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**Promoting Gender Equality for Decent Employment
(GE4DE's)**

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Sector Wide Study on Gender and Employment in Coastal Areas of Pakistan

Prepared by



Raasta Development Consultants

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FOREWARD

From Country Director ILO

ACRONYMS

AC	Air Conditioner
BA	Bachelor of Arts
BHU	Basic Health Unit
BP	Blood Pressure
BSc	Bachelor of Science
CBO	Community Based Organization
CIDA	Canadian International Development Agency
CIF	Community Investment Fund
CPJP	Centre for Peace and Justice Pakistan
CSO	Civil Society Organization
EEZ	Exclusive Economic Zone
EPAs	Environmental Protection Agencies
EPI	Extended Programme for Immunization
FGD	Focus Group Discussion
GDP	Gross Development Product
GE4DE	Equality for Decent Employment
HANDS	Health and Nutrition Development Society
HBL	Habib Bank Limited
HH	Household
ILO	International Labour Organization
IUCN	International Union for Conservation of Nature
KPK	Khyber Pakhtoon Khawa
LDA	LARR Development Association
LG	Local Government
NBP	National Bank of Pakistan
NCHD	National Commission for Human Development
NEQS	National Environmental Quality Standards
NGO	Non Government Organization
NIB	National Investment Bank
NRSP	National Rural Support Programme
PC	Planning Commission
PEPA	Pakistan Environmental Protection Act
RCDC	Rural Community Development Council
RDC	Raasta Development Consultants
Rs	Rupees
SOs	Supporting Organizations
SPSS	Statistical Package for Social Sciences
TV	Television
UBL	United Bank Limited
VDO	Village Development Organization
WWF	World Wildlife Fund

GLOSSARY

Bachat	Saving
Bazaar	Market/shopping place
Daisi	Traditional
Eid	Islamic Festival
Katcha	Non permanent, illegal
Kiryana	Grocer shop
Pacca	Permanent, solid, legal
Shawal	10 th Month of Islamic Calendar

EXECUTIVE SUMMARY

Introduction

The ILO is currently implementing a project, Promoting Gender Equality for Decent Employment (GE4DE), funded by the Canadian International Development Agency (CIDA). GE4DE intends to enhance the capacity of stakeholders to inform, design and implement gender sensitive policies and programmes and create more gender equal employment in selected economic sectors of Pakistan. Amongst others, one of the identified economic areas is the Coastal sector.

The coastal areas of Pakistan are in the province of Sindh and Balochistan. Gender inequalities are widespread in coastal labour markets, particularly fishing sector. Access to productive work that provides an adequate income for working men and women is the surest route out of poverty. Productive employment is the economic foundation of decent work. In the coastal areas most of the employments of women are in fishing sectors. This research aims to look at the non-fishing opportunities.

Purpose/ Objectives

As part of the planning phase GE4DE commissioned a research study to provide gender-aware baseline information upon which to design sector specific interventions and to enhance the capacity of research and community organizations in understanding and conducting gender-sensitive research. The specific objectives are:

- To understand the gender dimensions of employment in selected economic sectors
- To identify decent employment opportunities
- To analyze training needs
- To map and analyze stakeholders and institutions

Research Methodology

Research Partnerships

The research was conducted by partnerships between a lead professional organization and three supporting organizations (SOs):

- Raasta Development Consultants (RDC) - Lead Organization
- Centre for Peace and Justice Pakistan (CPJP) - Support Organization in Karachi
- LARR Development Association (LDA) - Support Organization in Badin
- Rural Community Development Council (RCDC) - Support Organization in Gawadar

The lead organization used a participatory coordination mechanism involving SOs to provide a **total research solution**. The SOs were involved at every stage of the survey, from development of tools, through field work, data entry and compilation to analysis and reporting.

Sample Size

The study was carried out in 5 villages/neighbourhoods in each of the districts of Karachi, Gawadar and Badin. The sample villages/neighbourhoods were as follows:

- Karachi: Sheikh Para, Khaskheli Mohalla, Dabela Para, Tikri village, Abdul Rehman Baloch
- Gawadar: Pishukan, Doar, Surbandar, Mulaband and Baloch/Nigori Ward
- Badin: Khamoon Mallah, Allah Bachayo Mallah, Sheikh Kerhyao, Misri Mallah, Haroon Bachal Jakhro

The situation analysis used a mix of qualitative and quantitative survey methods and secondary and primary data sources. The HH survey was carried out in 50 households from each geographical area. In each household, one man and one woman were interviewed for providing gender disaggregated data. The total sample size of the household survey was 150 households and a total of 300 respondents with 150 family profiles. The community profiles covered each of the 5 village/ neighbourhoods where the HH survey was conducted in each geographical area. This provided a total of 15 community profiles. Male and female key informants identified in and around the communities were interviewed while 2 FGDs (one each for men and women community stakeholders) was conducted in each village/ neighbourhood where the HH survey was carried out. This gave a total of 10 FGDs in each geographical area. A total of 30 FGDs were carried out. Local Fishing and/or other Work Associations, businesses, local NGOs/CBOs and relevant provincial government institutions were identified and visited for collecting secondary data and for interviews/discussions. A total of 22 interviews all together were conducted.

Constraints

The limitation of the study is that it provides trends rather than precise information and is useful as a basis for determining the way forward for designing a focused intervention plan. For a focused intervention and for determining the approach and strategy of that intervention it will be necessary to do a research and action exercise on the ground to determine the specific elements of an economic opportunities programme.

Findings and Analysis

Profile of Communities

The communities in Gawadar and Karachi were of a high density of population while that of Badin were sparsely populated. Communities surveyed in Karachi and Gawadar had electricity and water supply some had sanitation and gas supply also but no sanitation facilities. In Badin none of the communities reported any of the basic facilities. In Gawadar and Karachi main, metalled roads were within a distance of 2-3 km but access to villages in Badin was by many kms of *katcha* roads. Public transport was only reported from 2 communities in Karachi. Transportation across all villages/communities of Gawadar and Badin is generally hired cars. Mobiles are extensively used across the three areas.

All surveyed communities in Gawadar had public and private schools for both boys and girls, while there were no educational facilities in 2 of the 5 surveyed villages of Badin (Misri Mallah and Khamoon Mallah) and 1 of the 5 communities selected in Karachi (Khaskheli Mohallah). There were no schools for girls in all the surveyed villages of Badin and just 1 vocational center was found across all 15 communities surveyed.

The average family size is 6.86 (from a population of 1029 out of 150 households). Then the dependency ratio is 152.2, which means that for every one bread earner, there are about 1.5 dependents. More than 2/3 of the households had a nuclear family structure, highest in Karachi and lowest in Gawadar.

In Badin the educational profile was very poor; barely 20 percent boys and girls were enrolled in schools and only 30 percent of boys in the age group 15-19 years were educated. In Karachi only about 40 percent of boys in the age group 5-14 years were enrolled in schools as compared to more than 60 percent girls in that age group who go to school. In Gawadar the education trend all the way up to 19 years was high for both boys (about 80 percent) and girls (about 70 percent).

There is a clear link between availability of educational facilities, and enrollment of boys and girls. However, what is not very clear is the linkage between the education imparted in schools and their

relevance for livelihoods of the people. This aspect of educational facilities will need to be explored further as it may be a crucial entry point for a livelihoods intervention.

No children up to 10 years of age were found to be working while about 80 percent of boys and more than 90 percent of girls in the age group 10-15 years do not work. It is noteworthy that in Gawadar a good 35 percent of young men do not begin to work until about 21 years of age. .

All surveyed communities across Karachi and Badin are dependent on fishing and fishing labour while those in Badin also reported agricultural labour. The largest variety of livelihoods were reported from the selected communities in Gawadar including fishing related work (net making, shrimp/fish cleaning, fish processing/packaging, boat making/repairing) small business and large businesses (fish processing factories, ice factory, ship building, builders/ building material business) as well as government employment and vocational jobs. Small shops, keeping of livestock and sewing/embroidery were also variously reported as income generating activities.

No financial institutions like banks were found in the surveyed communities from the Badin coastal area. Four villages of Gawadar had branches of different banks (UBL, agricultural bank, NIB, Bank Alfalah, Al Habib), while only one village in Karachi had branches of HBL and NBP.

All surveyed communities across all the coastal areas had local shopping area/*bazar* within or in a neighbouring community/village. The selected communities of Gawadar and Karachi were by and large close to or within the city limits of Gawadar and Karachi which serve as a large market but the communities selected in Badin were remote from cities or even towns.

In terms of total household income 56 percent of households from Gawadar had an income in the range of Rs 8000-20000, while in Karachi the range for 58 percent of households was Rs 3000-12000 and in Badin for 52 percent the range was Rs 3000-8000. However the per capita income of households was Rs 1000-3000 for about half the households across all 3 regions. In Gawadar the households where the per capita income was in the range of Rs 3000-5000 was 24 percent while in Karachi this was 10 percent and in Badin it was 6 percent.

Situation Analysis of Livelihoods

Employment and Income Trends

By and large there are distinct jobs that men and women do. More men do fishing (67 percent men and 3 percent women), while more women do fish and shrimp cleaning (26 percent women and 5 percent men). Sewing/embroidery and handicrafts (33 percent), teaching (9 percent) and selling small items (9 percent) were reported solely by women and government jobs (7 percent) and vocational work (5 percent) was reported solely by men. Both men and women reported net making (7 percent men and 11 percent women), private jobs (4 percent men and 9 percent women), farming (5 percent men and 6 percent women) and shop keeping (3 percent men and 3 percent women).

Fishing was the main means of livelihood for men in communities along the coastal strip of Karachi (90 percent) and Badin (80 percent). In Gawadar there are more livelihood opportunities for men, apart from fishing (32 percent), including government jobs (22 percent) and vocational work (14 percent). In Badin the only other means of livelihood, other than related to fishing (14 percent shrimp/fish cleaning and 14 percent net making), is agriculture (16 percent). In Karachi occupations other than fishing were net making, boat making, shop keeping and private jobs but not more than 1 or 2 men reported this. Only 1 man in Gawadar reported that he had a job in a factory.

For women in Karachi and Gawadar the main livelihoods were sewing and embroidery (42 percent and 50 percent respectively), private jobs (14 percent and 16 percent respectively) and teaching (12 percent and 14 percent respectively). Interestingly few women from Gawadar reported fishing or fish related work as a means of income while women in Karachi (20 percent) and in Badin (58 percent) do cleaning of fish and shrimps and net making (10 percent and 22 percent respectively). In Gawadar 24 percent of women sell small items for income generation while only 1 woman each from Karachi and Badin reported same. Other than fish/shrimp cleaning, net making (although net making appears not to be for income generation) and agriculture no other significant means of livelihood was reported by women in Badin, only 3 of whom do sewing/handicrafts. Only 2 women from Gawadar and 3 women from Karachi reported working in a factory as an occupation (as distinct from the 8 women in Karachi who do shrimp cleaning and sewing embroidery in a factory).

On the whole for men work is almost entirely based out of the home while for 60 percent of women work is home-based. Men generally bring home a higher income than women many of whom supplement the household income from the work that they do. In Badin, however, where livelihood opportunities are so few, both men and women work together to earn a combined income for the household. Overall 60 percent of women reported earning an income between Rs 1000-3000 per month while the same percent of men reported earning Rs 3000-12000 per month. A large number of women (74 percent) from Karachi and about half the women (56 percent) from Gawadar are independent earning members of their households. In Badin all women reported working with husbands (or sons) to generate any income.

However it is important to note that the main occupations of men and women, fishing and agriculture bring in seasonal incomes. Also for sewing and embroidery there are *Eid* and marriage seasons when demand is higher. Only government and private jobs and employment in the education (and health) sector are likely to bring in a monthly salary and either because these opportunities are limited or do not exist or skills are not present that such jobs are few and far between. Thus in addition to low wages, the livelihoods of more than 70 percent of working men and women in these communities are by and large seasonal and uncertain.

The problem has been that while skilled and semi-skilled jobs, especially in a place like Karachi and Gawadar, may be available the educational system and vocational training has not kept pace with the demand. Thus while small industries and the services sector lack skilled personnel, the schools and vocational training centers do not offer a curriculum that may help women and men get skilled and obtain jobs in these sectors.

Working Conditions

Most of the occupations reported by men and women in the survey are in the informal economic sector which is unregulated and undocumented. Regarding problems at the work place, overall about half the men respondents and about one third of the women respondents said that they do not face any problem at their work place. Half the men respondents and about one third of the women reported lack of toilet and drinking water at their work place (whether at home or out of home). Lack of transport was reported by about a fifth of the women and one third of the men. Overall the same number of men and women (11 and 12 percent respectively) reported bad behaviour of co-workers while only 7 women (1 from Karachi and 6 from Badin) specifically mentioned harassment of women.

Regarding problems related to the work itself, in the perception of the respondents overall the major problem they face in their work is low payment/wages reported by more than half the men and women; followed by lack of market information reported by about 40 percent of the men and women. About a quarter of the men and one third of the women perceive low market prices and about one third of the men

and a quarter of the women perceive lack of transport as a major problem. A few respondents (8 percent men and 1 percent women) reported other problems in their work. This included:

- Misbehaviour of rangers agency
- Delay in payments
- Difficulty in buying raw material/stocks
- Lack of facilities like packing machine/deep freezer
- Lack of material
- No proper place for parking boats on shore which cause difficulty in buying and transporting fish

A factor that has a large impact upon the income generating capacity of men and women is health problems. On the whole more women reported general health issues (blood pressure, fever, cough and body aches) while more men reported health issues related to work. A majority of men and women from Badin suffer from wounds in hands and nails as well as itching and burning. Injuries by machines and accidents at sea as well as injuries by fish were reported by men from Karachi. General sickness, injuries by machines and eye sight affected was reported by men from Gawadar. It would seem that general and specific health problems are many and health issues are probably the single most important factor in keeping these communities hand-to-mouth.

Entry Skills/Requirements

As much of the means of livelihood is subsistence (fishing and agriculture), there are no entry skill levels, or training and education 'requirements'. Some men and women, who probably have natural entrepreneurial skills, operate small shops, *kiryana* and other daily items stores or small auxiliary businesses related to fishing/agriculture or trade and transport. For those men and women who have a government job or are teachers some minimum educational level is required. For vocational work it is likely that the skill was learnt on the job itself.

In factories generally there are no standard requirements for jobs; in fact education is not important only need to know about work. Qualification doesn't matter, persons are hired as per their expertise and experience. Local customs do not allow women to work in hotels and women do not like to work in factories because these are regarded as mens' work in the society. Local businessman don't like to employ women because providing security to women employees is not possible.

Employment Opportunities

The communities along the coastal strip of Karachi, Badin and Gawadar have developed traditional skills related to fishing (fishing, net making, boat making, processing the catch etc) as this is the only means of livelihood available to them. For women there are even fewer opportunities as their traditional skills of sewing and embroidery does not have a market. Where more opportunities have become available, as in Gawadar, there has been an attempt to acquire the vocational skill from the nearest town or city or learn on the job itself. Both the lack of livelihood opportunities and the absence of a vocational basis in the public education system has served to ensure that neither can serve as a catalyst for creating more and varied employment opportunities for the men and women of these communities.

Alternative livelihoods were proposed in FGDs with communities and NGOs. However, it will take conceptual detailing, focused research and actual work on the ground as a pilot intervention to determine what elements are required to make a livelihoods intervention viable and sustainable. The following suggestions that have emerged from the study may be the basis for the recommended way forward from this study.

Female responses:

Karachi-vocational work, sewing/cutting/designing/fabric painting, improve existing skill of women ie candle making, sewing, embroidery, *rilli*/quilt making/garments/handicraft

Gawadar- Government services/ private sector, private teaching /tuition, selling goods, poultry farming, kitchen gardening, making gift items from sea shells, value addition of sea salt prepared in the village, cattle rearing, sewing/stitching garments, selling garments from Karachi, making detergent and bleach.

Badin-Handicraft, sewing, poultry, live stock management and dairy products, making net, small

Male responses:

Karachi-vocational jobs (plumber, electrician, automobile repairing) for men, vocational job for women (sewing, embroidery, decoration pieces/ garments), shrimp/fish packaging and food preservation for women; handicraft for women and cottage industry.

Gawadar-Welding, repairing of electronics (AC/refrigerator, watch, mobile repairing), engine / motor mechanics, light machine plants, poultry farming, kitchen gardening, making knives, farming can be promoted, transportation could grow up, plumber, other skilled jobs, value addition and marketing of locally made sea salt. Expanding and modernizing fish processing can create more jobs, boat building and boat engine mechanics, fish packaging and value addition of fish products, marketing of artisan work of women like embroidery items and others, aqua culture and shrimp farming.

Badin-Live stock management and dairy products, honey, woods, coal preparation, brick making, small business, poultry farming, boats and net making, poultry feed, sewing, carpentry.

NGOs:

- If modernized and expanded fishing can provide a lot of employment, women can get more employment if handicrafts and embroidery works are properly marketed and expanded.
- Fish farming, aqua culture, crab farming, dairy farming, hotel, sea shell and handicraft centers, eco tourism,
- Renewable energy sector, sewing and handicrafts, making gift items from sea shells, culture base souvenirs, human resource development
- Shrimp farming, handicrafts, value addition of fish products, poultry farming, dairy farming, making gift items, children's garments, boat building industry
- Fishing can be enhanced, agriculture can be increased if water issue is solved, training of women in handicrafts, embroidery
- Livestock, poultry, sewing/embroidery, hut making, wood selling.

It was very difficult for respondents of FGDs to understand or articulate 'decent' employment opportunities. For a large majority decent employment was synonymous with employment itself, and provision of training and educational facilities, and better rates and wages. Many respondents, however, did mention unhygienic and poor working conditions and the resultant health and disease problems.

Training Needs Assessment

A large majority of men and women from Karachi and Gawadar and men from Badin have learnt their work from family and/or locally or on the job. Few men or women have obtained any formal or vocational training. For both men and women there appears to be little relationship between education, formal or vocational training and the livelihood opportunities.

It is interesting to note that while more than 50 percent of the women said that they require training only 32 percent men said the same. It is important to understand here that for most men their experience is that any training in whatever they are already doing will not be of benefit unless the training can significantly change what they are doing. For women their experience is that by learning a skill they can add to the household income because otherwise they do not have the opportunity that men do of learning on job itself.

It was difficult for men and women from these coastal communities to articulate training for livelihood opportunities that do not exist and they have no experience of. For the few men and women who could articulate their needs for training, vocational training, need to acquire skills and training in adding value to their product emerged. In the FGDs almost half the men reported needing vocational training which includes welding, A/C, refrigerator and mobile repairing etc. so they will get value added wages. Almost half the women reported needing training in fish processing, small business (selling and marketing of goods), poultry farming, kitchen gardening, gift/decoration items from sea shells etc. However, it must be stated here that training alone cannot provide livelihood opportunities. That requires a whole community development strategy based upon an understanding of how communities develop and change and a concrete action research programme.

It is quite clear from the findings that training must be linked to livelihoods either as a source of income or improving incomes and adding value to product. It is also quite clear that training alone will not provide opportunities. In those areas which are remote and resource poor only large scale government intervention or large scale private investment are likely to be a catalyst for development. However, in areas that have resources and opportunities educational and vocational training on the one hand and the demand for skilled and semi-skilled work will need to be brought in tandem.

Stakeholder Mapping and Institutional Analysis

Few men and women (2 percent and 16 percent respectively) from the communities of Karachi and a large majority of men (80 percent) from the Gawadar communities reported that they do not belong to any organization whether at the workplace or in their community/ neighbourhood. All the men and women from Badin and 40 percent of women respondents from Gawadar reported belonging to some organization; either a CBO or VDO or an organization established under a project of an NGO. A large majority of respondents who reported that they belong to an organization also reported that they were part of the saving and credit groups of such organizations. It needs to be explored if such groups have the potential for collective action or bargaining in terms of the livelihoods of the people.

In Karachi one of the major projects being implemented by the Livestock Department Government of Sindh is Training of Coastal Women's Improvement of Livestock. The project is implemented in Thatta, Badin, Karachi (Gadap Town, Bin Qasim Town, and Malir Town). Another project is that of the Fisheries Department support for 500 boats upgrading according to international standards for export of fish. The existing bodies and organizations such as Karachi Port Trust, Karachi Fisheries Harbour Authority, Port Qasim Authority, Korangi Fisheries Harbour Authority have little connection to each other regarding their work. The government departments also face hindrances due to the lengthy procedure of approval for any development expenditure.

Six different projects are being implemented under HANDS, on services delivery, awareness raising, advocacy, health and education for men, women and children of Rehri goth. A local organization is also working on small community issues, but has no funding for any project.

In Gawadar, the Balochistan Fisheries Department is developing a comprehensive plan for the development of the Balochistan coast with the support of ADP. A fisheries training center is being

established at Jiwani. There are no specific programmes for women. The District Government (under the LG system) prepared the Integrated District Development Plan (Long and Short Term) with the technical assistance of IUCN. There are special projects and plans for women development in the ADP of the Planning and Finance Department but they are implemented by the Women Development Section of the Social Welfare Department. The Social Welfare Department has skill training centers such as industrial homes, gender refresh centers, literacy centers for adult women, and computer literacy centers. The Vocational Training Center has a Jafakash Aurat Programme, a long term programme for skill training and development of women.

Khushalli Bank has micro credit for small businesses for the poor and training. Makran Coastal Wetland Complex, PWP has training, advocacy and social mobilization project for coastal population especially fishermen and their families. Men are trained on modern techniques of fishing while women are trained in handicrafts and net making.

IUCN has programmes and projects related to training, advocacy and research for the whole population of Gawadar district. SMEDA has training, social mobilization, business research and development. Currently they have one project for training on business development and marketing. NRSP has training, services delivery, infrastructure development programmes focusing on women and related issues. Men and women are equally targeted as beneficiaries of the projects. In micro credit women local support organizations are formed and CIF is initiated through them.

In Badin the Pakistan Fisher Folk Forum was the only NGO found, in the selected villages, working on fishermen's right through advocacy. They have a presence in the Fisheries Department office in Badin. From the FGDs it seems that there are few coherent or long-term development plans, strategy or approach for development of communities in the coastal areas. There are no specific government policies related to gender, disadvantaged and poor. At the provincial department level the operative documents are the PC-Is that are related to projects and the annual development plans that largely deal with financial outlays.

The women's section of the Social Welfare Department has projects specifically for women. Projects usually target the poor, women and children. The directorates of fisheries generally concerned with registration of boats and regulating the fishing trade. The factories are registered with other concerned authorities. There are many departments, directorates, authorities etc all with their own policies and plans and jurisdiction.

Most NGOs and development organizations were found in Gawadar area but very few in Badin. Many work on advocacy for the rights of the fishermen while some (in Gawadar) have projects related to poverty, environment, employment, vocational training, business development, health, and education, micro credit etc. Many of the NGOs and organizations follow a social mobilization approach to development.

