rupees and other 36.4% graduates employed other women with salary ranging from 10,000 to 15,000 rupees.

5.2.10 Registration

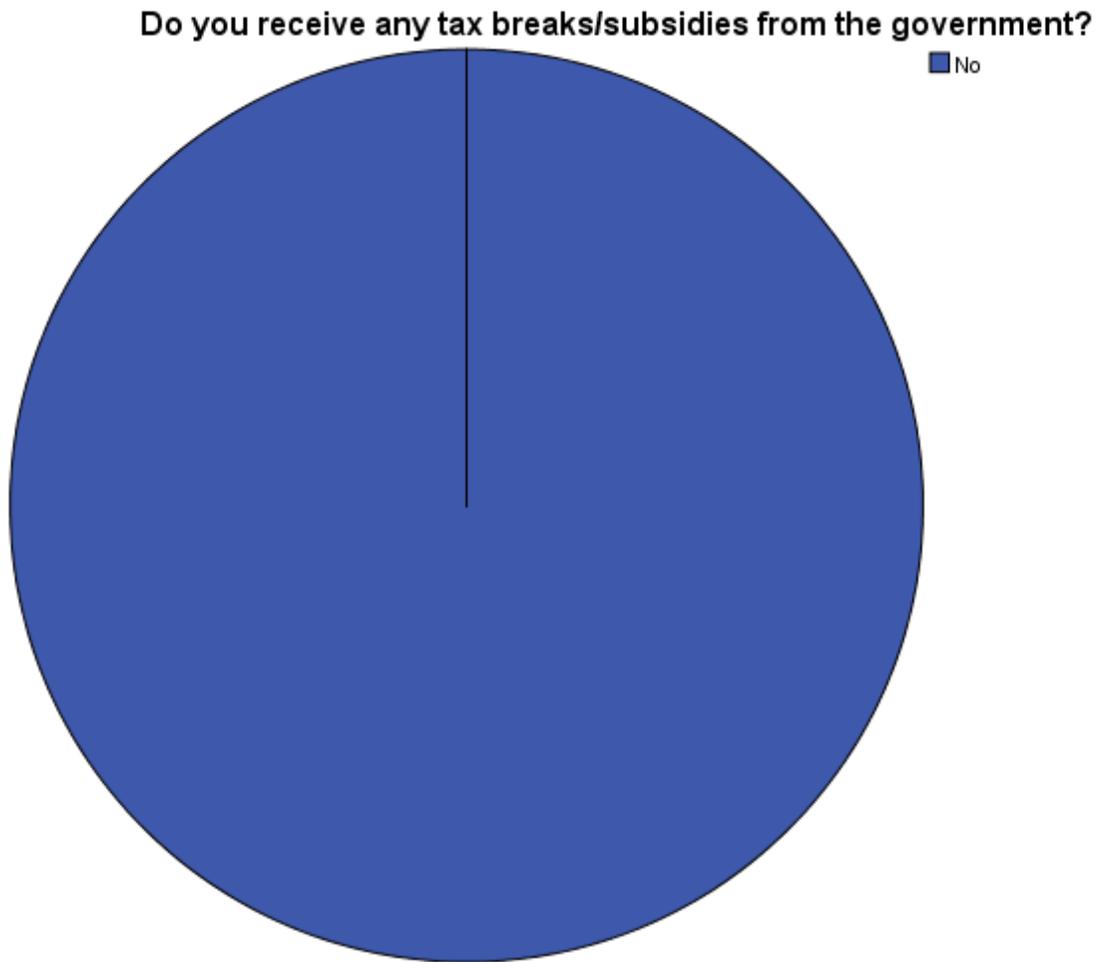
Have you registered your firm?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	7	63.6	63.6	63.6
	No	4	36.4	36.4	100.0
	Total	11	100.0	100.0	



It was found that only 63.6% of training graduates had registered their firm, whereas 36.4% of women had established their own firm but hadn't yet registered in any government bodies.

5.2.11 Government/Tax Subsidies



It was found that none (0%) of the women who had their firms registered received or even knew about government subsidies or tax breaks offered by the government.

5.2.12 Trained Others

Have you trained anyone else in the same skill in which you received training?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	12	63.2	70.6	70.6
	No	5	26.3	29.4	100.0
	Total	17	89.5	100.0	
Missing	System	2	10.5		
Total		19	100.0		

Have you trained anyone else in the same skill in which you received training?