Conclusions

From the situation analysis it seems that some effort has been mobilized for the development of the coastal belt in Badin, Karachi and Gawadar that has highlighted problems and some attempt has been made to address these problems. However, this effort appears neither to be rationalized nor streamlined as most are individual efforts of organizations or on an *ad hoc* basis. In the case of the government political expediency, lack of vision and an inadequate policy framework have resulted in keeping the coastal areas poor and underdeveloped. The coastal development approach of the government is patchy and fragmented, there is no vision for creating livelihoods as a means of development in these areas nor a

framework of well defined and well researched parameters of development against which interventions can be designed or measured. Each sector of development is dealt with separately and variously and at great length, without an understanding of how all sectors need to link up. As a result, most work is done more as crisis management rather than as a coherent and concerted effort.

In the case of donors and NGOs there appears to be a tendency to follow a conventional approach to social development and restrictive mandates render their work less effective than would have been otherwise. The approach of community participation, engaging NGOs and CSOs as implementing partners and building upon the work of NGOs lacks clear directions and the substantial resources available are not utilized in the most efficient way. Nor are there any 'successful pilot programmes of livelihood interventions' that can serve as a model either for replication by the donor agencies or the government on a larger scale.

The people of the coastal areas suffer from a *historical economic vulnerability* where for centuries they have been subject to harsh conditions and subsistence living, with little hope to be able to climb out of their poverty trap. In these conditions they have tried to make the most of an economy which barely promises them physical survival; where health care is primitive, and in some cases, sub-primitive; education for children more medieval than modern; and access to economic opportunities difficult.

Development of the coastal areas means providing the building blocks of development, ie, (a) enhanced, diversified and self-sustained livelihoods; (b) a standard of living where health and education are provided in the modern context, (c) where access to resources and inputs of production, specially for the small holder or livestock farmer and the small entrepreneur are provided, and so on. If these factors of development, (which are central to vitalizing a community, and to the livelihoods approach of ILO), and for communities to be able to respond to modern challenges of growth, were to be brought in as a holistic approach, it would cumulatively create the spring-board for taking the community to a sustainable level of development with a standard of living better than before.

This involves addressing the more endemic vulnerabilities and requires different approaches, strategies and elements added to the GE4DE programme of ILO. The findings from this situation analysis serve to highlight the broad directions of the interventions of ILO and their implementing partners. For concrete suggestions action research is necessary to determine the specific elements of interventions. Specifics can only emerge once an intervention in its entirety is tested on ground.

The situation analysis indicates that enhanced livelihoods are priorities of the whole communities. A more professional design approach would be to concentrate on focused interventions, first on a small scale in one or two communities, and then take the success of those interventions to scale. Also from the point of view of effectiveness, and sustained development, it may be more efficient that resources are not spread too thin, first initial but concrete results were achieved, and the projects then built on the success of those achievements.

It may also be more prudent from the point of view of creating long-term impact on the communities if, for example, only one or two items from a set of key needs (e.g. fisheries) is first taken up on a focused and sustainable level, and brought to completion. The community could then build upon that intervention for expansion into vocational training, agricultural activities and crop diversification, clean health facilities, and so on.

ILO is very well placed to work out a well-designed and detailed programme, not only for gender equity in the fisheries sector, but for livelihoods as a whole, for health and schooling issues which may serve as successful models both for further interventions of ILO and partners (and other donor agencies and NGOs), which would, in turn, initiate debate, and serve as a catalyst for the state to bring about policy

reform, specially as many of the root causes of vulnerability have to do with an inadequate public policy framework.

Recommendations

What is needed now is for ILO to establish a new paradigm or direction for change. This will require a review of strengths and weaknesses of the design and implementation strategies of GE4DE, and a debate on how to establish a long-term conceptual framework, taking an unconventional view of, and out-of-the box thinking about the dynamics of change.

Need for establishing a new paradigm: Less is More

A major factor that has hampered the development of an effective, long-term framework of development is that carefully deliberated and well-planned policies have not emerged as a forte of either the government or the NGO/donor programmes. There is, therefore, a need to explore a new paradigm of a carefully planned, step-by-step approach for development and change in marginalized communities. It may be of benefit to ILO to deliberate on the 'Less is More' approach, whereby **first**, only one or two interventions in one or two communities are made, the specific elements of the approach are identified, and some level of success and sustainability is achieved, before taking the programme to scale.

Need for Debate

On the basis of the findings from the situation analysis debate and discussion with analytical precision on the issues of development in the coastal communities will prove useful for the future course of the GE4DE Project. This will require first, establishing the parameters of how the Programme can be effective and second, developing concrete recommendations, on the basis of these parameters.

The Way Forward

In light of the findings from the situation analysis and the larger objectives of the GE4DE that links gender equity and development and an approach that seeks to address the root causes of livelihoods vulnerability; a 3-step way forward by way of a process is recommended which will help extract the principles which are likely to produce better results and make for a more effective gender equity management and development policy making.

Specific elements of the process:

1. 1. Constitute a 4-6 member research committee to review existing paradigms of development, and visit a few selected development projects in the coastal areas. Based upon the review and visits the research committee will develop a *Concept Paper* which would be circulated for feedback.
2. On the basis of the recommendations made in the *Concept Paper*, the research committee will next develop a *Strategy Paper* which will identify and design a selected few proposals to demonstrate elements and methodology of effective interventions under the Gender Equality for Decent Employment (GE4DE). This needs to be a small set of interventions as a research and development exercise with full professional thrust and keeping in mind that for initial success to be achieved the intervention should have as few variables as possible.
3. A conference will be organized for deliberating the conclusions of the *Strategy Paper*, refining the new paradigm and making recommendations from which will emerge a *Policy Document*.

Some recommendations for action research:

From the findings of the situation analysis some recommendations for action research may be:

1. A production facility and employ men and women in fisheries production in Karachi and Gawadar, and link them with traders/exporters in Karachi. In doing so the programme will have set up a training centre for raw hands to be trained into skilled.
2. Facilities for eco-tourism in Gawadar and Karachi where some investment would be required and more importantly, it would provide training in rudimentary hotel management.
3. Enhanced livestock farming, with training in animal husbandry, feed, and marketing of livestock.
4. All of the above may be complemented with establishment of one or two public schools of quality education that meet the needs of modern education as well as vocational training linked to livelihood opportunities in the area.
5. Demonstrating effective public health services will go a long way in reducing vulnerability of populations along the coastal areas. This may include improving management of an existing government facility demonstrating that quality health services is a function of management (as opposed to that of funds alone) and that nothing stops a low cost public health facility delivering the same services as a high cost private facility. In geographical proximity to the schools this can be immediately linked up with the curriculum so that nursing (for girls as nursing as a profession for women does not carry a cultural constraint) and para medic training (for both boys and girls) can be immediately included in the vocational training curriculum of the school(s) and will have the advantage of demonstrating in a short period of time the efficacy of vocational training both as part of the school curriculum and linkage to a sustainable livelihood. Including livestock management will widen the canvas of the vocational training and demonstrate a linkage between education and economic opportunity.

Timeline of the process

Tasks	Time
Constitution of research committee	2 weeks
Visit and review of selected programmes	4 weeks
Development of Concept Paper	2 weeks
Development of Strategy Paper	8 weeks
Conference & development of Policy Paper	After 6 months
Assessment	After 1 year

If ILO can undertake this process, through the *Concept Paper*, the *Strategy Paper*, and the *Policy Document* (the substantive and final statement of a new direction), it will be a pioneering effort in defining the context of effective and meaningful development, and the methodology for implementing that context into practice, not only for their themselves and their partners but for the development sector as a whole.

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CHAPTER ONE

Introduction

1.1 Introduction

The International Labour Organization (ILO) is a specialized UN agency which promotes social justice and internationally recognized human and labour rights and works through a unique tripartite structure with workers and employers participating as equal partners with governments. Promoting gender equality is fundamental to all of ILO's work. The ILO believes that gender equality in the world of work is a fundamental human right, critical to social justice and is instrumental in achieving poverty alleviation and social and economic development goals.

The ILO is currently implementing a project, Promoting Gender Equality for Decent Employment (GE4DE's), funded by the Canadian International Development Agency (CIDA). (GE4DE's) intends to enhance the capacity of stakeholders to inform, design and implement gender sensitive policies and programmes and create more gender equal employment in selected economic sectors of Pakistan. Amongst others, one of the identified economic areas is the Coastal sector.

1.2 Background of Coastal Areas of Pakistan

The coastal areas of Pakistan are in the province of Sindh and Balochistan. These coastal areas are on the shore of Arabian Sea connecting with other countries of the world. Gawadar and Karachi are two prominent ports on these coastal areas. Gawadar is a district along the sea in south of the Makran. Gawadar port can become a trade hub for all the neighbouring land locked central Asian countries of Pakistan.

Gender inequalities are widespread in coastal labour markets, particularly fishing sector. Women often work in the lowest paid and most precarious forms of employment, and experience the effects of the so-called "sticky floor", on the bottom rungs of their occupations. Furthermore, they continue to be affected by the invisibility of their work related to the care economy. Access to productive Work that provides an adequate income for working men and women is the surest route out of poverty. Productive employment is the economic foundation of decent work. In the coastal areas most of the employments of women are in fishing sectors, through the research we would like you to look at the non-fishing opportunities. For example those coastal communities are primarily involved in fishing, but also other activities such as home-based crafts, packaging factories, and domestic work.

In July-May 2002-03 fish and fishery products valued at US \$ 117 million were exported from Pakistan. The fisheries sector as a whole contributes to about 1percent to the country's GDP and provides jobs for about 1% of the country's labour force. Freshwater carp farming is the major aquaculture activity in three of the country's four provinces (Punjab, Sindh and Khyber Pakhtun Khawa KPK). No direct data on the number of fish farmers employed in this sector is available as fish farming in most parts of the country is carried out as an integral part of crop farming.

In Pakistan, the participation of women in fisheries is common among the fishing communities and women are engaged in aquaculture activities specially when it is part of a family enterprise and help is required in feeding, planting grasses in the ponds and guarding the ponds when the farm is close to the house. Most fish markets have inadequate facilities, usually they lack cold storage facilities, have poor hygienic conditions and inadequate communication links, etc.

1.3 Rationale of the Study

Since Promoting Gender Equality for Decent Employment (GE4DE's) focus is on promoting gender equality in the world of work, more detailed information of the gender dimensions of employment in Coastal areas is needed to ensure that project interventions properly address the needs and expectations of women, men, girls and boys.

1.4 Gendered Situation Analysis

As part of the planning phase GE4DE is commissioning research to provide gender-aware baseline information upon which to design sector specific interventions. For each sector, the situation analysis exercise will be conducted by a research partnership. Each partnership will consist of one lead partner and one or more local, supporting partners. Partnering expert organisations, with smaller community-based ones, provides an effective combination of the outsider's (lead research organisation) specialist expertise with insider's (local organisations) knowledge, and helps build capacity in the process.

1.5 Purpose/ Objective

General Objectives

The general objectives of this situation analysis, that is the broad development goals to be achieved, are:

- Capacity of research and community organizations enhanced in understanding and conducting gender-sensitive research
- Gendered, sector-specific situation analyses provide the basis upon which to design interventions to meet the GE4DE project's immediate objectives.

Specific Objectives

The specific objectives, that is, the specific types of knowledge to be produced as part of the situation analysis, are:

- To understand the gender dimensions of employment in selected economic sectors
- To identify decent employment opportunities
- To analyze training needs
- To map and analyze stakeholders and institutions

CHAPTER TWO

Background

2.1 Background of Coastal Belt

Pakistan has a coastline about 990 km long with an adjacent coastal zone of 240,000 square km in the Northern Arabian Sea. It comprises of two distinct units, the passive margin of Sindh which stretches over 370 km and the active margin of the Balochistan coast which stretches 760 km. River Indus, the sixth largest river in the world, drains into the north-eastern Arabian Sea forming a large delta. There are rich living and non living resources in the coastal zone of Pakistan. The living resources include mangrove forests along Sindh and Balochistan coast with the Indus Delta harbouring the 6th largest mangrove forest in the world. The commercially important marine fisheries resources of Pakistan are composed of about 350 different species. Associated with Pakistan's coastal ecosystem is a complex array of natural resources which provide economic goods and services. These goods and services are both marketed, eg fish, shellfish and non-marketed eg mangroves for their medicinal uses and their functions as nursery areas for juvenile fish and buffers against storm surges. These goods and services have an extremely important long term strategic value.

2.2 Economics and Uses of Coastal Areas

KARACHI

Karachi is the biggest trade and economic center of Pakistan. Karachi Port handles the majority of the country's seaborne trade while the surrounding city of Karachi accounts for half of the government's revenues and contributes 20 percent of Pakistan's GDP. The following sectors of economy make use of the coastal marine environment in Pakistan.

- Port and shipping
- Fisheries and forestry
- Communication and roads
- Coastal agriculture
- Boat building
- Ship building
- Oil and gas mineral exploration
- Salt industries and mineral industries
- Coastal tourism
- Pollution control management
- Coastal power plants and energy sector¹

GAWADAR

Gawadar district underwent a period of rapid change on account of huge investments in the development of a deep seaport, the construction of the coastal highway and plans for the establishment of an export free zone. The remote and neglected fishing villages of Gawadar have been linked to Karachi and the rest of the country through the highway which has provided access and greater mobility to communities along

¹ www.environment.gov.pk, Brief on Environmental Problems of the Marine and Coastal areas

the coast. The highway has also made it possible to expand and develop port business by increasing the volume of transit trade and cargo handling. Urbanization, increased trade and commerce, industrialization, diversification of the local economy and fresh employment opportunities were some of the benefits for Gawadar district.

Gawadar is emerging as the third deep seaport of Pakistan after Karachi and Port Qasim. As such, it has considerable economic and strategic significance, not only on account of its proximity to the Gulf but also because it is located away from Pakistan's traditional confrontation sea zone².

The following sectors can be found operating in Gawadar district:

- Fisheries
- Agriculture/horticulture
- Industries
- Livestock
- Poultry and dairy
- Handicrafts
- Transport
- Real estate
- Mines and minerals
- Tourism

BADIN

Badin on the whole is a low and flat district. The whole district depends for its cultivation on several canals taking off from the Indus River. Rice is the main crop of the district and is grown wherever the level of the land permits it. The other crops grown in the district are cotton, sugarcane, jawar, wheat, barley, fruits and vegetables.

Forest growth consists of four chief sorts of trees, that yield an excellent timber used extensively for wheels, agricultural implements, building purposes, fuel in manufacturing coal, dyeing and tanning, food for cattle of all kinds, building and lacquer work, good fuel wood, agricultural implements and tannery, reeds blinds, shades and walls for huts, grass for baskets, chairs and ropes.

Good breed of buffaloes and cows are found in the district. Badin being predominantly an agricultural area, the available industries are agro based, including production of sugar and rice-husking. Badin offers prospects for agro-based and agro allied industry given that adequate raw material is available in the district. In 1981, the first oil well at *Khaskheli* was explored and at present there are four oil fields in Badin. Badin is a famous trading centre for sugarcane, tomato, chilies, fish and livestock markets³.

2 Gawadar: Integrated Development Vision, IUCN, GoB, 2010

3 Statistical Data Collection of Coastal Belt of Sindh, Forest and Wildlife Department Government of Sindh, Raasta Development Consultants, SDSC University of Jamshoro, 2004

2.3 Government Institutions Working in and for Coastal Zones

The departments working in the coastal zones (and those having implications for the coastal zones) include the following:

- Sindh Forest & Wildlife Department, Government of Sindh
- Livestock and Fisheries Department, Government of Sindh
- Sindh Wild Life Department, Government of Sindh
- Environmental Protection Agency, Sindh
- Port Qasim Authority
- Maritime Security Agency
- Directorate General of Ports and Shipping
- Karachi Port Trust
- National Commission for Human Development (NCHD)

Profiles of these government institutions are presented below:

2.3.1 Forest Department

Sindh Forest & Wildlife Department is a well organized and a multi-disciplinary governmental organization entrusted with responsibilities for protection and management of 2.782 million acres of state forestry and rangelands resources in Sindh and promotion of tree planting on private lands for sustainable wood production and protection/ preservation of ecosystem/ environment. The department has been regularly undertaking various development activities and implementing local and donor assisted projects in the fields of forestry & rangeland management, promotion of social forestry, amenity/urban planting, landscaping & beautification, avenue plantation, promotion of sericulture and apiculture, forestry education, research and improvement of important ecosystems

The functions and objectives of the department are:

- To increase vegetative cover over state forest lands
- To meet the fuel wood and timber requirements of the province on sustained basis
- To promote environmental stability, preserve biodiversity and natural heritage
- To disseminate technology of nursery raising, field planting, marketing etc. to public particularly farmers through trainings, workshops, seminars and field visits
- To promote a forestation on farmlands through farmers participation

2.3.2 Fisheries and Livestock Department

The main function of livestock and fisheries department is to improve availability of animal protein in human diet so as to achieve the required quantity of 27.5 grams daily.

The functions of livestock department include:

- Provide extension and technical services upto village level regarding disease control of livestock, poultry and fish development
- Provide training to rural farmer about modern technologies for imparting knowledge to establishment of dairy, fish and poultry farms in the province

- Provide modern technologies regarding increase production of milk, beef, white and red meat, fish and poultry meat and eggs etc

The functions of fisheries department include:

- Conservation of fisheries resources, management and development of resources on scientific lines
- Training of fisheries and fish farmers and in-service training
- Extension services of private sector
- Revenue earning through auctioning / licensing of water resources
- Supplies of quality fish-seed to private fish farmers on subsidized rates

2.3.3 Environmental Protection Agency - Sindh

The Environmental Protection Agencies (EPAs) were established to basically implement the Pakistan Environmental Protection Act (PEPA), 1997, and to enforce the National Environmental Quality Standards (NEQS). The federal EPA has delegated its relevant powers and functions to the provincial EPAs.

The functions of EPA-Sindh are advising & coordinating with Government, semi-government organizations, industries, NGOs, & various development agencies on preventive measures for abatement of pollution.

- Coordination Environmental Policies & Plan
- Implementing PEPA, 1997 & entering NEQS
- Rendering advice & assistance on environmental matters to various agencies
- Establishment of monitoring system for effluents & emissions.

These agencies have extremely inadequate manpower to be effective.

2.3.4 Pakistan Maritime Security Agency

At the end of 1986, the Government of Pakistan announced the setting up of the Pakistan Maritime Security Agency to oversee Pakistan's interest in the maritime zone and the EEZ.

2.3.5 Directorate General, Ports and Shipping

The Director General, ports and Shipping, Ministry of Communications has important responsibilities in respect of all ports and shipping matters. The work in respect of the proposed merchant shipping legislation is being undertaken by this office.

2.3.6 Karachi Port Trust

The Karachi Port is administered by a Board of Trustees, comprising Chairman and 10 Trustees. The Chairman is appointed by the Federal Government and is also the Chief Executive of Karachi Port Trust. The remaining 10 Trustees are equally distributed between the public and the private sector. The five public sector Trustees are nominated by the Federal Government. The seats for private sector Trustees are filled by elected representatives of various private sector organizations. This way all port users find a representation in the Board of Trustees.

2.3.7 National Commission for Human Development (NCHD)

Human development in Pakistan requires a movement for social transformation. NCHD believes in the importance of community ownership in all projects where decision making rights are provided to all stakeholders. NCHD's approach to poverty alleviation is multi-sectoral, therefore they are taking an integrated approach focusing on the needs of people at the grassroots. NCHD has community development programme in Badin and Thatta districts, including coastal areas.

2.4 National and International Non-Government Sector Organizations in the Coastal Belt

There are some international organizations and national NGOs and grassroots groups working in the coastal areas. Most of these NGOs/ CBOs focus on advocacy, social mobilization or community development including education and health sector. Some of the NGOs have experienced officials at the top level but neither a mid level cadre professionals nor well-trained support staff at lower levels exist.

IUCN and WWF-Pakistan are also working for the conservation of wetlands and marine ecosystems. Threat to flora and fauna, deforestation, soil erosion, extinction of rare species, loss of agriculture biodiversity, water logging and salinity, land degradation and use of pesticides are some of the important bio-diversity issues which are of interest to low income urban and rural communities. International NGOs are actively supporting and solving environmental issues. With the focus on conservation of the natural environment and the ecological processes essential to life on earth, international organizations are promoting environmental awareness for the benefit of local communities. IUCN recently organized a workshop in Badin and Haleji Lake in Thatta WWF recently launched re-plantation of mangroves in district Thatta⁴.

⁴ Statistical Data Collection of Coastal Belt of Sindh, Forest and Wildlife Department Government of Sindh, Raasta Development Consultants, SDSC University of Jamshoro, 2004

CHAPTER THREE

Methodology

3.1 Research Partnerships

The research was conducted by partnerships between a lead professional organization and three supporting organizations (SOs):

- Raasta Development Consultants (RDC) - Lead Organization
- Centre for Peace and Justice Pakistan (CPJP) - Support Organization in Karachi
- LARR Development Association (LDA) - Support Organization in Badin
- Rural Community Development Council (RCDC) - Support Organization in Gawadar

The lead organization used a participatory coordination mechanism involving SOs to provide a **total research solution**. The SOs were involved at every stage of the survey, from development of tools, through field work, data entry and compilation to analysis and reporting.

Team from supporting organizations

Each SO constituted a team for this study comprising:

- 1 senior researcher
- 1 junior researcher
- 2 supervisors (1 male and 1 female)
- 4 enumerators (2 male and 2 female)
- 1 data entry clerk

Team from lead organization

The lead research organization provided a professional team comprising:

- 1 principal researcher
- 1 senior researcher
- 1 data processing specialist
- 1 research coordinator

See annex-3 for name of SOs and team members.

3.2 Purpose and Research Questions

Purpose

The study was designed to address the following sets of questions:

1. Employment Trends:

- Livelihoods Analysis. What are the different types of livelihoods women and men are engaged in? Which are formal and informal economy activities? Is work home-based, contractual, daily

wages, piece-rate, permanent? Which livelihoods are directly related to fishing and which are non-fishing?

- Work in the formal and informal economies. What sort of work do women and men do in the informal economy? What sort of work is done by home based workers? Role of middle man?
- What are the entry /Skills requirements in terms of training and education for different types and levels of employment?
- Working conditions. What sort of conditions prevails in different levels and types of employment? How do they compare against ILO's standards of decent work?
- Career progression. Do women and men have opportunities to progress in their jobs to higher levels of employment, or different types of employment? If not, why? How can these opportunities be created?
- Collective Bargaining. What sorts of arrangements exist for collective action? Do women participate? Are women's concerns adequately addressed?
- Women and the workplace? Are there any issues regarding sexual harassment? Glass ceilings? Discrimination? Exploitation?

2. Employment Opportunities:

- Skills need assessment. What are current skills shortages; emerging skills shortages; critical skills shortages?
- Types of work. Which opportunities do and do not meet the standards of decent work? Do employers tend to prefer women or men for certain jobs? Why? Do women prefer to do certain types of work? Why? Do women aspire to jobs which they find difficulty accessing? If so, what are the barriers?
- Which opportunities are most conducive to enhancing and improving women's employment?
- Linkages. Does training in this sector also lead to opportunities in other sectors? (e.g. hospitality training is relevant to retail, tourism and travel sectors)
- Unconventional jobs. Are there opportunities to promote 'green jobs'? Are there opportunities to train women for unconventional jobs?

3. Training Needs Assessment:

- Skills demand. What type of training is needed to address identified skills shortages?
- Skills development. For different types and levels of employment, what sorts of training do women and men need to enhance technical/vocational skills and enable upward job progression?
- Non-trade specific skills. What sort of training can help women; in particular, participate effectively in opportunities for collective bargaining/action?

4. Stakeholder Mapping and Institutional Analysis:

- Government Departments. Which departments are involved and in what capacity (policymaking, quality assurance etc)? Which policies apply? How gender-sensitive are they?
- Projects. Have there been any special interventions for gender equality or women's employment? Which NGOs have been involved?
- Training Providers. Which training providers have the capacity to deliver training according to the identified training needs?
- Target Groups. Which groups meet the requirements of the project (poor, rural and urban men and women) and the training entry requirements? What is their socio-economic profile including

community profile; such as access to basic necessities specially drinking water, electricity and most importantly communication channels. These may include transportation (from/to work), ownership of radio/T.V., mobile phones and their specific utilization (channels etc) with respect to women? Are there any instances of girls, in particular, from low-income, disadvantaged backgrounds, which have high levels of educational attainment and could compete for higher levels of jobs?

- Employers' and Workers' groups, formal or informal.
- Is the impact of industrialisation of fishing on local jobs (big fishing companies coming in etc), has it displaced local peoples' jobs, and has it changed job profiles? What are the opportunities for alternative employment etc?

3.3 Sampling

The study was carried out in 5 villages/neighbourhoods in each of the districts of Karachi, Gawadar and Badin. The sample villages/neighbourhoods were as follows:

- Karachi: Sheikh Para, Khaskheli Mohalla, Dabela Para, Tikri village, Abdul Rehman Baloch
- Gawader: Pishukan, Doar, Surbandar, Mulaband and Baloch/Nigori Ward
- Badin: Khamoon Mallah, Allah Bachayo Mallah, Sheikh Kerhyao, Misri Mallah, Haroon Bachal Jakhro

3.4 Research Instruments

Research Approaches and Methods

The situation analysis used a mix of qualitative and quantitative survey methods and secondary and primary data sources. Specifically:

1. **To understand the policy framework related to gender, disadvantaged and the poor:** desk review of policies, regulations, labour laws and the working environment in the coastal areas and specifically in the fisheries sector; community profiling and in-depth interviews giving a picture of actual conditions and focus group discussions with groups of men and women in communities.
2. **To understand the gender dimensions of employment in selected economic sectors:** Household survey where both men and women were interviewed to obtain gender disaggregated information on employment and all facets of the employment (markets, middleman, value chain, income; access, raw materials, training needs, issues faced by women in their workplaces etc); and focus group discussions with groups of men and women in communities.
3. **To identify decent employment opportunities:** Community profiling to provide information on workplaces i.e. businesses/ entrepreneurs in and around communities, access to health, education, vocational training, water and sanitation facilities and community perceptions. Information, including workplace issues faced by women employees, was obtained from workers, businessmen, entrepreneurs, middlemen, Govt. projects and programs and NGO and other donor interventions as well as focus group discussions with groups of men and women in communities.
4. **To analyse training needs:** Household survey; interviews with NGOs and businesses/ entrepreneurs in and around the community and focus group discussions with groups of men and women in communities.
5. **To map and analyse stakeholders and institutions:** Interviews at workplaces i.e. businesses/ entrepreneurs in and around the community, NGOs and government institutions.

Research Instruments

1. Family profile
2. Household tool
3. Community profile
4. FGD guideline for community males and females
5. Interview guideline for NGOs
6. Interview guidelines for government institutions
7. Interview guidelines for businesses

See annex 2 for research instruments.

Field Ethics / Protocols

Field ethics and protocols were developed and data collectors trained in how to approach and obtain personal data while protecting participants' confidentiality and human rights.

Criteria for Selection of Respondents

This included briefs on sampling technique, profile of respondents and criteria for selection.

3.5 Sample Sizes and Groups

The survey was conducted in 15 villages of the 3 selected coastal areas of Karachi, Gawadar and Badin districts. The sampling was as under:

Household Survey

The HH survey was carried out in 50 households from each geographical area. In each area 5 villages (in rural areas)/neighbourhoods (in urban areas) was selected and from each village/neighbourhood, 10 households were randomly selected. In each household, one man and one woman were interviewed for providing gender disaggregated data. The total sample size of the household survey was 150 households and a total of 300 respondents with 150 family profiles.

Community Profiles

The community profiles covered each of the 5 village/ neighbourhoods where the HH survey was conducted in each geographical area. This provided a total of 15 community profiles. Male and female key informants identified in and around the communities were interviewed while 2 FGDs (one each for men and women community stakeholders) was conducted in each village/ neighbourhood where the HH survey was carried out. This gave a total of 10 FGDs in each geographical area. A total of 30 FGDs were carried out.

Stakeholder Mapping

Local Fishing and/or other Work Associations, businesses, local NGOs/CBOs and relevant provincial government institutions were identified and visited for collecting secondary data and for interviews/discussions. A total of 22 interviews all together were conducted.

3.6 Procedure and Time Frame

Preliminary Process

The representatives from lead organization and supporting organizations participated in an orientation workshop by ILO in Islamabad before the commencement of the study. This was followed by the development of a research grid and draft instruments by the Raasta team and the senior researchers from supporting organizations.

Pre-testing and Training of Senior Researchers

Pre-testing of instruments was carried out with senior researchers from supporting organizations in Karachi and the research instruments finalized. Training in each research instrument was carried out in 2 tiers; tier 1 in Karachi for senior researchers and tier 2 in each geographical area for junior researchers, enumerators and supervisors. The Raasta team trained the senior researcher from each support organization in all the tools as well as sampling technique, profile of respondents and criteria for sample selection and finalized the data collection and monitoring plan with them. In tier 2 the trained senior researcher from each supporting organization trained the junior researchers, supervisors and the enumerators whom they selected and appointed in their own geographical areas.

Data Collection/Field Work

Qualitative data collection was carried out by senior and junior researchers while the HH survey was carried out by male and female enumerators. The HH survey was supervised by supervisors who also organized the FGDs and assisted the senior and junior researchers in carrying out FGDs, in-depth interviews, stakeholder mapping and community profiles. The Raasta team monitored the training in each geographical area while the senior researchers from each supporting organization were responsible for ensuring timely and accurate collection of data.

Training for Data Entry and Processing

The data entry and processing specialist from Raasta developed the data base for quantitative data entry and trained 1 person from each supporting organization in data entry on SPSS, post verification, processing on the SPSS and tabulation of quantitative data. The Raasta team developed a reporting format for qualitative and secondary data compilation which was carried out by the senior researchers for their own each geographical area.

Tabulation/Compilation and Main Findings

Main findings, based upon quantitative and qualitative data and the secondary research, from each area was developed in Karachi by the Raasta team together with the senior researchers from the supporting organizations for sharing at tripartite consultations with stakeholders in Karachi.

Analysis and Reporting

Based on the feedback from stakeholder consultations, the research findings were analysed in line with the study objectives and the research report prepared by the Raasta team.

The timelines and milestones are provided in annex 4.

3.7 Risks and Limitations

A major constraint in carrying out research in coastal areas is the “village within village” syndrome, where what appears to be one contiguous village is reported as two or more villages, the divisions being made on ethnic lines. Sometimes greater number of villages is reported than there are geographical sites of villages. Some of these “villages within villages” are as small as 2-3 households. For the purposes of such surveys the contiguous village (regardless of how many smaller sections are reported as separate villages) is taken as one village.

The quality of the team members from the support organization was an unknown factor and it was precisely for this reason that a methodology of involving the supporting organizations at every stage of the study; right from inception to the reporting stage was devised. This helped in ensuring uniformity and quality of the report while at the same time build capacity of organizations in carrying out research along professional lines.

The limitation of the study is that it provides trends rather than actual numbers and is useful as a basis for determining the way forward for designing a focused intervention plan. For a focused intervention and for determining the approach and strategy of that intervention it will be necessary to do a research and action exercise on the ground to see how the elements of development and change in communities through an economic opportunities programme is brought about.

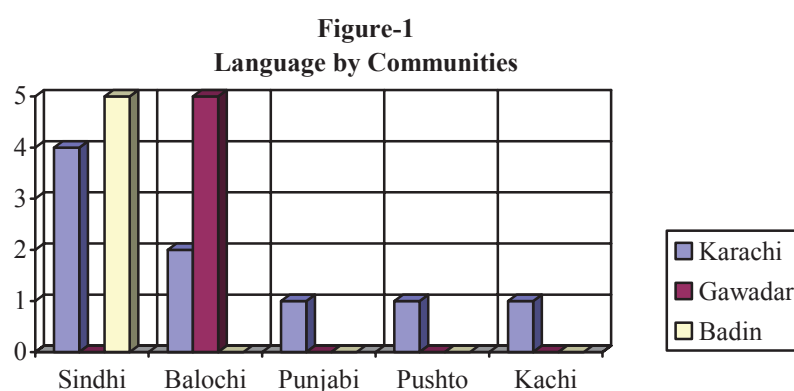
CHAPTER FOUR

Findings and Analysis

4.1 Profile of Communities

4.1.1 Population Density and Language

The communities in Gawadar and Karachi were of a high density of population while that of Badin were sparsely populated (reference table-1 in annex-7). Communities in Badin were Sindhi speaking and in Gawadar Balochi, speaking. In the communities of Karachi Sindhi is mostly spoken, followed by Balochi, Punjabi, Pushto and Kachi.



4.1.2 Basic Utilities

All communities in Gawadar reported electricity and water supply but no sanitation facilities. Only 2 villages reported supply of gas. Conversely in Badin none of the communities reported any of the basic facilities in houses, water being available from canals and some handpumps. In Karachi electricity, gas and water supply were reported from 4 communities and sanitation in 3, while 1 community reported no facilities. Wood was the main source of fuel where gas was not available. Gas cylinders and kerosene oil was mentioned in 1 community of Karachi.

In Karachi, one community, Dabela Para, had no facility of gas, electricity, water supply & sanitation system while one community, Abdul Rehman Baloch, had no sanitation system. In Gawadar, Baloch/Nigori Ward, Mulaband and Pishukan had no gas connection and all five communities (Pishukan, Doar, Surbandar, Mulaband and Baloch/Nigori Ward) had no sanitation system. In Badin all five communities (Khamoon Mallah, Allah Bachayo Mallah, Sheikh Kerhyao, Misri Mallah, Haroon Bachal Jakhro) had no facility of gas, electricity, water supply & sanitation system.

Figure-2
Basic Utilities by Communities

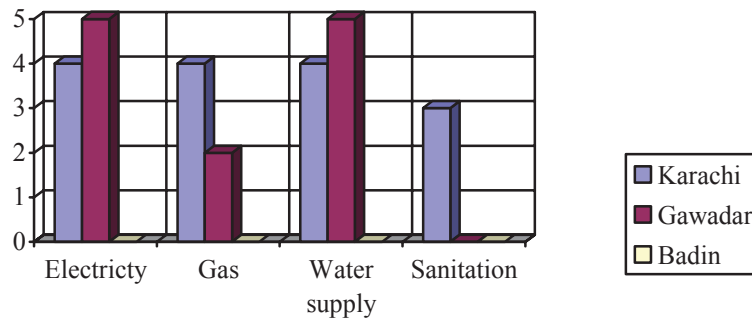
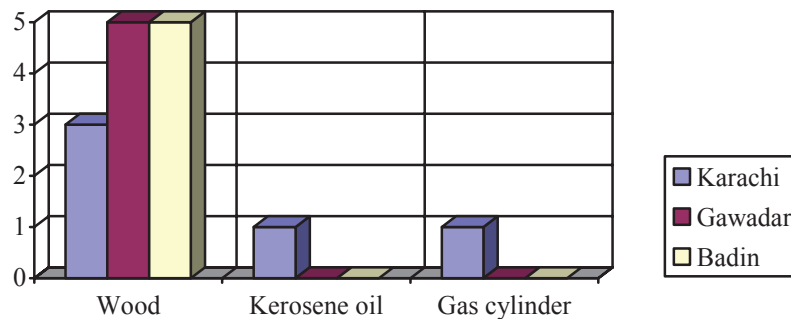


Figure-3
Source of Fuel



4.1.3 Infrastructure and Communications

A majority of communities/villages had *katcha* road in Gawadar and Badin. However 3 communities in Karachi had mix of *katch/pacca* road. In Gawadar and Karachi main, metalled roads were within a distance of 2-3 km but access to villages in Badin was by many kms of *katcha* roads.

Public transport was only reported from 2 communities in Karachi. Transportation across all villages/communities of Gawadar and Badin is generally hired cars although rickshaws and carts were also reported from Badin. Pick-ups, datsons and mazdas were reported from Karachi and Gawadar for use in transport of goods and products.

Mobiles are extensively used across the three areas. While Gawadar is well connected with telephones and wireless service, in Badin mobiles are the only source of communications with the outside world.

(reference table-11, 12 & 13 in annex-7)

4.1.4 Educational and Health Facilities

All surveyed communities in Gawadar had public and private schools for both boys and girls, while there were no educational facilities in 2 of the 5 surveyed villages of Badin (Misri Mallah and Khamoon Mallah) and 1 of the 5 communities selected in Karachi (Khaskheli Mohallah). There were no schools for girls in all the surveyed villages of Badin and just 1 vocational center was found across all 15 communities surveyed.

Figure-4
Educational Facilities

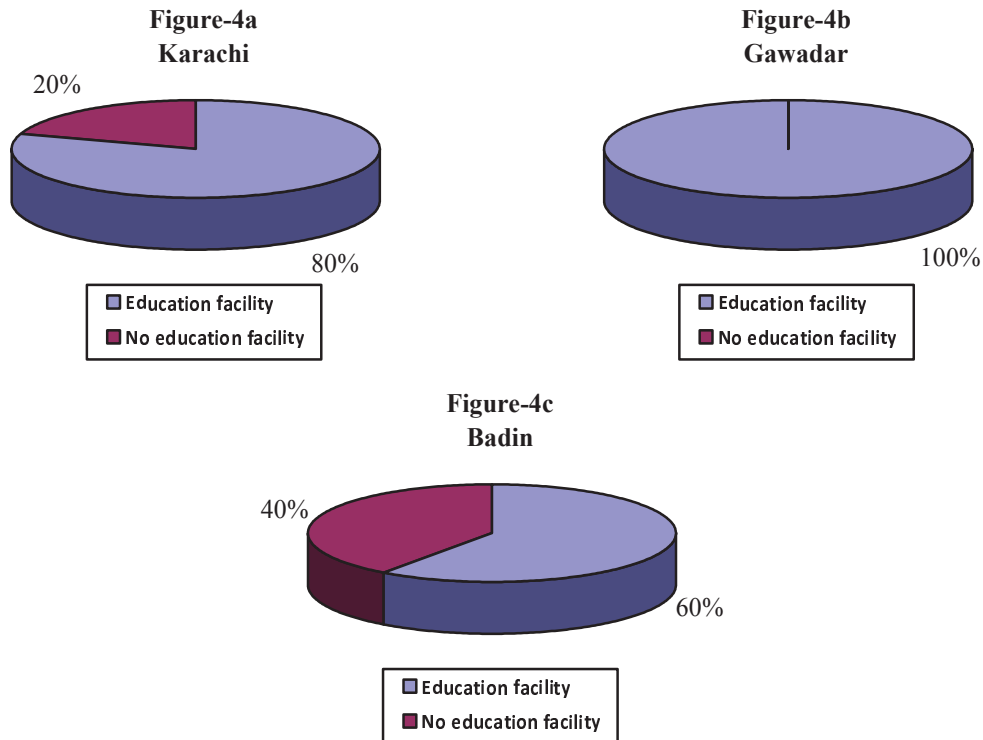
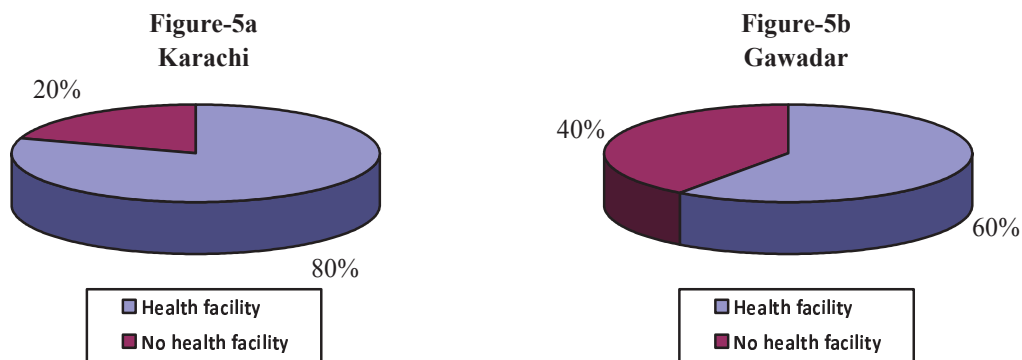
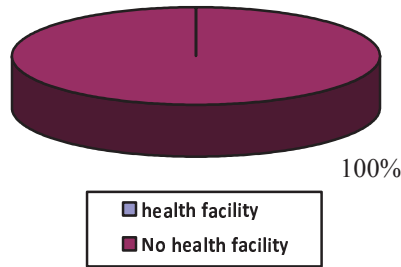


Figure -5
Health Facilities



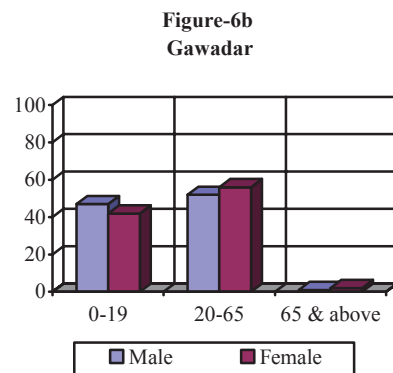
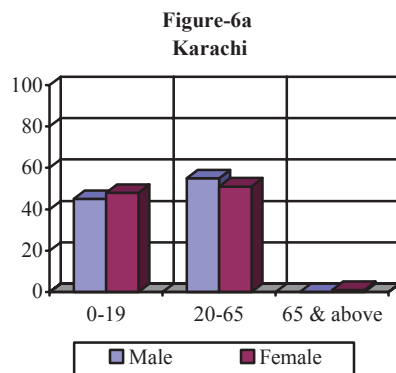
**Figure-5c
Badin**



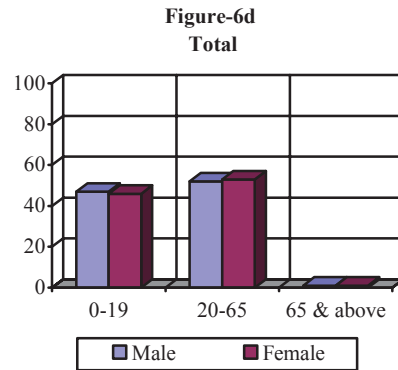
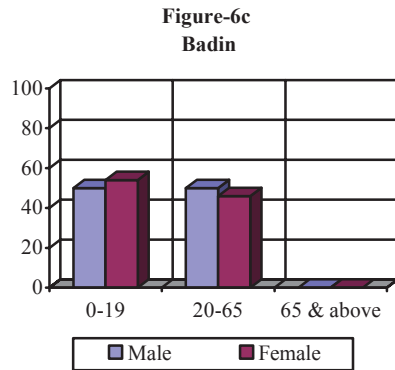
4.1.5 Demographic Profile

According to the sample population, the proportion of males to females was 48 percent to 52 percent while the sex ratio was 93 (93 males per hundred females). The average family size is 6.86 (from a population of 1029 out of 150 households). Then the dependency ratio is 152.2, which means that for every one bread earner, there are about 1.5 dependents⁵.

**Figure-6
Age-sex Distribution**



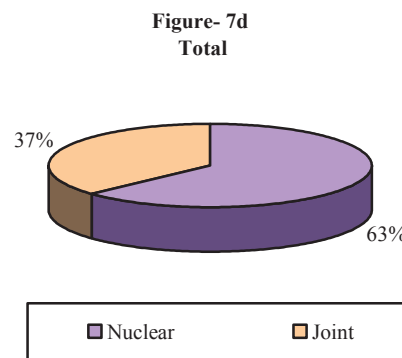
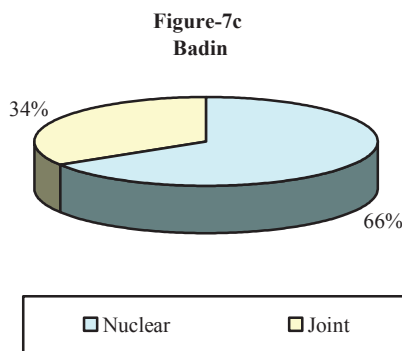
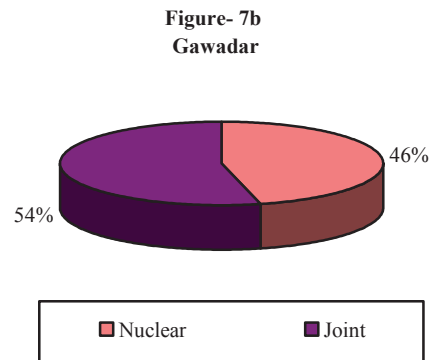
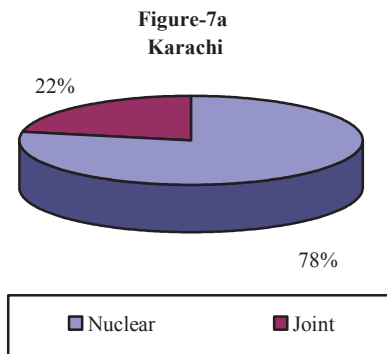
⁵ Dependency ratio is calculated through a formula, by assuming that total population is dependent population (males who are earning, are also dependent upon themselves) and the economically productive population constitutes only males (between 15-64 years). Total population 1029 x 100 / male population between 15-64 years 676.



Sixty-two percent females and 53 percent males of the total population surveyed was between the age 15-49 years and about one third (36 percent males and 30 percent females) were under the age of 15 years. However on the other hand 11 percent males and only 8 percent females were over the age bracket of 50 years.