When asked whether or not women had trained anyone else in the same skill they received their training on, 70.6% responded that they had trained others and 29.4% responded that they hadn't.

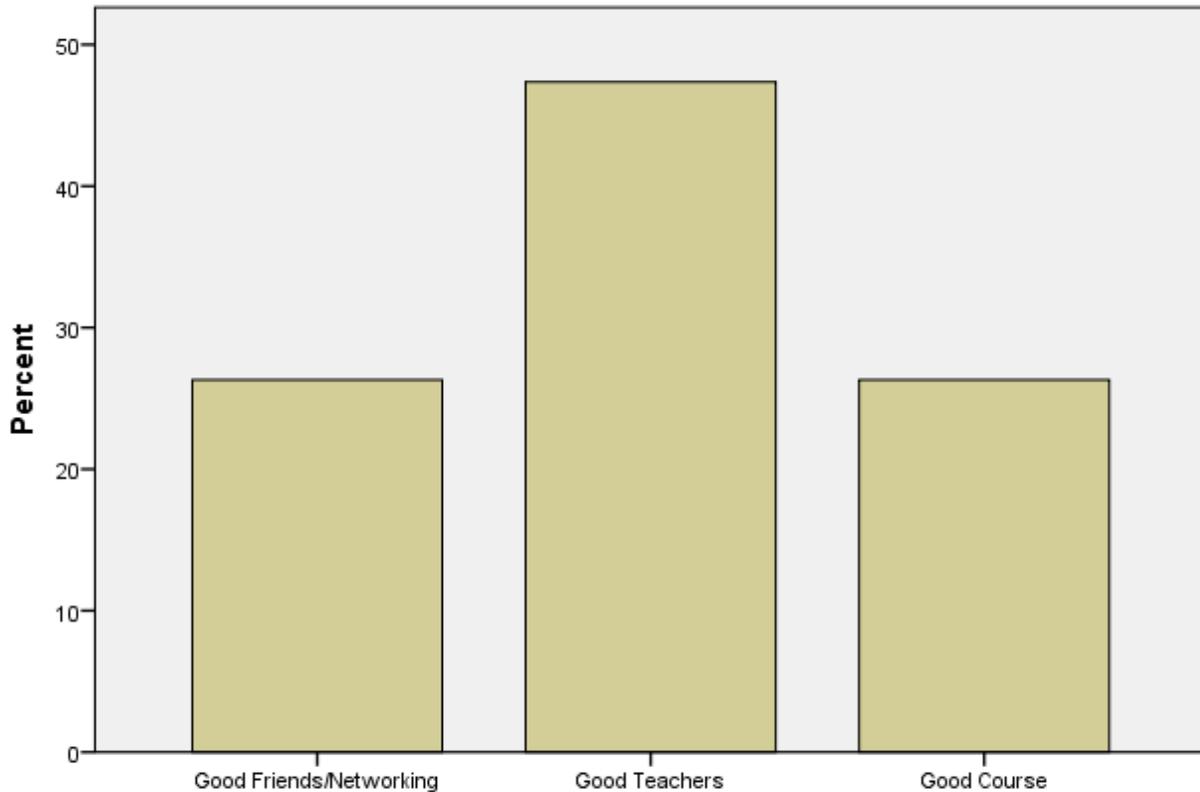
5.3 Reflective Questions about Training Experiences

5.3.1 Best Experiences

What was your best experience of attending the training you received from CTEVT?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Good Friends/Networking	5	26.3	26.3	26.3
Good Teachers	9	47.4	47.4	73.7
Good Course	5	26.3	26.3	100.0
Total	19	100.0	100.0	

What was your best experience of attending the training you received from CTEVT?



What was your best experience of attending the training you received from CTEVT?

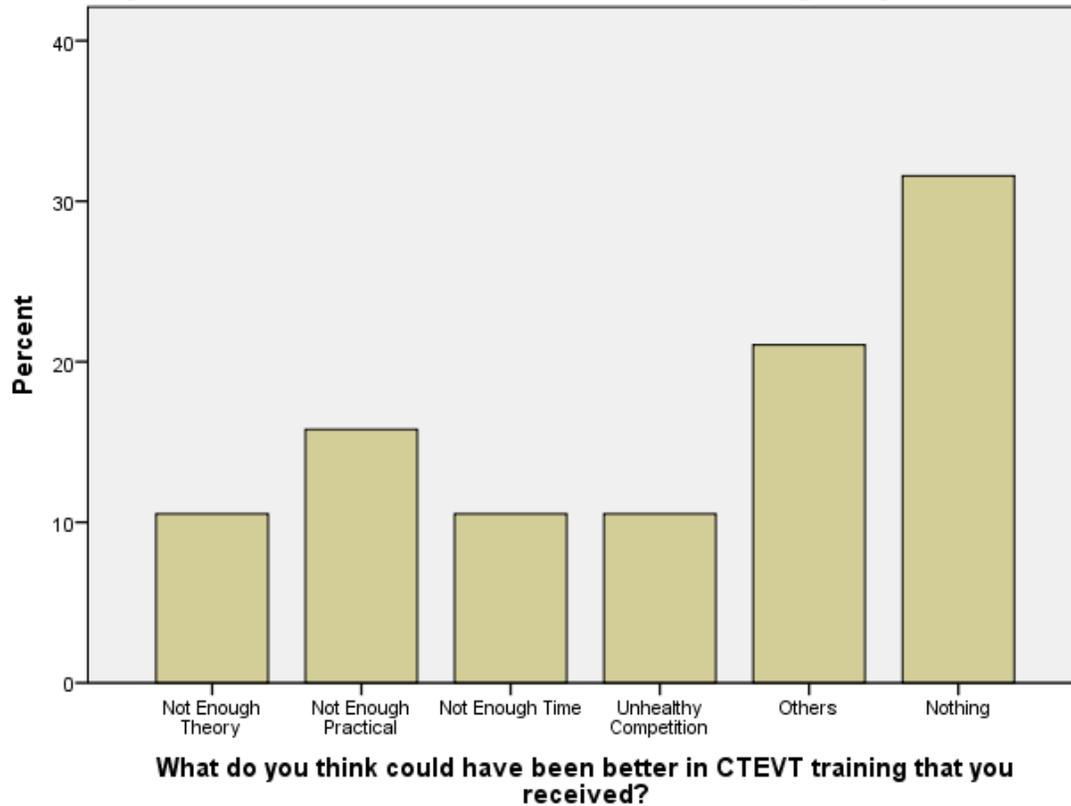
When asked about their best experiences, majority women (47.4%) complimented the teachers of CTEVT, 26.3% said that they liked networking, making friends and learning from them and the other 23% said that they liked the course and its design.

5.3.2 Areas to Improve

What do you think could have been better in CTEVT training that you received?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Not Enough Theory	2	10.5	10.5	10.5
Not Enough Practical	3	15.8	15.8	26.3
Not Enough Time	2	10.5	10.5	36.8
Unhealthy Competition	2	10.5	10.5	47.4
Others	4	21.1	21.1	68.4
Nothing	6	31.6	31.6	100.0
Total	19	100.0	100.0	

What do you think could have been better in CTEVT training that you received?



Discussing on Areas that CTEVT training programs could improve on, majority women (31.6%) couldn't identify anything that could be made better. Other 10.5%, 15.8%, 10.5% and 10.5% women found that the training program could have better theory, practical, better time management and reduced competition respectively.

6. Major Findings

The symposium of quantitative analysis, qualitative questions and stakeholder interviews conducted during this research have given light to some major findings. These findings have been organized in sub-headings below.

6.1 Quality and perception of CTEVT Training Programs

It was found that most attendees of the beautician or tailoring training programs, regardless of their purpose of joining the training, were generally happy and satisfied with the training process and outcomes. Most of them (73.7%) felt confident to start and/or continue running their own enterprise and most women (70.6%) were also confident enough to train other women in the skills they had learnt. There were also a few respondents (26.3%), however, who had been trained elsewhere, had years of experiences, but still choose to appear the CTEVT examinations purely for the graduation certificate, simply because this certificate validated their knowledge and expertise and made it easier for them to survive in the highly competitive market.

One thing the researcher noticed among students of beautician, in particular, was that majority of women felt an unhealthy competition within teachers and students. Most complained that the course Beautician Level II is the final assessment of beautician skills and once it had been completed all teachers and students would be evaluated in the market at the same level – regardless of the actual skills or the experience of the beautician. This, as women complained, made teachers hesitant on correctly assessing students and allowing them to pass the level II examination. This opinion, however, although was mutual among almost all respondents (even the ones who had graduated level II), is purely based on the perception of students and has not been empirically tested/proven in this research.