More than 2/3 of the households had a nuclear family structure, highest in Karachi and lowest in Gawadar. No boys and girls below the age of 15 were found to be married and only in Badin were young men and women in the age bracket of 15-19 years found married in significant numbers but very few in Karachi or Gawadar.

Figure-7
Family Structure



4.1.6 Educational Profile

In Badin the educational profile was very poor; barely 20 percent boys and girls were enrolled in schools and only 30 percent of boys in the age group 15-19 years were educated. No women over the age of 15 years and barely 10 percent men over the age of 20 were found to be educated. In Karachi only about 40 percent of boys in the age group 5-14 years were enrolled in schools as compared to more than 60 percent girls in that age group who go to school. In the age group 15-34 years about 70 percent young men and about 60 percent young women were uneducated while more than 85 percent of both men and women above 35 years were uneducated. In Gawadar the education trend all the way up to 19 years was high for both boys (about 80 percent) and girls (about 70 percent). In the age group 25-34 years about 65 percent women and almost all in the age group 35 and above were uneducated. The educational trend of men in Gawadar was better with 60 percent men in the age group 25-34 and more than 40 percent in the age group 35-49 attaining some level of education. There were virtually no men and women above the age of 50 who were educated.

There is a clear link between availability of educational facilities, and enrollment of boys and girls. It is also clear that where enrollment is poor it is not because of school age children, boys in particular, going out to work since a majority of boys in the age group 10-15 years reportedly do not work (see section below on employment status). However, what is not very clear is the linkage between the education imparted in schools and their relevance for livelihoods of the people (see section 4.2.4 entry skills and requirements). This aspect of educational facilities will need to be explored further as it may be a crucial entry point for a livelihoods intervention (see section 5 on recommendations).

Figure-8A
Educational Profile (age 5-19 years)

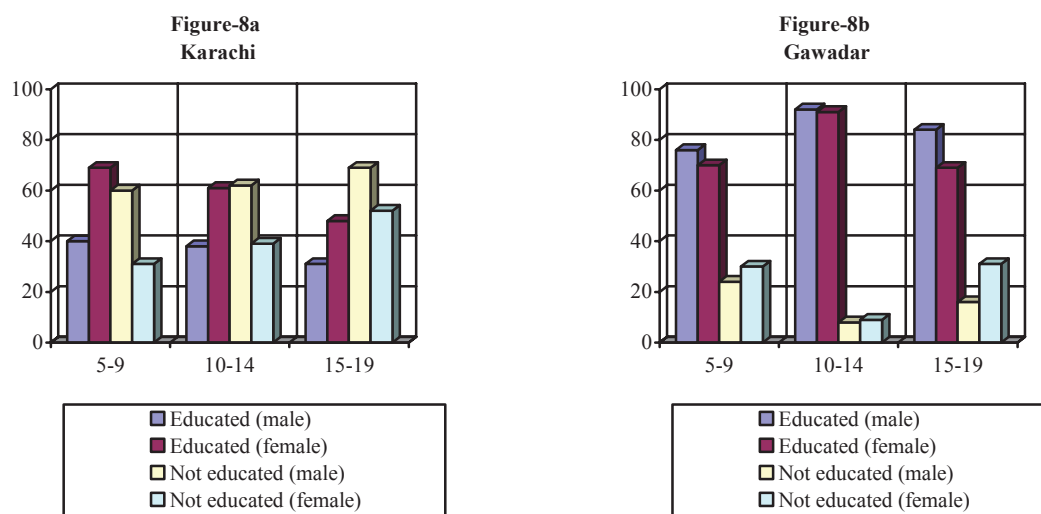


Figure-8c
Badin

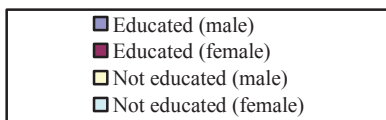
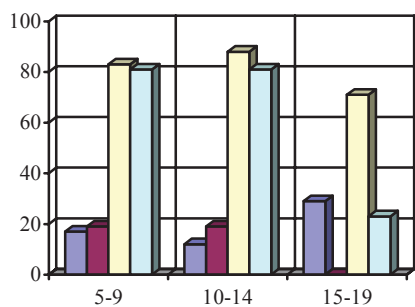


Figure-8d
Total

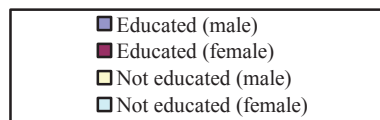
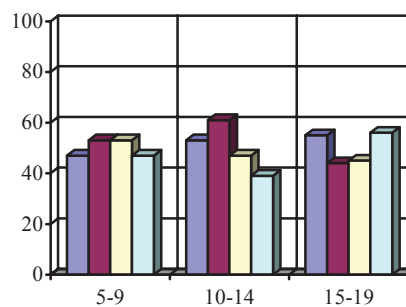


Figure-8B
Educational Profile (age 20 years and above)

Figure-8e
Karachi

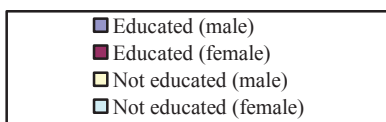
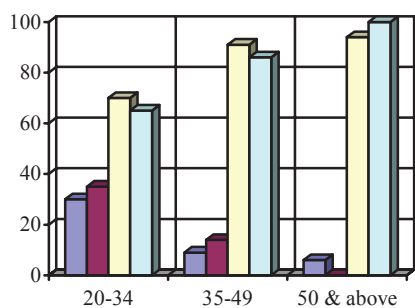


Figure-8f
Gawadar

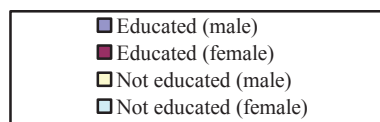
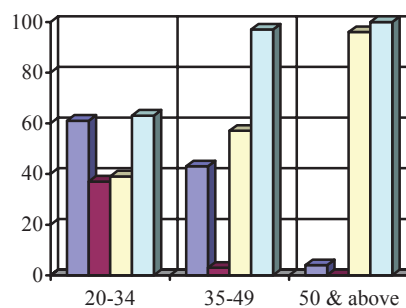


Figure-8g
Badin

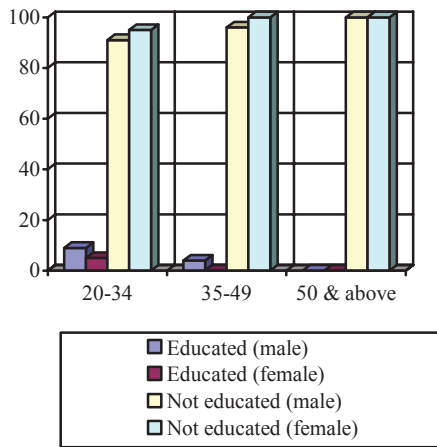
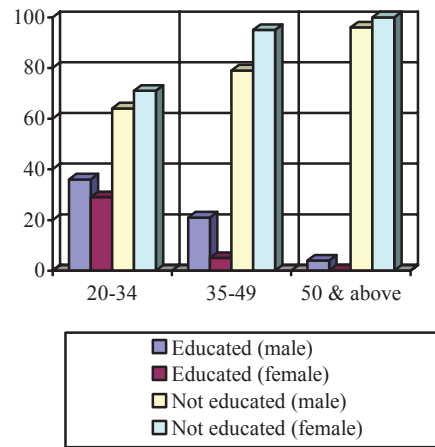


Figure-8h
Total

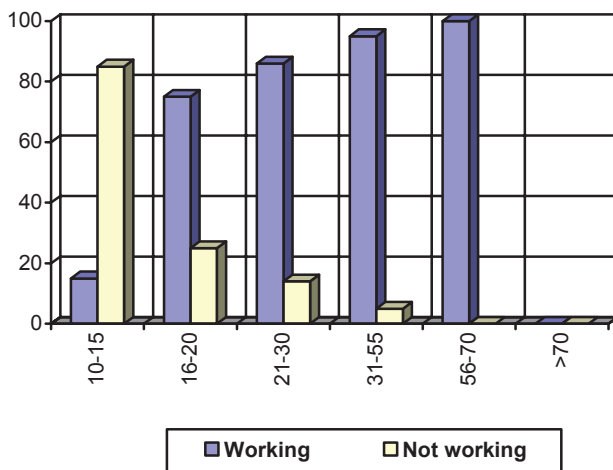


4.1.7 Employment Status

No children up to 10 years of age were found to be working while about 80 percent of boys and more than 90 percent of girls in the age group 10-15 years do not work. About 60 percent boys begin working from the age of 16 years, mostly in fishing, while 80 percent of girls in the same age group do not work. It is noteworthy that in Gawadar a good 35 percent of young men do not begin to work until about 21 years of age. This has probably to do with the occupations reported from the communities surveyed in Gawadar where more than 30 percent of the male respondents reported employment in government and private jobs that generally tend to require higher educational levels and which can take up to 21 years of age to attain.

Figure-9
Employment Status

Male
Figure-9a
Karachi



Female
Figure-9b
Karachi

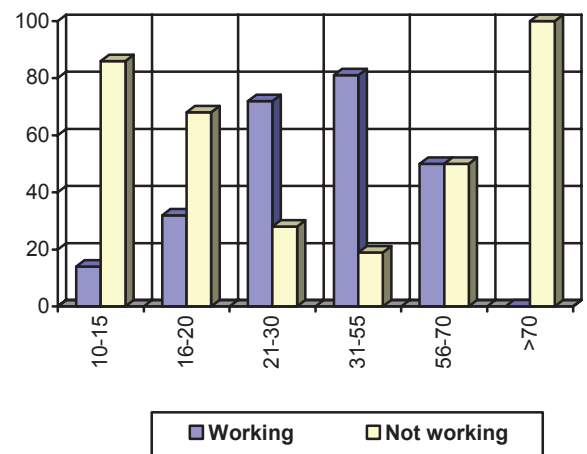


Figure-9c
Gawadar

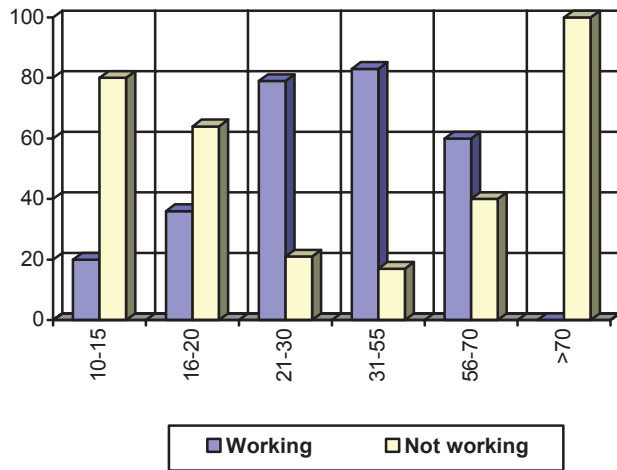


Figure-9d
Gawadar

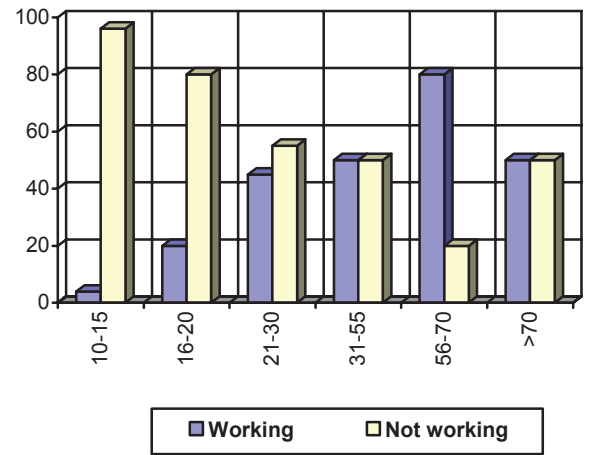


Figure-9e
Badin

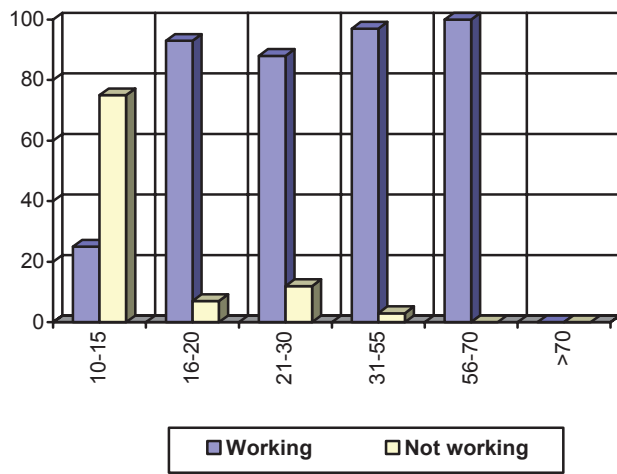


Figure-9f
Badin

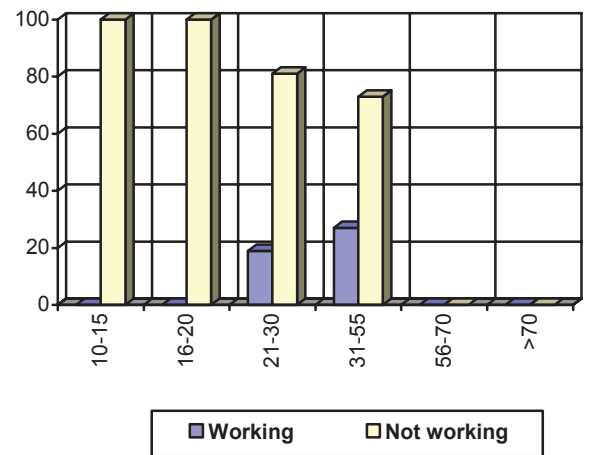


Figure-9g
Total

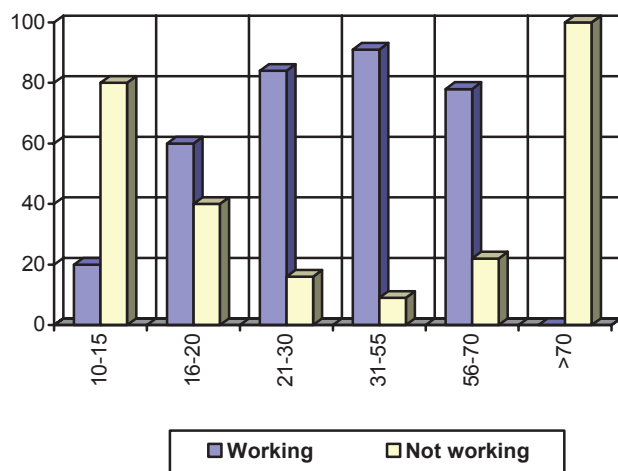
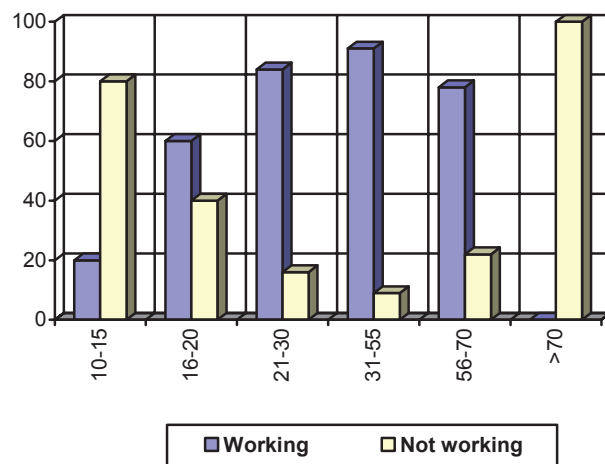


Figure-9h
Total



4.1.8 Livelihoods Profile

All surveyed communities across Karachi, Gawadar and Badin are dependent on fishing and fishing labour while those in Badin also reported agricultural labour (reference table-7 in annex-7). The largest variety of livelihoods were reported from the selected communities in Gawadar including fishing related work (net making, shrimp/fish cleaning, fish processing/packaging, boat making/repairing) small business and large businesses (fish processing factories, ice factory, ship building, builders/ building material business) as well as government employment and vocational jobs. Small shops, keeping of livestock and sewing/embroidery were also variously reported as income generating activities.

Table-1
Small and Large Businesses in and Around Communities

Type of business	Karachi	Gawadar	Badin	Total
Small Business				
Small shops	2	5	4	11
Livestock farming		5	2	7
Embroidery			3	3
Vegetable sellers	1			1
Large Business				
Large boat fishing		5	5	10
Transporters		5		5
Traders		5		5
Landlords		5		5
Agriculture			3	3
Livestock			1	1
No of villages	5	5	5	15

No financial institutions like banks were found in the surveyed communities from the Badin coastal area. Four villages of Gawadar had branches of different banks (UBL, agricultural bank, NIB, Bank Alfalah, Al Habib), while only one village in Karachi had branches of HBL and NBP.

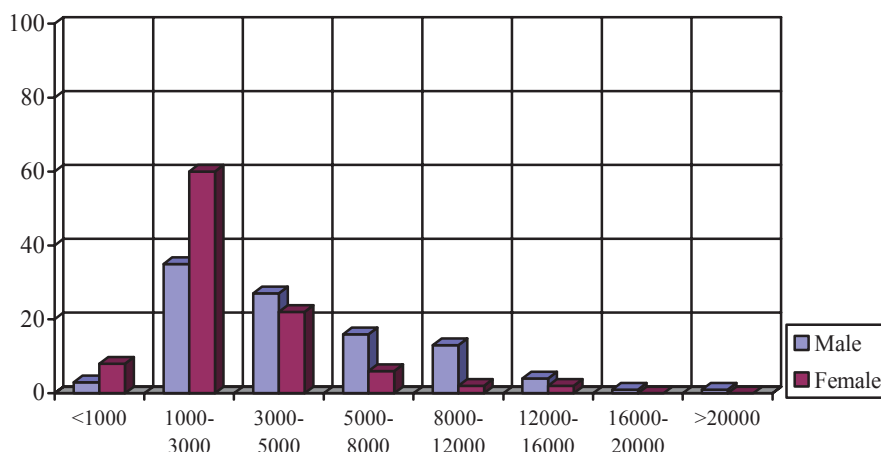
All surveyed communities across all the coastal areas had local shopping area/*bazar* within or in a neighbouring community/village. The selected communities of Gawadar and Karachi were by and large close to or within the city limits of Gawadar and Karachi which serve as a large market but the communities selected in Badin were remote from cities or even towns.

Table-2
Markets in or Near the Community

Markets	Karachi	Gawadar	Badin	Total
Maripur	2			2
Ibrahim Hyderi	1			1
Pishukan		1		1
Gawadar		4		4
No of villages	5	5	5	15

4.1.9 Household Income

Figure-10
Income per month of the total population (age > 16 years)



In terms of total household income 56 percent of households from Gawadar had an income in the range of Rs 8000-20000, while in Karachi the range for 58 percent of households was Rs 3000-12000 and in Badin for 52 percent the range was Rs 3000-8000. However the per capita income of households was Rs 1000-3000 for about half the households across all 3 regions. In Gawadar the households where the per capita income was in the range of Rs 3000-5000 was 24 percent while in Karachi this was 10 percent and in Badin it was 6 percent.

Figure-11
Total Household Income

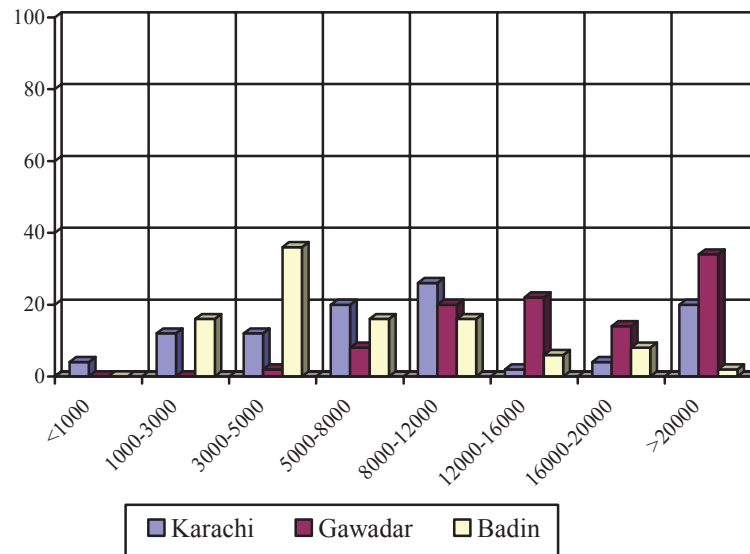
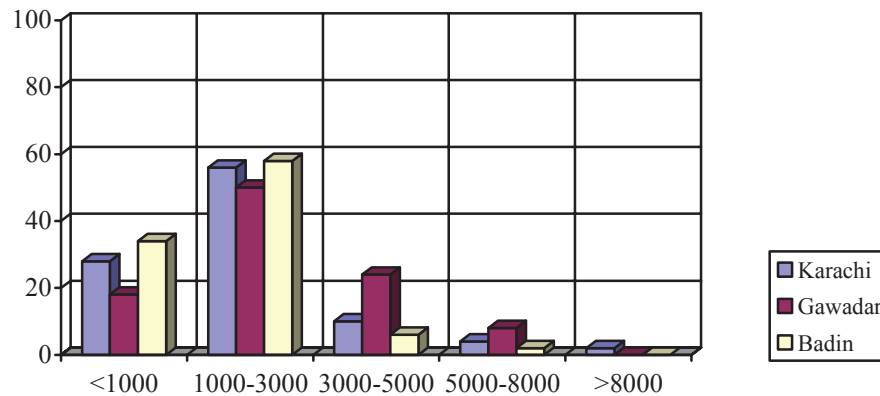


Figure-12
Per capita Income

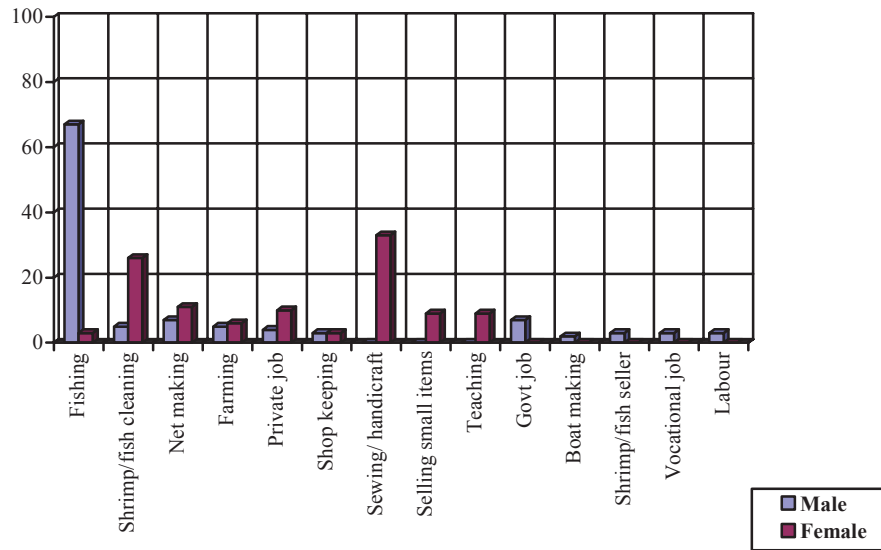


4.2 Situation Analysis of Livelihoods

4.2.1 Employment Trends

By and large there are distinct jobs that men and women do (reference table-23 in annex-7.). More men do fishing (67 percent men and 3 percent women), while more women do fish and shrimp cleaning (26 percent women and 5 percent men). Sewing/embroidery and handicrafts (33 percent), teaching (9 percent) and selling small items (9 percent) were reported solely by women and government jobs (7 percent) and vocational work (5 percent) was reported solely by men. Both men and women reported net making (7 percent men and 11 percent women), private jobs (4 percent men and 9 percent women), farming (5 percent men and 6 percent women) and shop keeping (3 percent men and 3 percent women).