6.2 Income Levels of Respondents

If we look at the level of income of the respondents, we see that almost half of the women earn a monthly income of less than rupees 15,000 a month, 35.3% of whom earn even below rupees 10,000. Just putting this into perspective, the national minimum wage of Nepal is set at 13,450 rupees, which means that around half the women graduating from these training earn less than what Nepal Government prescribes workers must earn at the very least.

Furthermore, we have learnt that 73.7% of women own their own enterprise, among which 78.6% of women have somewhere between 1 to 5 staffs. Looking at the salary of the staffs employed by these women, we find that 100% of the staffs working in these enterprises earn less than 15,000 rupees (almost all below the national minimum wage). Furthermore, 63.6% of these staffs earn less than 10,000 rupees which is 25.65% lesser than the national minimum. Measuring the level of satisfaction, however, majority of women (42.1%) responded that they are satisfied with their level of income. An assumption that could be made from this figure is that it represents the lower level of aspiration of women workers in our society.

These findings easily form strong reasons to believe, as was hypothesized, that vocational areas where women are dominant are extremely low-income areas.

6.3 Social Security, Investment and Scalability

Given that most enterprises are employing women with salaries fairly under the national minimum wage, it is safe to assume that all these staffs are undocumented. In fact, when asked if they receive (or provide) any social security benefits from their employer (or to their employees) or from the government, all (100%) women answered with a 'no', meaning, that no women working in this profession are registered, have employment guarantees, health insurances, pension schemes or any other forms of benefits whatsoever.

Additionally, it was even found that 36.4% of respondents who had formed their own enterprise hadn't even registered their company at relevant government offices, thereby limiting any possibilities of authenticity, legal protection, or even practical aspects like getting bank loans. This explains why only 7.1% respondents had financed the establishment of their enterprise through bank loans, and remaining 92.9% had financed the establishment either from their own savings or from personal loans from friends and family. The inability to access bank loans can be attributed to incomplete registration, having no property ownership for collateral and/or low confidence and willingness to take risks. All of these factors contributed to the limited scalability of these enterprises evident by the fact that none of these enterprises employed more than 5 staffs.

6.4 Limited Scope and High Competition

Through a bivariate analysis (shown before), it was proven that there was no significant correlation between the formal education women held or even the number of years of experience women had and their level of income. It proves that the level of income over time stays rather stagnant, in both

these professions, thereby aiding to the analysis that training programs preferred by women have reduced possibilities of growth.

Furthermore, interviews with these women revealed the existence of high competitions among beauticians and/or experts. Given that majority graduates (70.6%) have given training to others and 73.7% women had established their own enterprises, many respondents pointed out that it was fairly easy to establish their own shops, very close to the existing ones, thereby elevating the degree of competition.

Most women also complained that the rate in which they had to perform their services was very low compared to the level of time and effort that goes into performing the service (e.g. only Nepalese Rupees 20 for threading which requires a lot of time, focus and in long term carries possibilities of spinal pain). The researcher assumes that because establishing their own shop and training others is easy, there are several competitors in the market, which directly results in high competition thereby forcing the workers to keep their prices at a bare minimum.

7. Conclusion

After critical analysis of facts and widespread mutual opinions, we can conclude that ‘women-friendly’ vocational training programs provided by CTEVT (beautician and tailoring) are immensely helpful in technical aspects like skilling, building confidence in starting one’s own enterprise, training others etc. which to some degree ensures financial gains to women. On the flip side, however, the professional impacts of these training programs have found to reflect low income and low growth in women, given that almost half of the surveyed respondents, regardless of their formal education attainment or number of years of experience, still earn less than the national minimum wage of Nepal.

Furthermore, while being employed or having one’s own company feels financially empowering, one cannot ignore high possibilities of exploitation of women workers, especially given the absence of registration of enterprises, lack of employment guarantees, social securities and government protection. Amidst these realities, women workers are still hoping for higher training programs (Level III or Training of Trainers) or specialized skill trainings/seminars, because they believe that training as such would increase both their competence and confidence do to better in their respective professions.