Figure-13
Means of Livelihood



Fishing was the main means of livelihood for men in communities along the coastal strip of Karachi (90 percent) and Badin (80 percent). In Gawadar there are more livelihood opportunities for men, apart from fishing (32 percent), including government jobs (22 percent) and vocational work (14 percent). In Badin the only other means of livelihood, other than related to fishing (14 percent shrimp/fish cleaning and 14 percent net making), is agriculture (16 percent). In Karachi occupations other than fishing were net making, boat making, shop keeping and private jobs but not more than 1 or 2 men reported this. Only 1 man in Gawadar reported that he had a job in a factory.

For women in Karachi and Gawadar the main livelihoods were sewing and embroidery (42 percent and 50 percent respectively), private jobs (14 percent and 16 percent respectively) and teaching (12 percent and 14 percent respectively). Interestingly few women from Gawadar reported fishing or fish related work as a means of income while women in Karachi (20 percent) and in Badin (58 percent) do cleaning of fish and shrimps and net making (10 percent and 22 percent respectively). In Gawadar 24 percent of women sell small items for income generation while only 1 woman each from Karachi and Badin reported same. Other than fish/shrimp cleaning, net making (although net making appears not to be for income generation) and agriculture no other significant means of livelihood was reported by women in Badin, only 3 of whom do sewing/handicrafts. Only 2 women from Gawadar and 3 women from Karachi reported working in a factory as an occupation (as distinct from the 8 women in Karachi who do shrimp cleaning and sewing embroidery in a factory).

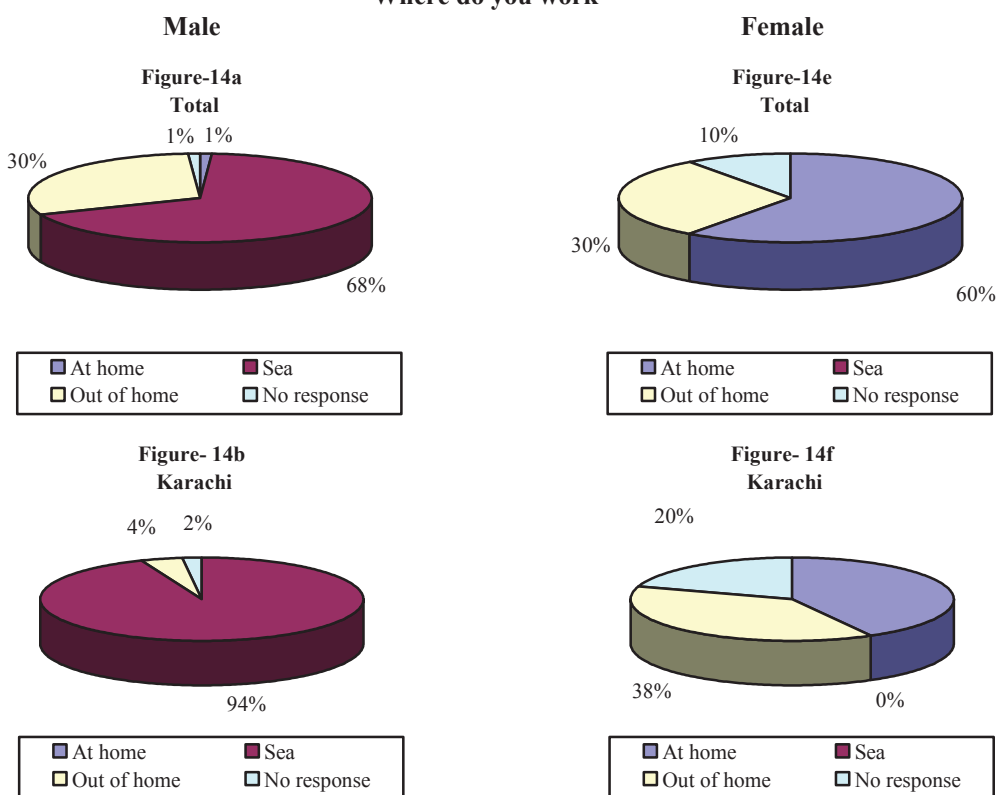
Karachi is a large and heavily populated city, and the communities along the coastal strip, where the survey was carried out, are either old fishing villages or people have settled in these areas because fishing or fish-related work offered a means of income. Gawadar on the other hand is a small coastal town that has grown rapidly in the past decade beyond a traditional fishing village. There is a greater variety of economic opportunities than along the coastal strip of Karachi (not in the whole of Karachi city). The coastal communities of Badin are remote and there are few economic opportunities here other than in fishing and fishing related work and in agriculture. Much of the work that men and women do in these

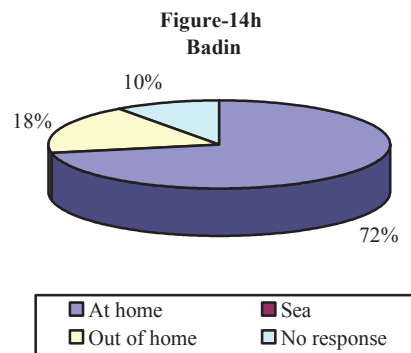
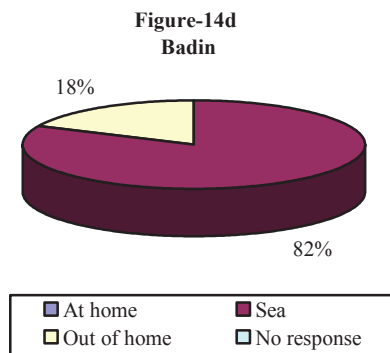
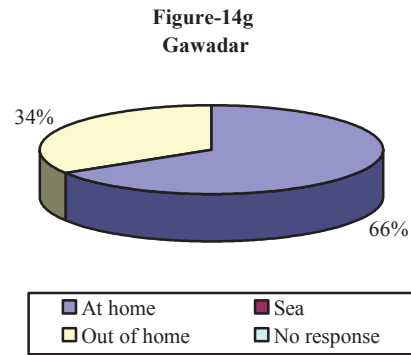
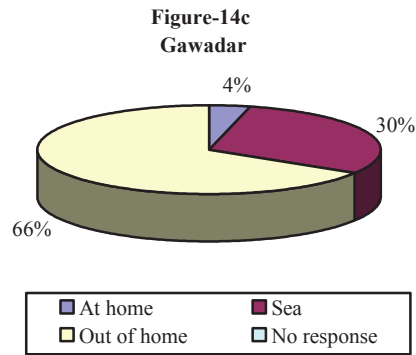
areas is subsistence or by its nature on a very small scale such as selling small items or sewing/handicrafts.

On the whole for men work is almost entirely based out of the home while for 60 percent of women work is home-based (reference table-26 in annex-7). In Badin all women do all work, except for farming, in their homes. In Gawadar all the jobs of women are home-based except for teaching in a school or a private job eg as a maid. In Karachi women go out to work if they are teaching in a school or doing a private job such as a maid, cleaner or *dai* or if they find a job in a factory (in our sample 6 women reported working in a factory for shrimp/fish cleaning and 2 women in sewing/embroidery).

For a large number of men in Karachi and Badin, the occupations they are involved in are subsistence (fishing and agriculture) while in Gawadar there is a wider range of work available. Similarly for the women, the work that they do is based on the need to supplement the household income and the opportunities available to them. The problem has been that while skilled and semi-skilled jobs, especially in a place like Karachi and Gawadar, may be available the educational system and vocational training has not kept pace with the demand. Thus while small industries and the services sector lack skilled personnel, the schools and vocational training centers do not offer a curriculum that may help women and men get skilled and obtain jobs in these sectors.

Figure -14
Where do you work





4.2.2 Income Trends

Men generally bring home a higher income than women many of whom supplement the household income from the work that they do (reference table-65 in annex-7). In Badin, however, where livelihood opportunities are so few, both men and women work together, doing different components of the same occupation (eg men do fishing and women cleaning of the catch) to earn a combined income for the household. While women from Karachi and Gawadar reported an occupation and the income from that work, few women in Badin reported a separate income although they did report the work that they do.

Income disparities were found between men and women and across the 3 regions (reference table 20-21 in annex-7). Overall 60 percent of women reported earning an income between Rs 1000-3000 per month while the same percent of men reported earning Rs 3000-12000 per month. It is difficult to compare disparity in incomes of men and women in the same occupation since there are such distinct work that men and women do. But in those distinct jobs that men and women do, the income range of women, by and large, is less than that of men. This is clearly seen from fig-15 below. Only in income by shop keeping (fig 15i) can one see that while the income range of women is from 1000-5000 that of men is from 1000-12000. However since there were only 8 respondents from a total of 300 respondents and divided between Karachi and Gawadar, who do shop keeping as an occupation, this comparison has only a limited value.

Figure-15
Respondent's Income by Type of Employment (TOTAL)

Figure-15a
Income by Fishing (in Rs)

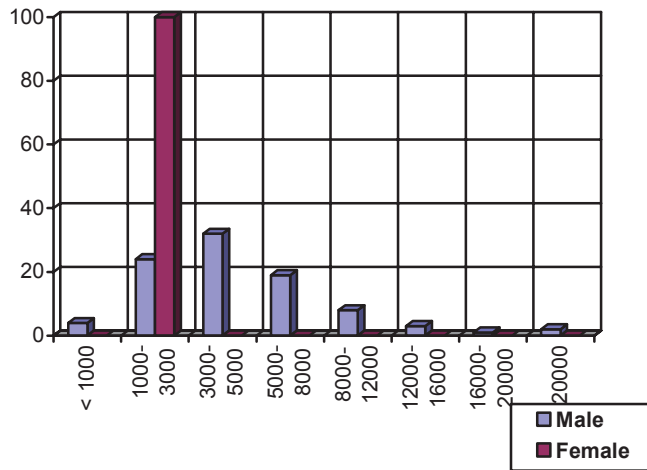


Figure-15b
Income by Sewing/Handicraft (in Rs)

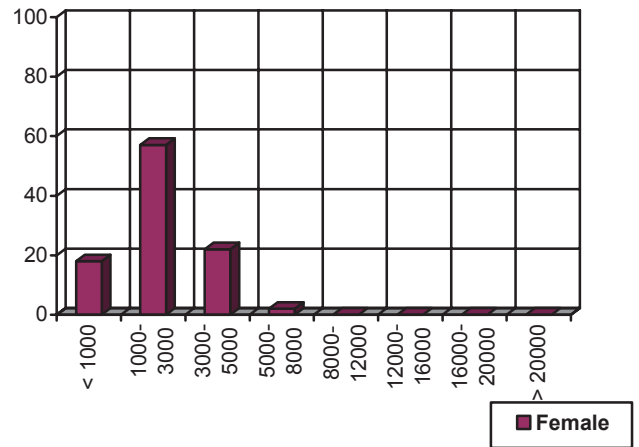


Figure-15c
Income by Net Making (in Rs)

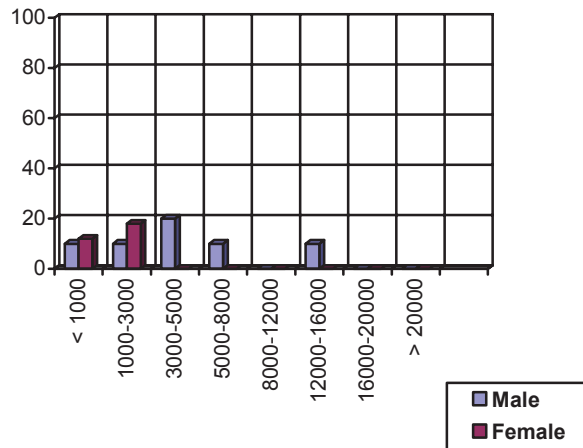


Figure-15d
Income by Selling Small Items (in Rs)

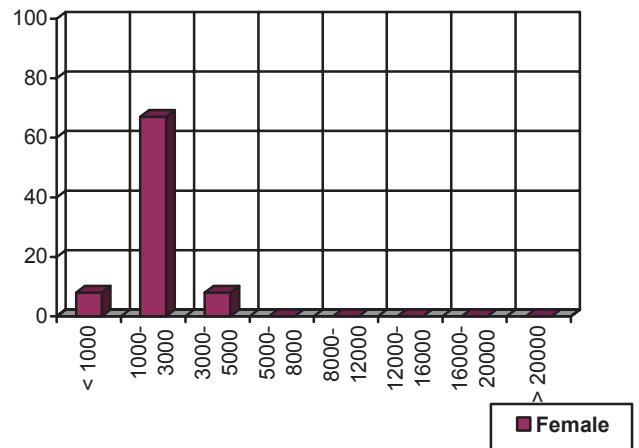


Figure-15e
Income by Teaching (in Rs)

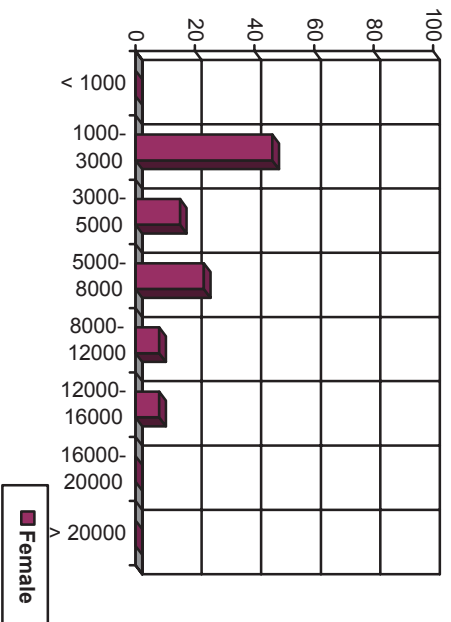


Figure-15f
Income by Farming (in Rs)

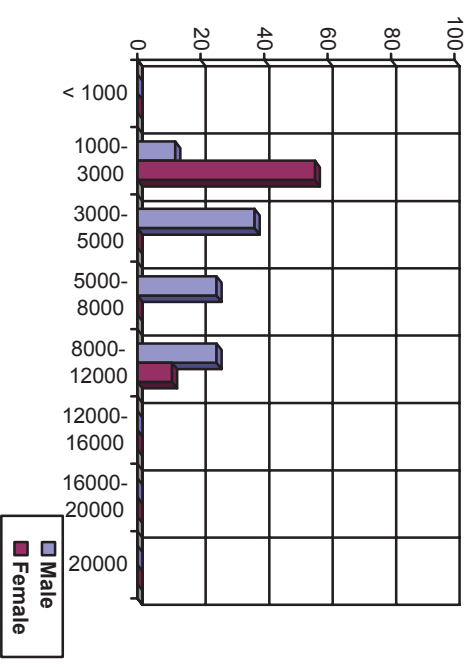


Figure-15g
Income by Private Jobs (in Rs)

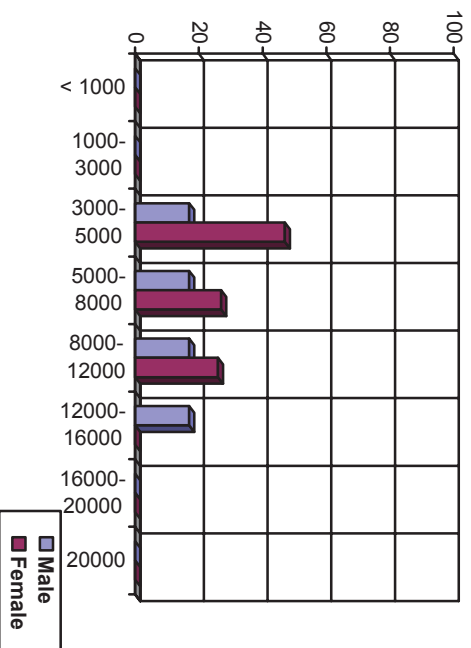


Figure-15h
Income by Government Jobs (in Rs)

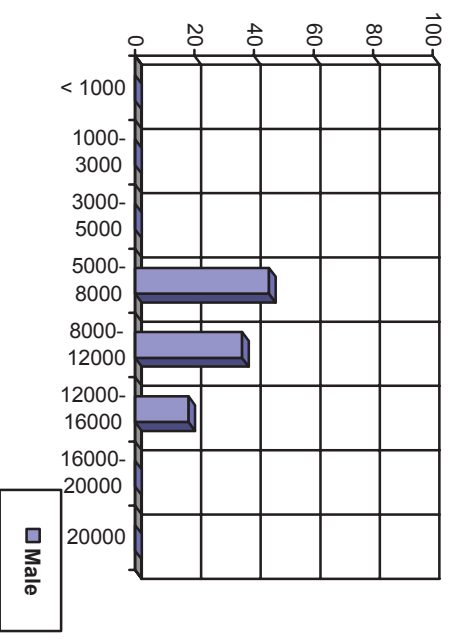


Figure-15i
Income by Shop Keeping (in Rs)

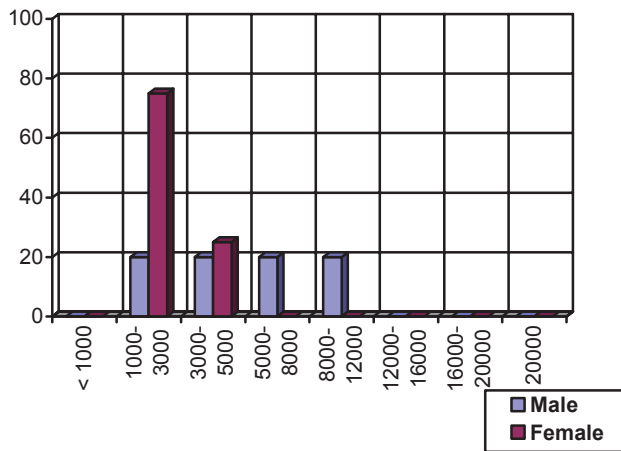


Figure-15j
Income by Vocational Jobs (in Rs)

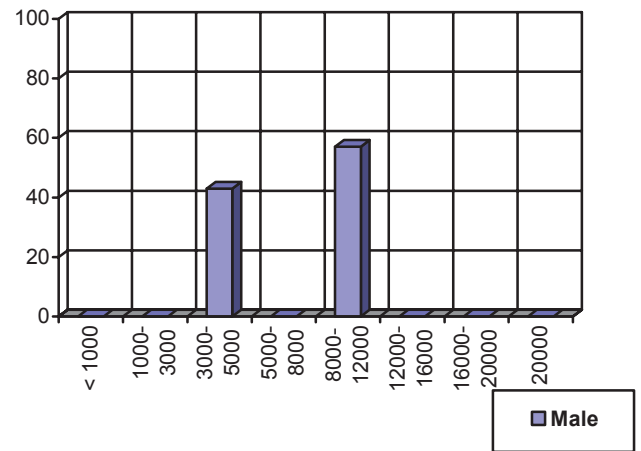


Figure-15k
Income by Shrimp/Fish Seller (in Rs)

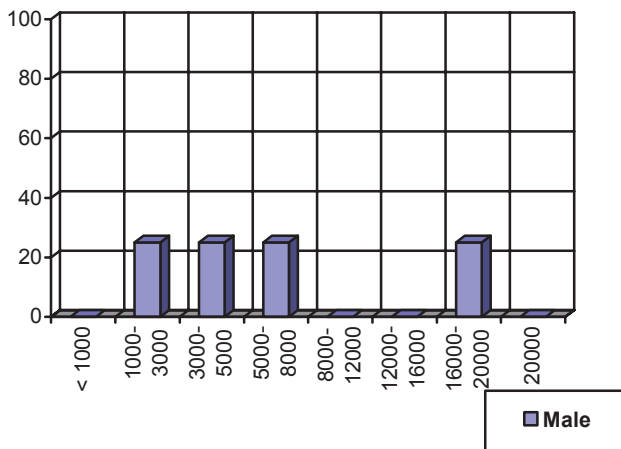
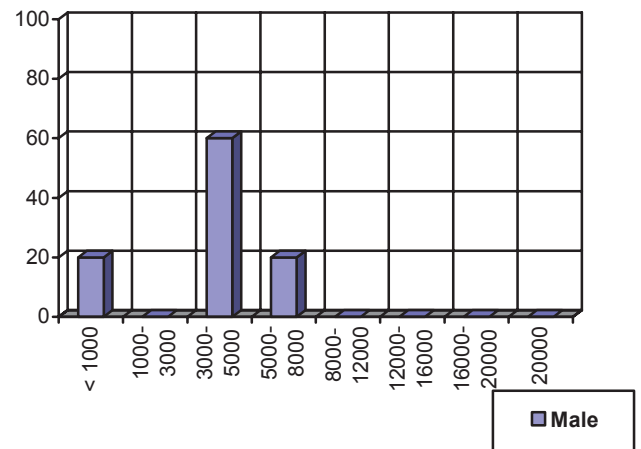


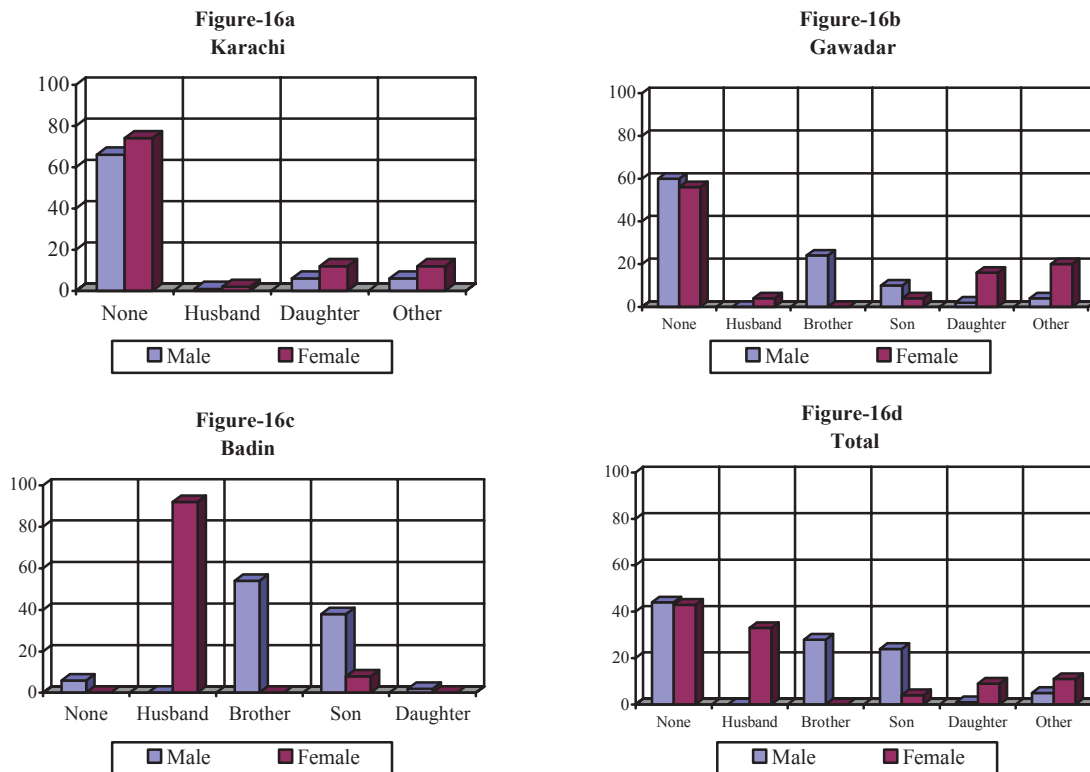
Figure-15m
Income by Labour (in Rs)



It is interesting to note that a large number of women (74 percent) from Karachi and about half the women (56 percent) from Gawadar are independent earning members of their households. In Badin all women reported working with husbands (or sons) to generate any income. While about one third of men in Karachi and Gawadar reported working with brothers or sons, almost all men from Badin reported the same.

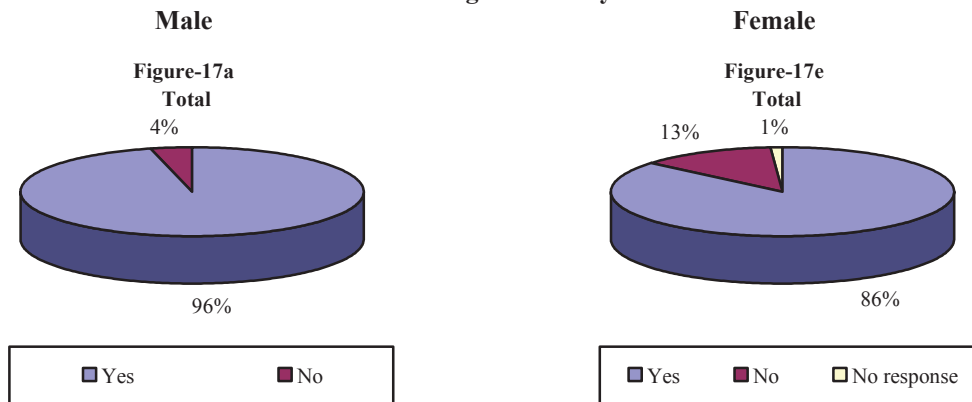
A nuclear family structure would have been the most obvious explanation but such is not the case since more than 50 percent of households in Gawadar were joint and about two thirds in Badin were nuclear. This difference between Karachi and Gawadar on the one hand and Badin on the other is probably due to the fact that Gawadar and Karachi have more employment opportunities and infrastructure than Badin where by the sheer fact of remoteness women tend to be more dependent on their men for any income generation activity that they may be involved in. It seems that men and women in Gawadar and Karachi are engaged in separate jobs to make up the household income while in Badin income generation appears to be more of a household effort and hence more dependence of men and women upon each other.

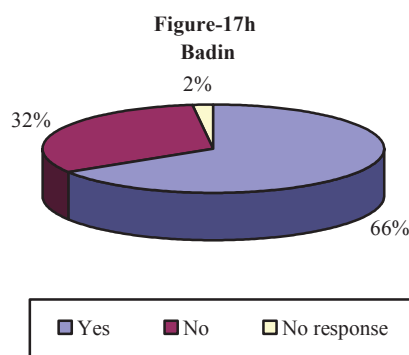
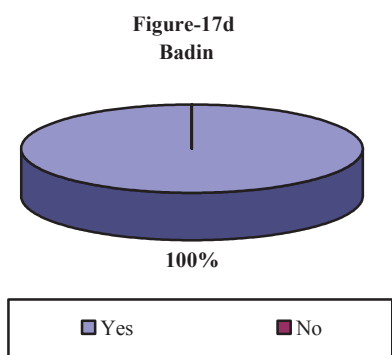
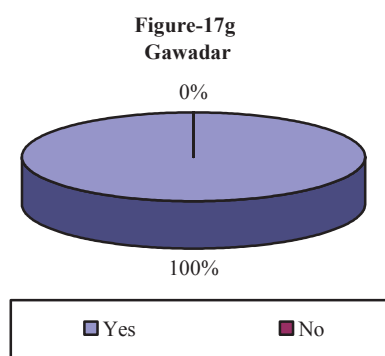
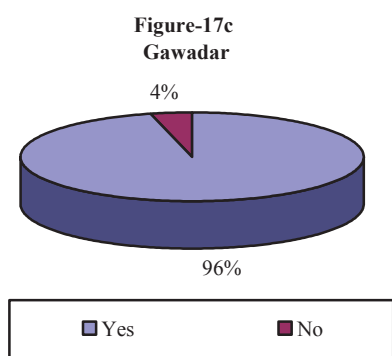
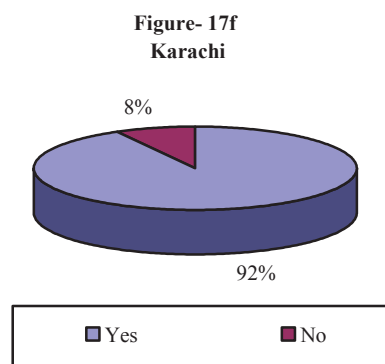
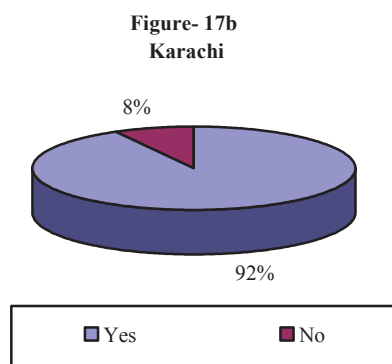
Figure -16
Help in Income Generating Activities



For those men (4 percent) and women (13 percent) who said they do not have ‘control’ over their income, the money is generally given to whoever is running the household expenses. Almost one third of the women from Badin reported that they have no control over their income compared to 4 percent women from Karachi who reported this. None of the women from Gawadar reported that they do not have control over what they earn. Only a few women reported that the men of the household (husband, brother or son) spend or take away the money (reference table-29 in annex-7) as different from taking the money to add to the household income and expenses.

Figure-17
Control over income generated by own work

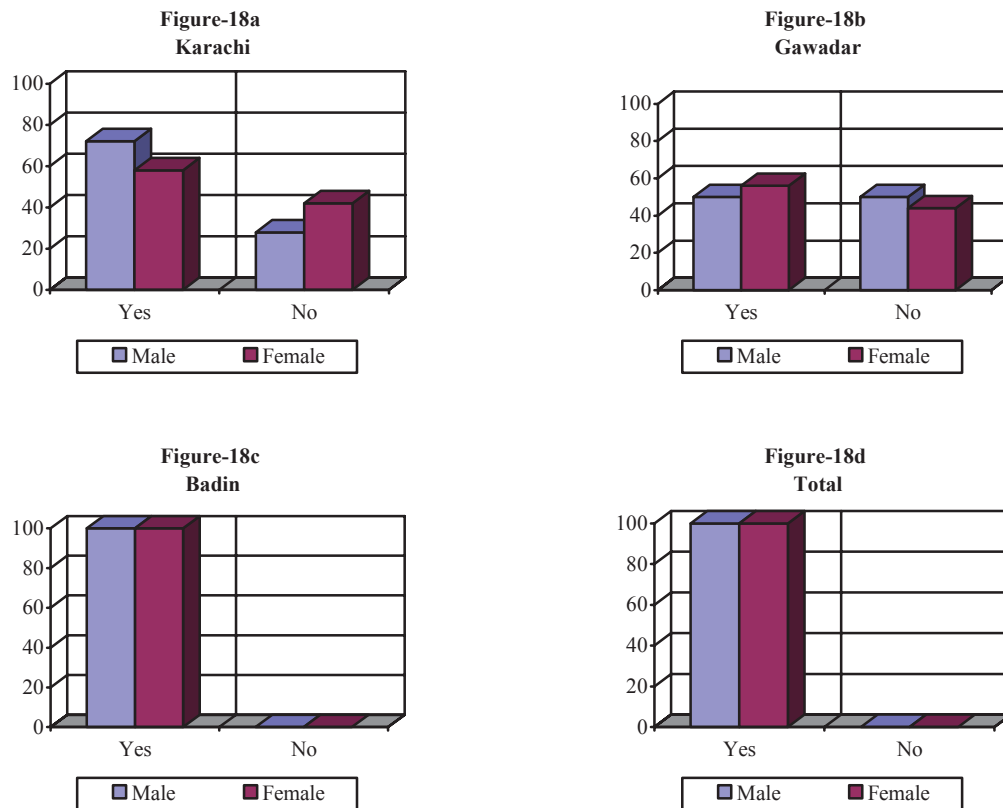




However it is important to note that the main occupations of men and women, fishing (and agriculture) bring in seasonal incomes (harvest time and the fishing season). Also for sewing and embroidery there are Eid and marriage seasons when demand is higher (reference table-25 in annex-7). As can be seen from fig 13, the incomes of almost all households from the selected communities Badin, of at least two thirds households from the selected communities in Karachi and about half the households from the selected communities of Gawadar are seasonal.

Only government and private jobs and employment in the education (and health) sector are likely to bring in a monthly salary and either because these opportunities are limited or do not exist or skills are not present that such jobs are few and far between. Thus in addition to low wages, the livelihoods of more than 70 percent of working men and women in these communities are by and large seasonal and uncertain.

Figure -18
Peak Season



4.2.3 Working Conditions

Most of the occupations reported by men and women in the survey are in the informal economic sector which is unregulated and undocumented. In the fishing sector other than registering of boats few regulations were reported while the agricultural labour sector is almost entirely unregulated in terms of wages, contracts, etc. For more than half the women in the sample, work is home based in any case and undocumented and unregulated.

Regarding problems at the work place (overall about half the men respondents and about one third of the women respondents said that they do not face any problem at their work place. Half the men respondents and about one third of the women reported lack of toilet and drinking water at their work place (whether at home or out of home). Lack of transport was reported by about a fifth of the women and one third of the men. Overall the same number of men and women (11 and 12 percent respectively) reported bad behaviour of co-workers while only 7 women (1 from Karachi and 6 from Badin) specifically mentioned harassment of women.

Figure -19
Problem Faced at Workplace

Figure-19a
Karachi

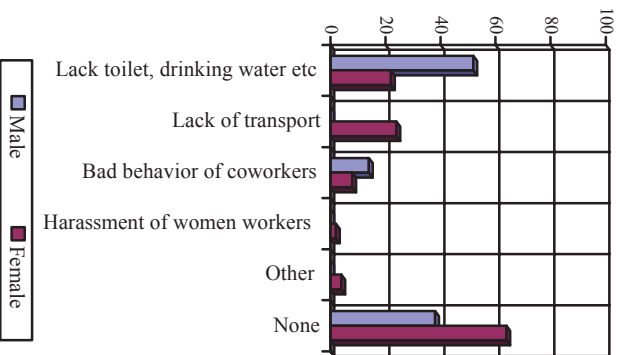


Figure-19b
Gawadar

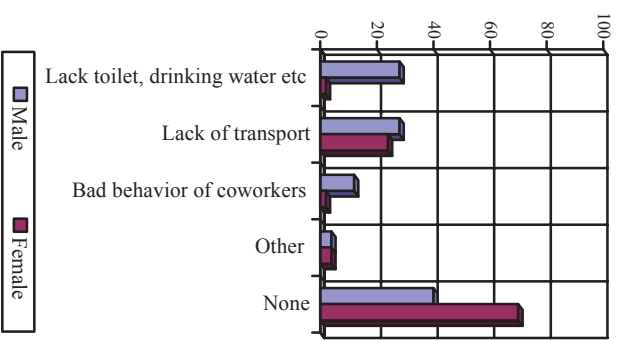


Figure-19c
Badin

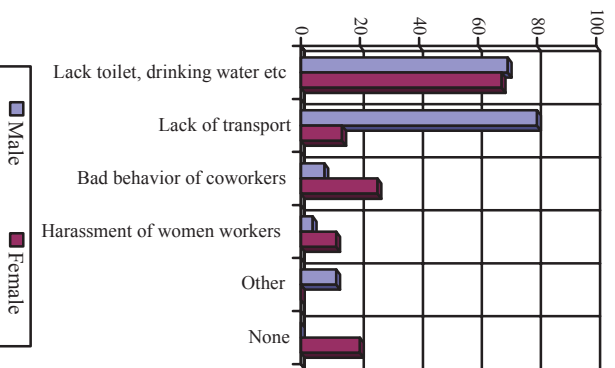
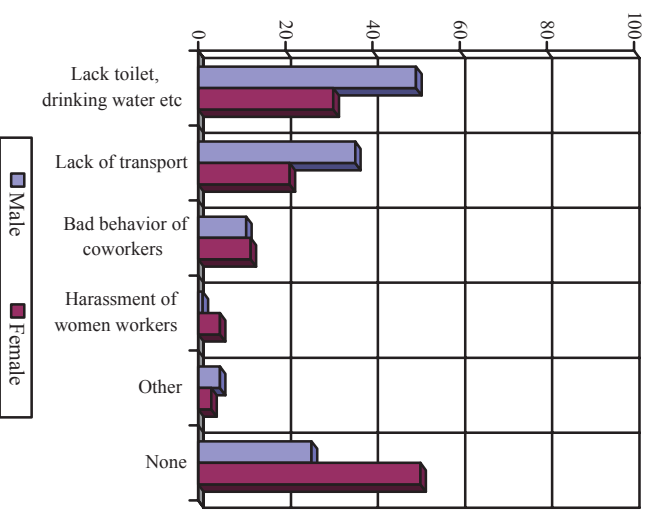


Figure-19d
Total



Regarding problems related to the work itself, in the perception of the respondents overall the major problem they face in their work is low payment/wages reported by more than half the men and women; followed by lack of market information reported by about 40 percent of the men and women. About a quarter of the men and one third of the women perceive low market prices and about one third of the men and a quarter of the women perceive lack of transport as a major problem. A few respondents (8 percent men and 1 percent women) reported other problems in their work. This included:

- Misbehaviour of rangers agency
- Delay in payments
- Difficulty in buying raw material/stocks
- Lack of facilities like packing machine/deep freezer
- Lack of material
- No proper place for parking boats on shore which cause difficulty in buying and transporting fish

As can be seen from table 3 below these problems vary from Karachi to Gawadar to Badin and is a consequence of the nature of the work that men and women do, the employment opportunities available to them and the remoteness or otherwise of areas where they live.

Table – 3
Major Problem Face in your Work

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Low payment/wages	19	38	20	40	21	42	25	50	42	84	49	98	82	55	94	63
Lack of market information	18	36	12	24	2	4			46	92	49	98	66	44	61	41
Low prices in the market	23	46	5	10	1	2	1	2	9	18	41	82	33	22	47	31
Transportation to market	25	50	8	16	3	6	6	12	19	38	24	48	47	31	38	25
Other					6	12	2	4	6	12			12	8	2	1
None	13	26	27	54	22	44	17	34			1	2	35	23	45	30
Base	50		50		50		50		50		50		150		150	

*multiple response

Detailed tables of problems at work place by employment are provided in table-57 in annex-7. A listing of problems that emerged from the study by employment and male/female responses is given below.

Problems in Work Faced by Men by Occupation/Employment	
Fishing 101 respondents None: 16	Lack of transport, bad behaviour of co-workers, lack of toilet, drinking water, health problems due to water, rangers annoying and bad weather
Shrimp/fish cleaning 7 respondents None: 0	Lack of transport and lack of toilet, drinking water
Net making 10 respondents None: 1	Lack of transport, lack of toilet, drinking water, rangers annoying
Boat making 3 respondents None: 1	Lack of toilet, drinking water
Labour 5 respondents None: 1	Lack of toilet, drinking water and bad weather
Farming 8 respondents None: 0	Lack of transport, lack of toilet, drinking water
Private job 6 respondents None: 2	Lack of transport, bad behaviour of co-workers, lack of toilet, drinking water
Government job 11 respondents None: 4	Lack of transport, lack of toilet, drinking water and work burden
Vocational work 7 respondents None: 4	Lack of transport, coast guards annoying
Shop keeping 5 respondents None: 5	None
Shrimp/fish seller 4 respondents None: 1	Lack of transport, lack of toilet, drinking water

Problems in Work Faced by Women by Occupation/Employment	
Shrimp/fish cleaning 39 respondents None: 3	Lack of transport, bad behaviour of co-workers, lack of toilet, drinking water etc, no drinking water at home and harassment of women workers
Sewing/ handicrafts 49 respondents None: 40	Lack of transport, bad behaviour of co-workers, lack of toilet, drinking water, no drinking water at home, too far away from home, late payment and work under the sun
Net making 17 respondents None: 2	Lack of transport, bad behaviour of co-workers, no drinking water at home, too far away from home, lack of time/household chores
Selling small items 14 respondents None: 8	Lack of transport and difficulty to sell door to door
Farming 9 respondents None: 0	Lack of transport, lack of toilet, drinking water and rangers annoying
Private job 16 respondents None: 10	Lack of transport, bad behaviour of co-workers
Fishing 4 respondents None: 0	No drinking water at home
Teaching 13 respondents None: 6	Lack of transport, bad behaviour of co-workers and lack of toilet, drinking water
Shop keeping 4 respondents None: 3	Lack of transport
Factory 14 respondents None: 4	Lack of transport, bad behaviour of coworkers, lack of toilet, drinking water, harassment of women workers

Health Problems

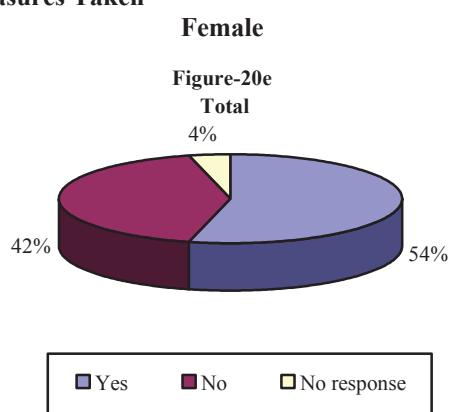
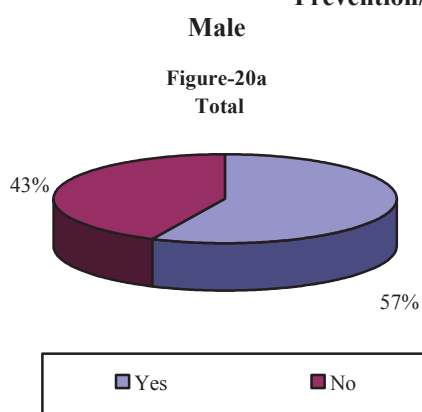
A factor that has a large impact upon the income generating capacity of men and women is health problems (reference table-51 in annex-7). On the whole more women reported general health issues (blood pressure, fever, cough and body aches) while more men reported health issues related to work. A majority of men and women from Badin suffer from wounds in hands and nails as well as itching and burning. Injuries by machines and accidents at sea as well as injuries by fish were reported by men from Karachi. General sickness, injuries by machines and eye sight affected was reported by men from Gawadar. Only some men (largely from Gawadar) and women (largely from Karachi) reported that they do not suffer from health issues at work or otherwise.

The different type of health issues related to occupations that emerged from the study are listed below by male and female responses (reference table-59 in annex-7).