Overall, it can be concluded that these training programs do a good job in skilling, improving abilities and giving confidence to women but could do a better job in ensuring enterprise registration, better pay, entrepreneurship skills, financial means to scale etc

8. Recommendations

1. The first, and perhaps the most important, recommendation is to urgently establish/update the Monitoring and Evaluation mechanism of CTEVT. It was impossible to find the names or even identify how many students had graduated vocational training from CTEVT institutes of Nepal.
2. Contact Tracing and Impact Study: One fundamental necessity of running training programs is the correct and timely identification of the effectiveness of such training programs and studying how graduates perform in the short and long term after receiving the training. The contact tracing and impact studies are highly recommended to be made a part of the Monitoring and Evaluation plan of CTEVT.
3. An important recommendation is for the government (or skilling organization) to identify and accept the paradox in focusing too much on ‘women-friendly’ training programs. It is crucial to keep into consideration the findings of this research, and take necessary steps to ensure that there are enough opportunities for women to improve their income or to grow their enterprises and not condition women to remain dominant in a sphere that is predominantly low income / low growth.
4. Another important recommendation is to include aspects like enterprise registration process, knowledge of government provisions and subsidies, knowledge on how to access financial investments, entrepreneurship/scaling skills etc. as crucial parts of vocational training. These skills will certainly help women scale their enterprises, improve their income figures and also remain in par with government regulations thus ensuring legal protection/support. More importantly, steps are to be taken to ensure that women workers are not exploited for their cheap labour and are stopped from being disproportionate victims of gender-specific career limitations (not choices).
5. One important recommendation, based on observation of current leadership dynamics of CTEVT, is to ensure diversity in leadership positions. It was observed that leadership positions in CTEVT had painfully low number of women representation (26 out of 27 officials were men). Literature suggests that to ensure diversity in workforce, dedicating a diversity team specifically responsible for ensuring a diverse workforce would be very efficient.

6. Finally, it is a popular demand among training graduates to introduce further training programs like Level III of skills or Training of Trainers (TOT), or even short term crash courses/specialization courses on specific skills which would make them updated with new methods/technologies and make their skills equivalent to international standards.

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10.ANNEX

ANNEX 1: SURVEY QUESTIONNAIRE

Research Questionnaire

Improving Effectiveness of Skilling for Women Entrepreneurs

Section A: Knowing the respondent

1. Name:
2. Age:
3. Occupation:
4. Field of Work:
 - a. Tailoring
 - b. Beauty Parlor
 - c. Others _____

5. Address:

District	Municipality	Ward No

6. Formal Education:

a. No formal education	b. Below SLC	c. SLC	d. High School	e. Bachelors
f. Masters	g. TSLC	h. Diploma	i. Others _____	

7. Which CTEVT training program did you take?
8. What year did you graduate from the training?
9. How long was the training?
10. How many years of experience do you have in this field?

11. How much did the training help you in your profession?

- a. Very Much
- b. A little
- c. Indifferent

12. How did you learn about the training?

1	Friends and Family	6	Training Institute
2	Radio / FM	7	Government Institution
3	Television	8	NGO/INGO
4	Newspapers	9	An Instructor
5	Former Graduates	10	Others _____

13. What was your motivation to join the training?

1	To find a job	5	To follow my interest
2	To open my own enterprise	6	Other people's advice
3	To upgrade my skills	7	Free of cost training
4	To increase my income	8	Certificate

14. Did you receive any financial support to obtain the training?

- a. No
- b. If yes, how much and by whom?

15. Have you taken any other training programs (other than those offered by CTEVT)?

- a. If yes, please mention the training and provider
- b. No

Section B: Respondent's current performance

16. Are you currently:

- a. Employed in a firm
- b. Self-employed
- c. Unemployed

17. A. If employed in a firm:

- i. Name of the Employer/Firm:
- ii. How long have you been employed?

1. 1 – 3 months	2. 3 – 6 months	3. 6 – 12 months	4. 1 – 3 years	5. Above 3 years
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- iii. How were you able to secure employment?

1. Help from friends and family	2. Help from training institute	3. Others _____
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- iv. How long did it take to find the job?

1. Less than a month	2. 1 – 3 months	3. 3 – 6 months	4. More than 6 months
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- v. Does your job description match with the training you received from CTEVT?

- a. Yes
- b. No

- vi. Have you trained anyone else in the same skill in which you received training?

- a. Yes
- b. No

- vii. What is your monthly income from the job?

1. 5,000 – 10,000	2. 10,000 – 15,000	3. 15,000 – 20,000	4. 20,000 – 25,000
5. 25,000 – 30,000	6. 30,000 – 40,000	7. 40,000 – 50,000	8. Above 50,000

viii. What was your monthly income before you took the course?