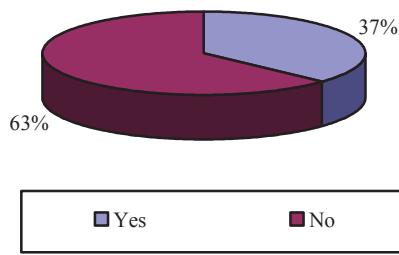
Type of Occupation/Employment	Male Responses	Female Responses
Fishing	• General sickness (BP, asthma, fever, etc) • Body ache (hand/legs/ back) • Wounds in hands/nails damage • Itching • Injuries by machines/accident etc • Injuries by fishes • Eye sight affected/eye burning • Accident at sea • Snake bites • Stuck in nets	• General sickness (BP, asthma, fever, etc) • Wounds in hands/nails damage • Itching • Snake bites
Sewing/Handicraft		• General sickness (BP, asthma, fever, etc) • Body ache (hand/legs/ back) • Wounds in hands/nails damage • Eye sight affected/eye burning
Shrimp/Fish Cleaning	• Wounds in hands/nails damage	• General sickness (BP, asthma, fever, etc) • Body ache (hand/legs/ back) • Itching • Wounds in hands/nails damage
Net Making	• General sickness (BP, asthma, fever, etc) • Body ache (hand/legs/ back) • Wounds in hands/nails damage • Eye sight affected/eye burning	• General sickness (BP, asthma, fever, etc) • Body ache (hand/legs/ back) • Wounds in hands/nails damage • Itching • Eye sight affected/eye burning
Selling Small Items		• Body ache (hand/legs/ back) • Eye sight affected/eye burning
Teaching		• General sickness (BP, asthma, fever, etc) • Body ache (hand/legs/ back)
Farming	• General sickness (BP, asthma, fever, etc) • Itching • Injuries during harvesting • Cuts/break • Snake bites • No health issues	• General sickness (BP, asthma, fever, etc)
Private Job	• General sickness (BP, asthma, fever, etc) • Body ache (hand/legs/ back) • Eye sight affected/eye burning • Accidents • Cuts/ break	• Body ache (hand/legs/ back) • Wounds in hands/nails damage • Injuries by fishes

Government Job	• General sickness (BP, asthma, fever, etc) • Body ache (hand/legs/ back) • Burning • Eye sight affected/eye burning • Accidents	
Shop Keeping	• General sickness (BP, asthma, fever, etc) • Burning	None
Boat Making	• General sickness (BP, asthma, fever, etc) • Body ache (hand/legs/ back) • Wounds in hands/nails damage • Cuts/ break	
Shrimp/Fish Seller	• General sickness (BP, asthma, fever, etc) • Body ache (hand/legs/ back)	
Vocational Job	• Body ache (hand/legs/ back) • Eye sight affected/eye burning • Accidents • Wounds • Cuts/ break	
Labour	• General sickness (BP, asthma, fever, etc) • Wounds in hands/nails damage • Itching • Injuries by machines/accident etc	

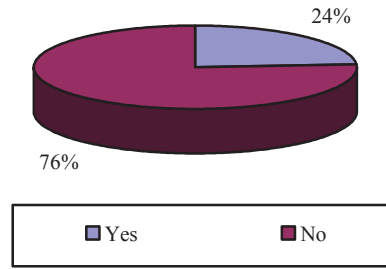
Figure-20
Prevention/Remedial Measures Taken



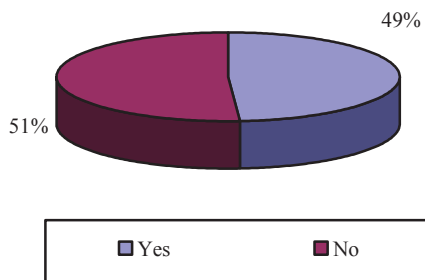
**Figure- 20b
Karachi**



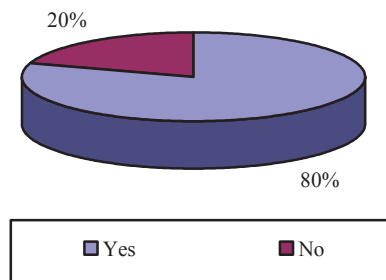
**Figure- 20f
Karachi**



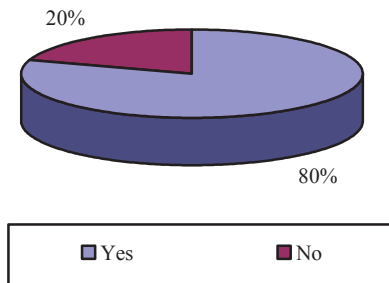
**Figure-20c
Gawadar**



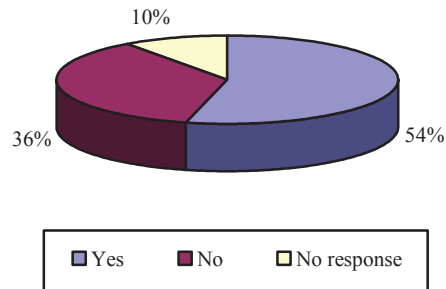
**Figure-20g
Gawadar**



**Figure-20d
Badin**



**Figure-20h
Badin**



Most women in Karachi take medicines and use home remedies while most women in Gawadar reported resting and taking home remedies for general sickness and health. For occupational hazards men from Karachi reported working carefully while some use medicines while men from Gawadar reported using protection and working carefully. Both men and women from Badin either take medicines or go to a doctor. For those who do not take any prevention/remedial measures at work the reasons for women were largely that it is part of their daily routine and for men that equipment, facilities or resources were not available or there is no information. For general health problems too, taking medicines or going to a doctor or a health facility is common. Only in Karachi did 40 percent women and 28 percent men report using home remedies. It would seem that general and specific health problems are many and health issues are probably the single most important factor in keeping these communities hand-to-mouth as much of their livelihoods are subsistence in nature and going to doctors can be an expensive proposition.

Table – 6
Prevention/remedial Measures Taken

Measures	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
First aid/self medication	2	12	7	78	1	6	1	3	25	62	15	55	28	38	23	32
Rest					2	12	21	60					2	3	21	30
Work carefully	15	94			4	24	1	3					19	26	1	1
Doctor									15	37	9	33	15	20	9	13
Home remedies			3	33			9	26			2	7			14	20
Use protection*					9	53	3	9					9	12	3	4
Cut the sharp ends of fishes					2	12							2	3		
No response											2	7			2	3
Base	16		9		17		35		40		27		73		71	

multiple response

*gloves, jackets, masks

Figure -21
Where to go in case of general health problems

Figure-21a
Karachi

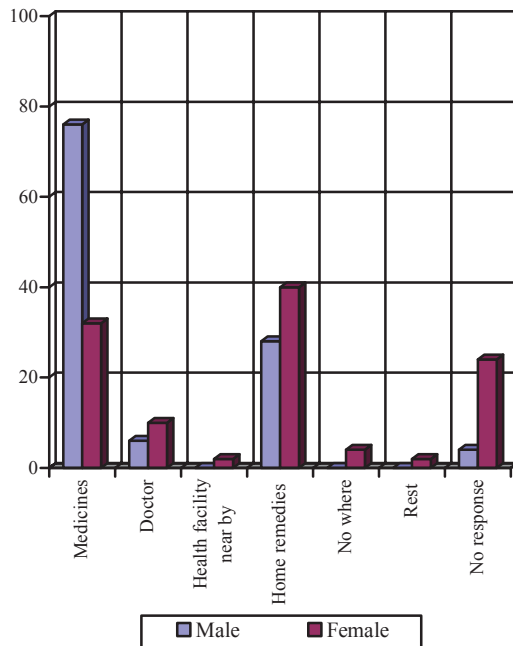
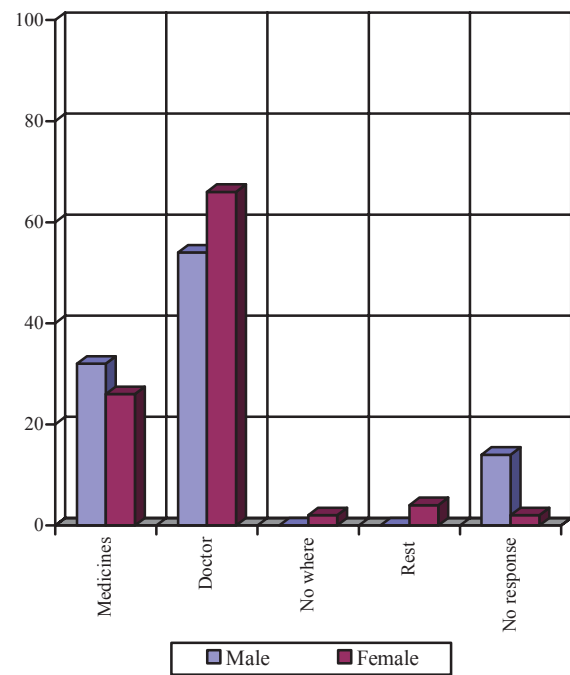
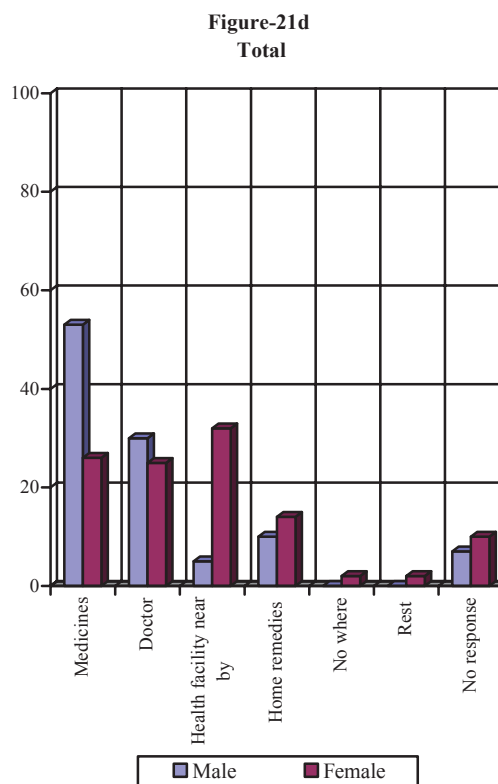
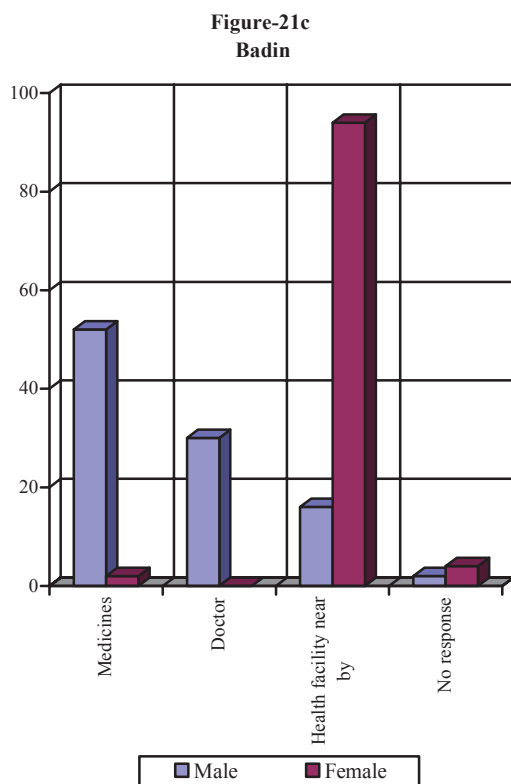


Figure-21b
Gawadar





4.2.4 Entry Skills/Requirements

As much of the means of livelihood is subsistence (fishing and agriculture), there are no entry skill levels, or training and education 'requirements'. Some men and women, who probably have natural entrepreneurial skills, operate small shops, *kiryana* and other daily items stores or small auxiliary businesses related to fishing/agriculture or trade and transport. For those men and women who have a government job or are teachers some minimum educational level is required. For vocational work it is likely that the skill was learnt on the job itself.

Information from factories in and round the communities revealed the following:

KARACHI-Shrimp Peeling Factory – there were 8 males and 27 female employees; males as laborers, and women for supervisor and other works. There are no standard for jobs; in fact education is not important, only need to know about the work of shrimp peeling. The type of work for male and female are different therefore their wages are also different, all the workers are on daily wages sand there is no other incentives given to them. The working conditions were poor; there was not any type of facility for workers, no sitting arrangement, no hand gloves, and on minor mistakes supervisors deduct their wages. There was also no toilet facility, there was not any safety arrangement, even a first aid box was not available.

GAWADAR- SON OF THE SEA Fish Processing Factory- there were 9 women and 51 men employed. Employment is contractual and majority of workers are labourers. Nature of work included cleaning/ washing of fish, packing and classification of fish. Qualification doesn't matter, few persons are hired as

per their expertise and experience and they get better payment. Rules are same for men and women workers. There isn't any major difference in the wages of men and women workers doing same work. No leaves in case of emergency or severe illness; leave is without pay and no medical allowances. Women are often not available in required number, so they do not prefer to hire young age women because they need a lot of leaves which cannot be afforded. Men demand more wages and are less obedient. Firing of workers is for absenteeism, in case of downsizing or no work, or for major disobedience and constant complaints. Separate place for women was available but was small and not good quality. First aid was not seen.

No women are working in Al Salam Hotel and Mir Sea Food Company. Local customs do not allow women to work in hotels and women do not like to work in factories because these are regarded as men's work in the society.

BADIN- Local businessman had no women working with them because providing security to women employees is not possible.

4.3 Employment Opportunities

The communities along the coastal strip of Karachi, Badin and Gawadar have developed traditional skills related to fishing (fishing, net making, boat making, processing the catch etc) as this is the only means of livelihood available to them. For women there are even fewer opportunities as their traditional skills of sewing and embroidery does not have a market. Where more opportunities have been available, as in Gawadar, there has been an attempt to acquire the vocational skill from the nearest town or city or learn on the job itself. Both the lack of livelihood opportunities and the absence of a vocational basis in the public education system has served to ensure that neither can serve as a catalyst for creating more and varied employment opportunities for the men and women of these communities.

Alternative livelihoods were proposed in FGDs with communities and NGOs. However, it will take conceptual detailing, focused research and actual work on the ground as a pilot intervention to determine what elements are required to make a livelihoods intervention viable and sustainable. The following suggestions that have emerged from the study may be the basis for the recommended way forward from this study and which is detailed in section 5 of this report. Suggestions for alternative livelihoods that emerged from this baseline study are as follows:

Female responses:

Karachi-vocational work, sewing/cutting/designing/fabric painting, improve existing skill of women ie candle making, sewing, embroidery, rilli/quilt making/garments/handicraft

Gawadar- Government services/ private sector, private teaching /tuition, selling goods, poultry farming, kitchen gardening, making gift items from sea shells, value addition of sea salt prepared in the village, cattle rearing, sewing/stitching garments, selling garments from Karachi, making detergent and bleach.

Badin-Handicraft, sewing, poultry, live stock management and dairy products, making net, small

Male responses:

Karachi-vocational jobs (plumber, electrician, automobile repairing) for men, vocational job for women (sewing, embroidery, decoration pieces/ garments), shrimp/fish packaging and food preservation for women; handicraft for women and cottage industry.

Gawadar-Welding, repairing of electronics (AC/refrigerator, watch, mobile repairing), engine / motor mechanics, light machine plants, poultry farming, kitchen gardening, making knives, farming can be promoted, transportation could grow up, plumber, other skilled jobs, value addition and marketing of locally made sea salt. Expanding and modernizing fish processing can create more jobs, boat building and boat engine mechanics, fish packaging and value addition of fish products, marketing of artisan work of women like embroidery items and others, aqua culture and shrimp farming.

Badin-Live stock management and dairy products, honey, woods, coal preparation, brick making, small business, poultry farming, boats and net making, poultry feed, sewing, carpentry.

NGOs:

- If modernized and expanded fishing can provide a lot of employment, women can get more employment if handcrafts and embroidery works are properly marketed and expanded.
- Fish farming, aqua culture, crab farming, dairy farming, hoteling, sea shell and handicraft centres, eco tourism,
- Renewable energy sector, sewing and handicrafts, making gift items from sea shells, culture base souvenirs, human resource development
- Shrimp farming, handicrafts, value addition of fish products, poultry farming, dairy farming, making gift items, children's garments, boat building industry
- Fishing can be enhanced, agriculture can be increased if water issue is solved, training of women in handicrafts, embroidery
- Livestock, poultry, sewing/embroidery, hut making, wood selling.

It was very difficult for respondents of FGDs to understand or articulate 'decent' employment opportunities. For a large majority decent employment was synonymous with employment itself, and provision of training and educational facilities, and better rates and wages. Many respondents, however, did mention unhygienic and poor working conditions and the resultant health and disease problems.

Some articulation of decent work in Gawadar included:

- Independent or job of choice
- Jobs that command respect such as teacher, doctor, captain of boat, government officer
- Jobs requiring skills
- Jobs that provide good and steady income
- That work / business which is within the house hold
- That job/work which is acceptable to our daughters and they are comfortable in it
- Teaching , nursing and Doctors
- That job in which there is a lot of interaction with men is not acceptable to our men, and within the community it is considered very bad and degrading

In Karachi, most of the men and women mentioned that:

- 'Decent work' is that which should be near to home/in the village/in house,
- Neat and clean with good wages and in the morning timing as they can back to home /children
- For women work should be skilled based like tailoring and sewing and for men fishing would be decent work, through which they can get sufficient income and benefits

In Badin perceptions about decent employment included:

- Self employment/businesses of livestock, boat owning, agriculture
- Marketing of product for men and for women livestock, sewing, handicraft, candle/soap making

In the perception of more than half the men interviewed, women cannot do the work that men do. Much of this perception of men is linked to the means of livelihood they do. In the communities of Karachi where the majority of men go fishing at sea, men do not think that women can do the same work as men as indeed they cannot. Where men and women have traditionally worked together as a household effort for a livelihood as fishing and agriculture in Badin more than half the men believe that men and women can do the same work. In Gawadar where much of the work done by women is based in their homes, the perception of men that society does not allow women to do the work of men based out of homes, is understandable.

Figure -22A

Do women carry out the similar work which men are doing

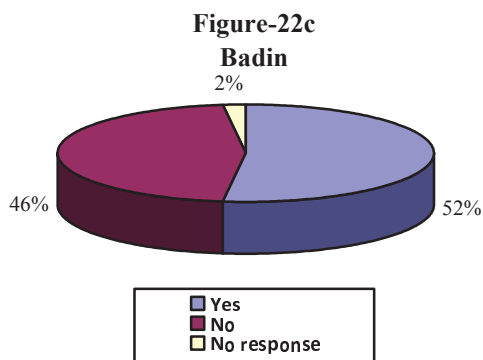
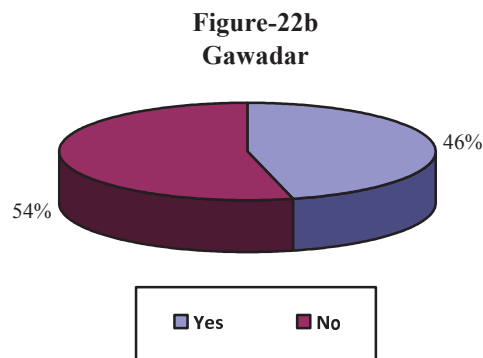
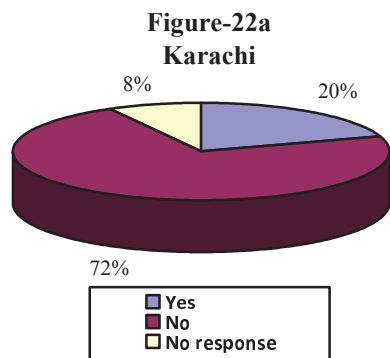
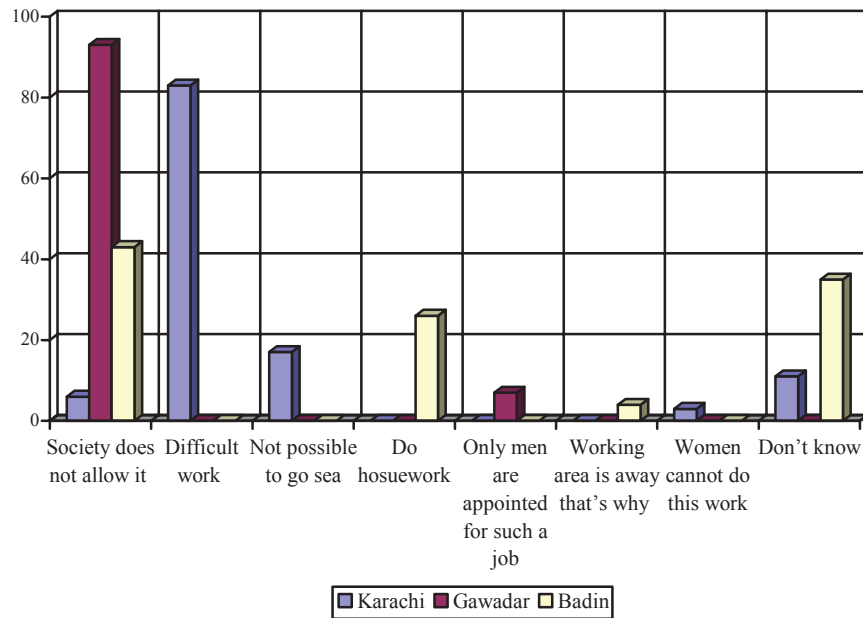


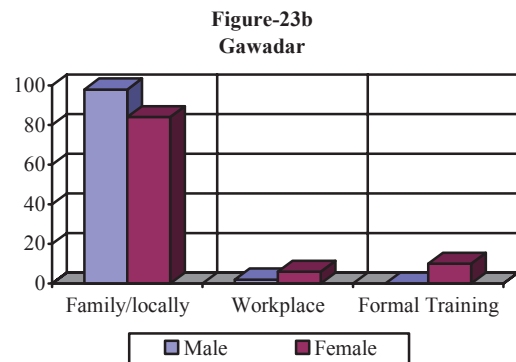
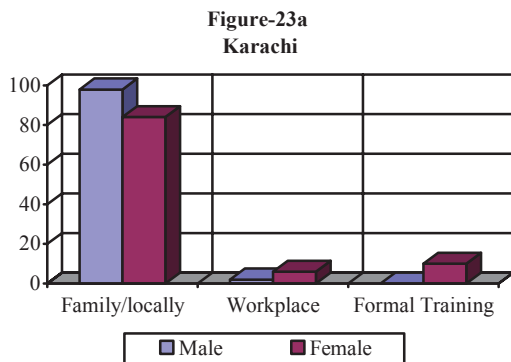
Figure -22B
Reasons



4.4 Training Needs Assessment

A large majority of men and women from Karachi and Gawadar and men from Badin have learnt their work from family and/or locally or on the job. Few men or women have obtained any formal or vocational training. All women from Badin who reported that they had obtained training for their work reported that they had received their training in a near by city. Overall only a handful of women reported any training by NGOs. For both men and women there appears to be little relationship between education, formal or vocational training and the livelihood opportunities.

Figure -23
Training for Occupations



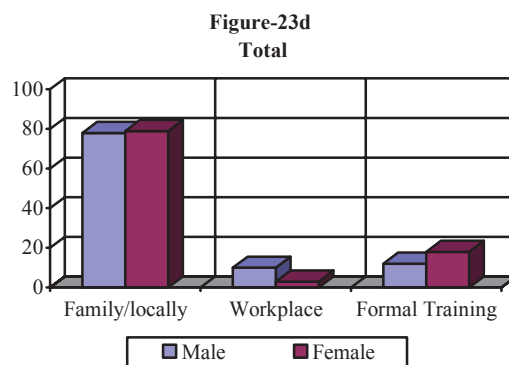
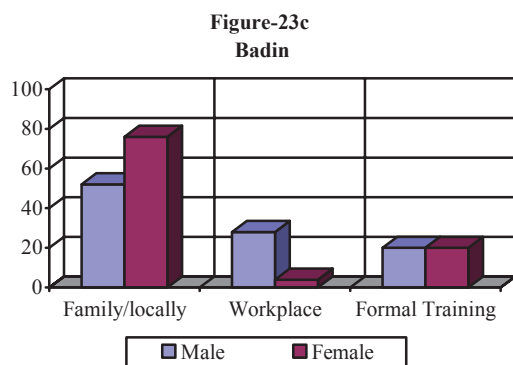


Table – 4
Formal Training

Sources of Training	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Nearby city					5	10	1	2	8	16	12	24	13	9	13	9
NGO			3	6			2	4							5	3
Formal training					5	10	6	12					5	3	6	4
Vocational Training centre			2	4			1	2							3	2

It is quite clear from the findings about benefits of training that training must be linked to livelihoods either as a source of income or improving incomes and adding value to product. It is also quite clear that training alone will not provide opportunities. In those areas which are remote and resource poor only large scale government intervention or large scale private investment are likely to be a catalyst for development. However, in areas that have resources and opportunities educational and vocational training on the one hand and the demand for skilled and semi-skilled work will need to be brought in tandem. The way forward from the findings from this study is recommended in section 5 of this report.