1. 5,000 – 10,000	2. 10,000 – 15,000	3. 15,000 – 20,000	4. 20,000 – 25,000
5. 25,000 – 30,000	6. 30,000 – 40,000	7. 40,000 – 50,000	8. Above 50,000

ix. Do you feel your income is sufficient for you? How satisfied are you?

- a. Very Satisfied
- b. Satisfied
- c. Indifferent
- d. Unsatisfied
- e. Extremely Unsatisfied

x. Do you receive any social security benefits from your place of employment?

- a. Yes
- b. No

xi. Are you engaged in any other (secondary/tertiary) source of income?

- a. Yes
- b. No

xii. Do you have a bank account?

- a. Yes
- b. No

xiii. Do you save regularly?

- a. Yes
- b. No

- xiv. Do you have plans to open your own firm/enterprise later?
 - a. If yes, what are the barriers that is stopping you from having your own firm now?
Alternatively, what support do you think will enable you to establish your own firm?
 - b. If no, why not? Do you think your decision could change in the future? What could change this decision?

17. B. If self-employed:

- i. What is the name of your firm?
- ii. Where have you registered your firm?
- iii. Did you establish the firm after graduating from the training?
 - a. Yes
 - b. No
- iv. How did you finance the establishment of your firm?

a. Self / Personal Savings	b. Loans from friends/family
c. Bank Loans	d. Other sources (please mention)

- v. Do you receive any tax breaks/subsidies from the government?
 - a. Yes
 - b. No
- vi. Does your firm's work area match with the training you received?
 - a. Yes
 - b. No

vii. How many staffs do you have?

a. No Staffs	b. 1 to 5	c. 6 to 10	d. 11 to 15	e. 15 to 20	f. Above 20
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viii. Have you trained anyone else in the same skill in which you received training?

- a. Yes
- b. No

ix. Do you think your employees could benefit from any additional training?

- a. If yes please mention what kind of training
- b. No

x. Do you think your products have enough market? Is it easy to sell what you produce?

- a. Yes
- b. No

xi. What is your firm's monthly turnover (or profit)?

1. 5,000 – 10,000	2. 10,000 – 15,000	3. 15,000 – 20,000	4. 20,000 – 25,000
5. 25,000 – 30,000	6. 30,000 – 40,000	7. 40,000 – 50,000	8. Above 50,000

xii. What is the average salary of your employees?

1. 5,000 – 10,000	2. 10,000 – 15,000	3. 15,000 – 20,000	4. 20,000 – 25,000
5. 25,000 – 30,000	6. 30,000 – 40,000	7. 40,000 – 50,000	8. Above 50,000

xiii. How much do you save for yourself monthly?

1. 5,000 – 10,000	2. 10,000 – 15,000	3. 15,000 – 20,000	4. 20,000 – 25,000
5. 25,000 – 30,000	6. 30,000 – 40,000	7. 40,000 – 50,000	8. Above 50,000

xiv. Do your staffs receive any social security benefits?

- a. Yes
- b. No

xv. Do you feel your income is sufficient for you? How satisfied are you?

- a. Very Satisfied
- b. Satisfied
- c. Indifferent
- d. Unsatisfied
- e. Extremely Unsatisfied

xvi. Do you have a bank account?

- a. Yes
- b. No

xvii. Do you save regularly?

- a. Yes
- b. No

Section C: Reflective Questions

18. What was your best experience of attending the training you received from CTEVT?

19. What do you think could have been better in CTEVT training that you received?

20. Is there any factor/training you took besides the training from CTEVT that helped you in your firm/employment significantly?

21. Would you like to get any other training from CTEVT?

- a. If yes, what kind of training would help you advance in your profession?
- b. If no, why not?

22. Any other feedbacks?

ANNEX II: CONSENT FORM

अनुमती फारम

म , CTEVT बाट मा तालीम प्राप्त व्यक्ति हुँ र मैले दाईत्व फेलो एवं रिसर्चर राज खरेलको रिसर्चको लागि बनाईएको सर्भे फर्म मा राजी खुसी उत्तर दिएको हुँ । यसका साथै रिसर्चर खरेललाई आफ्नो रिसर्च, अध्ययन तथा प्रकाशन प्रयोजनका लागि उक्त डाटा प्रयोग गर्ने अनुमती दिएको छु ।

नाम : _____

ठेगाना : _____

सम्पर्क नं. : _____

हस्ताक्षर : _____