Figure -24
Benefit from training

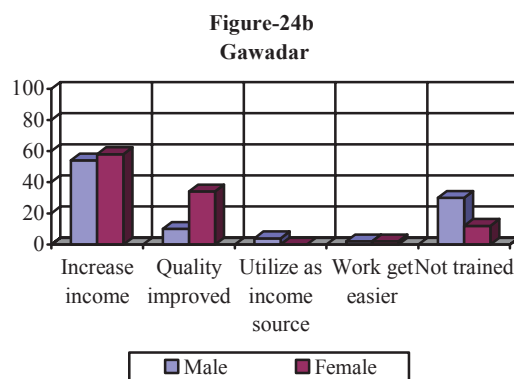
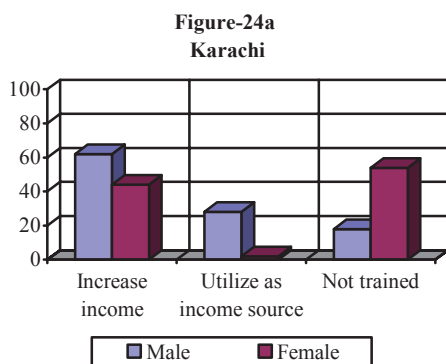
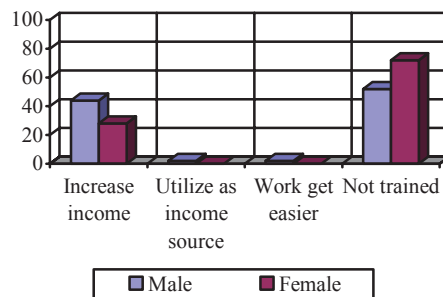


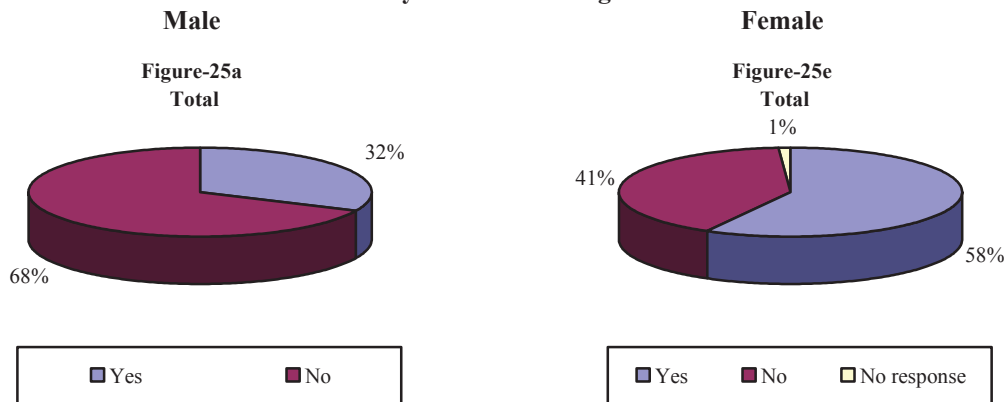
Figure-24c
Badin



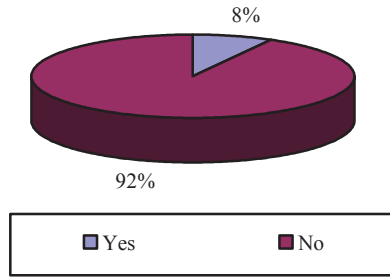
It is interesting to note that while more than 50 percent of the women said that they require training only 32 percent men said the same. It is important to understand here that for most men their experience is that any training in whatever they are already doing will not be of benefit unless the training can significantly change what they are doing. For women their experience is that by learning a skill they can add to the household income because otherwise they do not have the opportunity that men do of learning on job it self.

Sources of Training	Benefits from Training
Near by city	• Increase income • Quality improved • Work get easier
NGO	• Increase income • Quality improved • Utilized as the source of income/get a job
Formal training	• Increase income • Quality improved
Vocational training centre	• Increase income • Utilized as the source of income/get a job

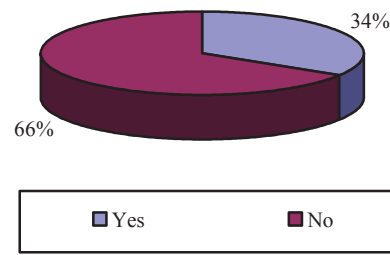
Figure-25A
Do you need Training



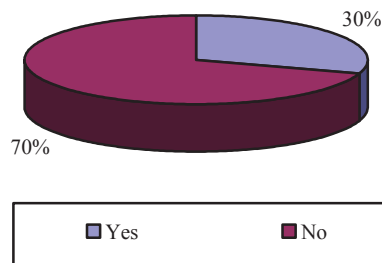
**Figure- 25b
Karachi**



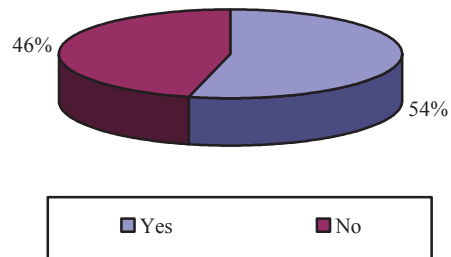
**Figure- 25f
Karachi**



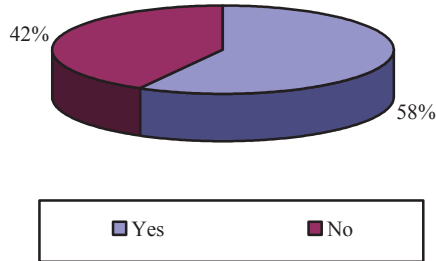
**Figure-25c
Gawadar**



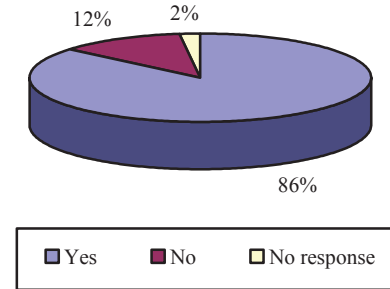
**Figure-25g
Gawadar**



**Figure-25d
Badin**



**Figure-25h
Badin**



It was difficult for men and women from these coastal communities to articulate training for livelihood opportunities that do not exist and they have no experience of. For the few men and women who could articulate their needs for training, vocational training, need to acquire skills and training in adding value to their product emerged. In the FGDs almost half the men reported needing vocational training which includes welding, A/C, refrigerator and mobile repairing etc. so they will get value added wages. Almost half the women reported needing training in fish processing, small business (selling and marketing of goods), poultry farming, kitchen gardening, gift/decoration items from sea shells etc. However, it must be stated here that training alone cannot provide livelihood opportunities. That requires a whole community development strategy based upon an understanding of how communities develop and change and a concrete action research programme.

Figure -25B
Type of training

Figure-25a
Karachi

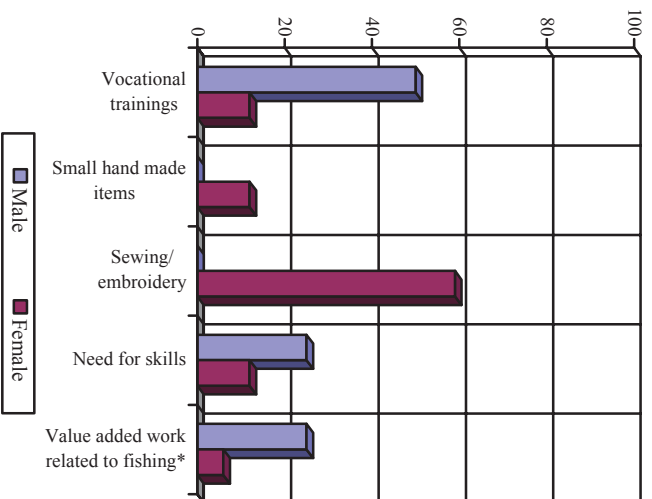


Figure-25b
Gawadar

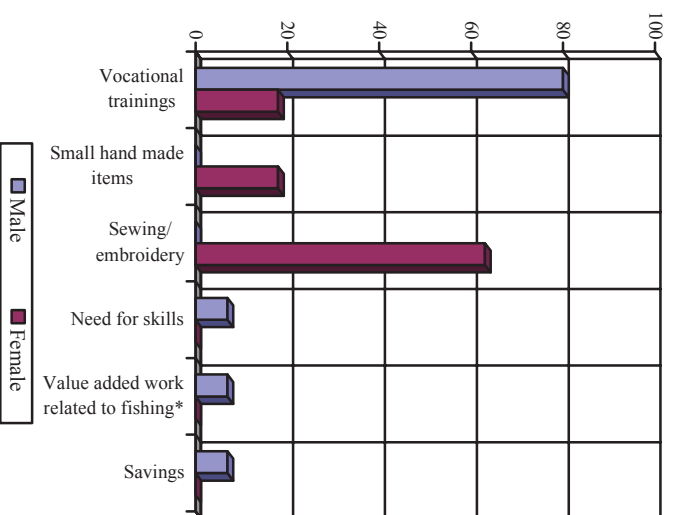


Figure-25c
Badin

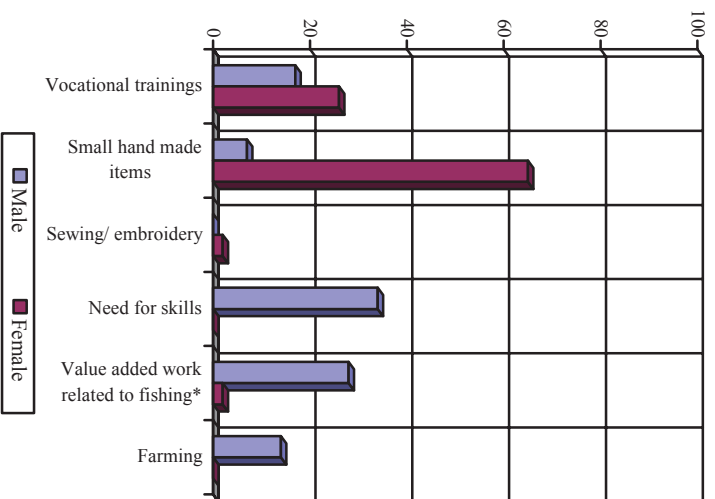
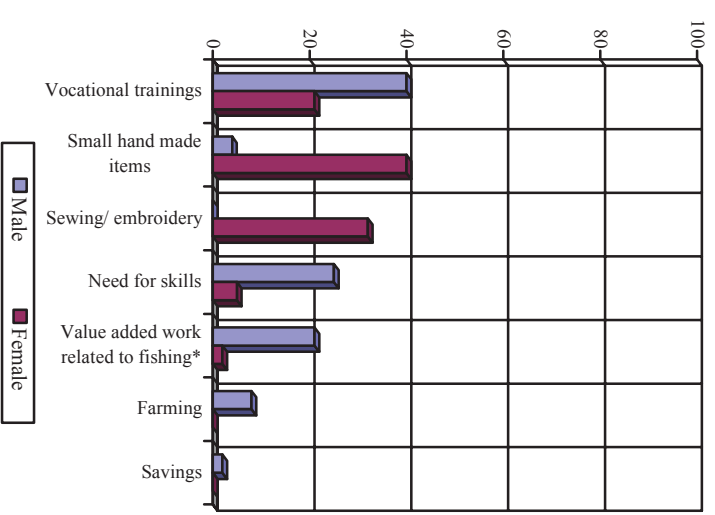


Figure-25d
Total



Other than training an important element in terms of occupations and incomes is the use of credit. Almost 50 percent of both men and women reported that they require credit in their livelihoods. This is taken most by women from Badin (86 percent) and least from both men and women in Gawadar (28 percent each). The source of credit is shops for women and moneylenders for men.

Figure -26
Take credit

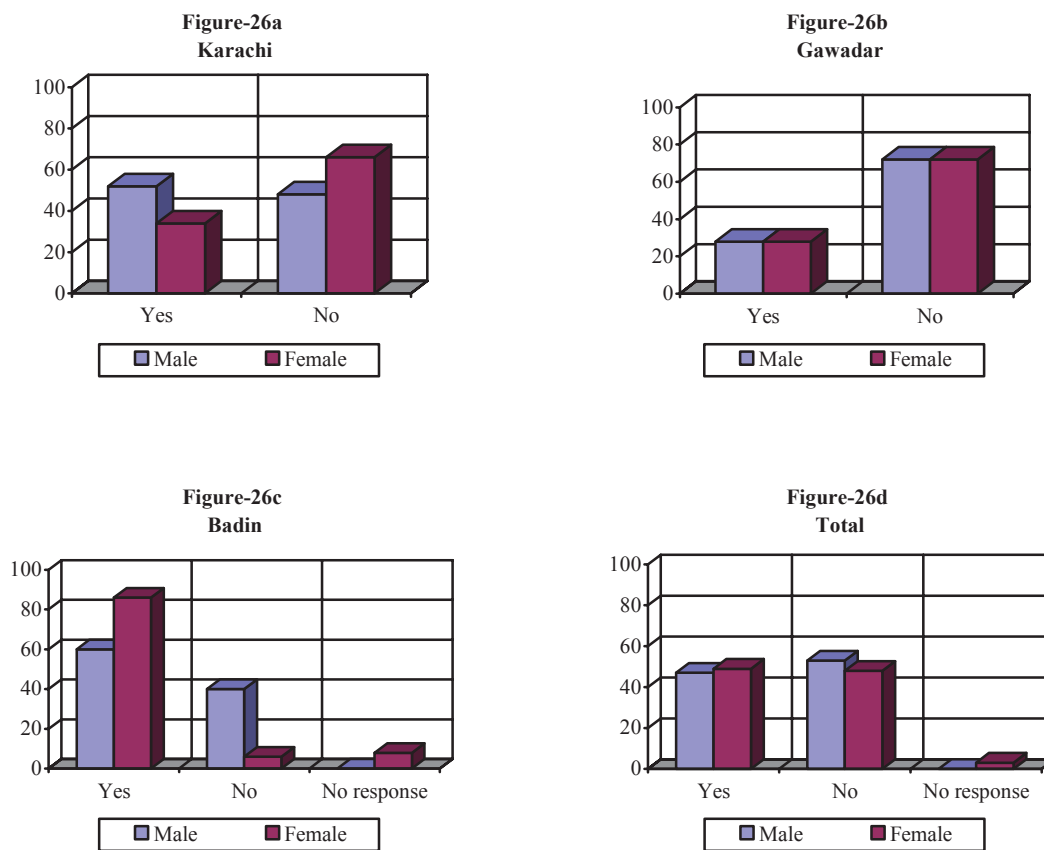


Table – 5
Source of Credit

Sources of credit	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Shop					1	7	6	43	8	27	42	98	9	13	48	65
Money lender	22	85			3	21			1	3			26	37		
Friend	3	12	12	71	3	21	1	7					6	9	13	18
Family			2	12	2	14	5	36					2	3	7	9
Contractor			1	6					8	27	1	2	8	11	2	3
NGO*					2	14	3	21					2	3	3	4
Bank*	1	4	1	6	3	21	1	7					4	6	2	3
Landlord									4	13			4	6		
Other			2	12	1	7			9	30			10	14	2	3
Base	26		17		14		14		30		43		70		74	

multiple response

Other:

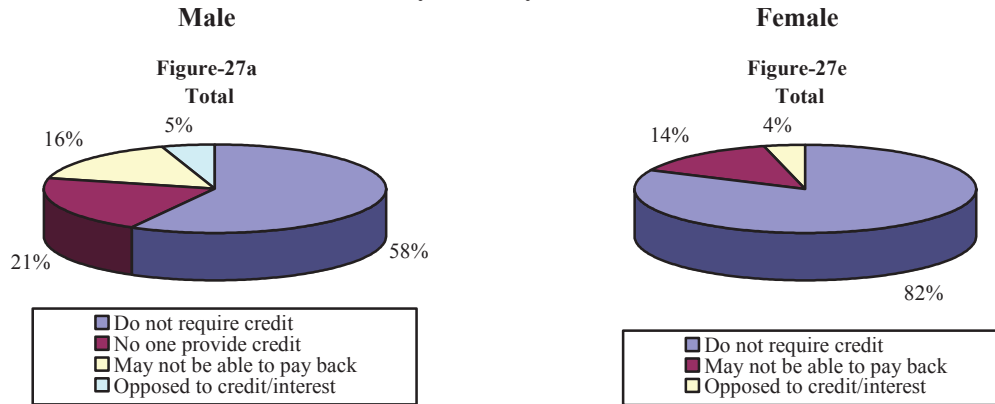
* Saving and credit group

* Businessman

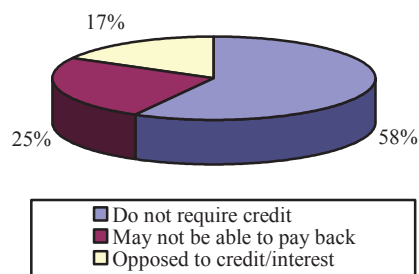
* Factory supervisor

For those do not take credit, other than that they do not require credit, the reasons in Badin were that no one has provided credit while in Karachi and Gawadar (and for women in Badin) it was largely that they may not be able to pay back. Only a very few men and women reported that they had any issues with credit/interest.

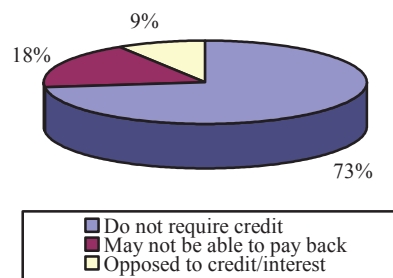
Figure-27
If no, Why did not you Get Credit



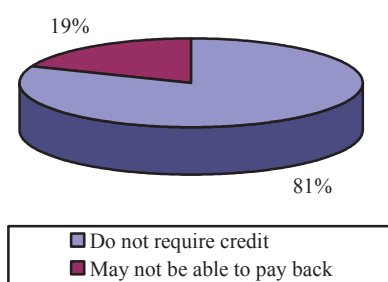
**Figure- 27b
Karachi**



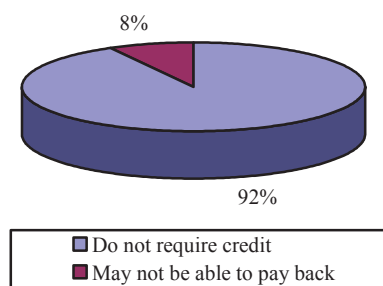
**Figure- 27f
Karachi**



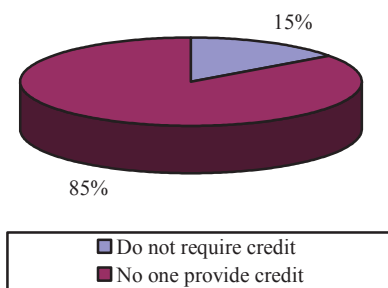
**Figure-27c
Gawadar**



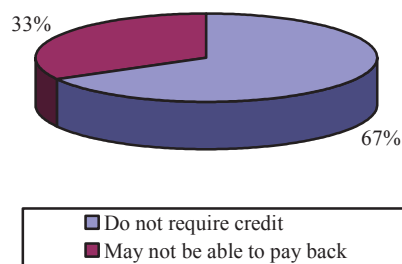
**Figure-27g
Gawadar**



**Figure-27d
Badin**



**Figure-27h
Badin**



The reasons for taking credit are many – tiding over the seasons when incomes are less as both fishing and agriculture provide unequal earnings depending upon the harvest or fishing seasons. Even for sewing and embroidery, that a large number of women are engaged in, there are eid and marriage seasons when income is more than in other times. Thus credit is likely not to expand the means of livelihoods but to tide over when there is a shortfall in the income.

Organizations at Work

Few men and women (2 percent and 16 percent respectively) from the communities of Karachi and a large majority of men (80 percent) from the Gawadar communities reported that they do not belong to any organization whether at the workplace or in their community/ neighbourhood. All the men and women from Badin and 40 percent of women respondents from Gawadar reported belonging to some organization; either a CBO or VDO or an organization established under a project of an NGO (reference tables 31-34 in annex-7). A large majority of respondents who reported that they belong to an

organization also reported that they were part of the saving and credit groups of such organizations. It needs to be explored if such groups have the potential for collective action or bargaining in terms of the livelihoods of the people. Organizations reported by respondents included:

Karachi:

- Pakistan Fisher Folk Forum

Gawadar:

- NRSP
- *Bachat* committee
- NCHD
- Carvan Pishukan
- Kalkashan
- Labour union
- Anjuman Fallah-o-Behbood
- RCDC
- Urban Development Organization
- Village organization
- Wado Welfare Society

Badin:

- Pakistan Fisher Folk Forum
- NRSP

4.5 Stakeholder Mapping and Institutional Analysis

Plan/projects for fisheries sector and/or women

KARACHI

The programmes and projects as reported in interviews with other stakeholders include: One of the major projects being implemented by the Livestock Department Government of Sindh is Training of Coastal Women's Improvement of Livestock. The main objectives of the project are (1) Enhance productivity of existing livestock dairy, poultry and fisheries resources through development of new technologies, scientific methods of farming and improvement management practices (2) Exploit export potential of livestock dairy, poultry and fisheries and their products (3) Promote import substitution of milk and dairy products (4) Ensure availability of credit for livestock farmers, specially the landless ones (5) Improve livestock marketing infrastructure (6) Strengthen institutions for livestock research and extension and improvement linkages and coordination.

The elements of the project are (A) 23 Lady Veterinary officers and 105 lady livestock Supervisors appointed, in the whole of the Sindh Province, and would be trained as Trainer, at Research and Training institute for Livestock Development at Tando Muhammad Khan. Each Lady Livestock supervisor will provide 10 days Training in a month to 20 women in rural area at Village Level for enhancing milk, meat, and wool production, by adapting scientific methods of livestock farming. The project is implemented in Thatta, Badin, Karachi (Gadap Town, Bin Qasim Town, and Malir Town)

Another project is that of the Fisheries Department support for 500 boats upgrading according to international standards for export of fish. In this 200 boats are up graded and handed over which includes

lining of fiber glass for fish storage and fish yard, curtain the washbasin and toilet areas of large boats and for small boats lining of fiber glass to disconnect the wooden contact with catches, and also save the catches and ice for long time. It is done on share bases for large boats; government has funded for 75 percent expenses and 25 percent sharing by the owner and for small boats 90 percent sharing by government and 10 percent by the owner. Equipments are also purchased like 20,000 plastic crates to fishermen on subsidized cost and it will also save deduction from stock of fishermen during sale of fish, it will also keep safe from any contamination of fish, provision of stainless trolleys on fish harbor for carrying stock, construction of auction hall for shrimps which creates employment opportunity for women.

P&D Department has currently no programmes and projects for coastal areas but it is in their future plans.

Six different projects are being implemented under HANDS, on services delivery, awareness raising, advocacy, health and education for men, women and children of Rehri goth. A local organization is also working on small community issues, but has no funding for any project.

GAWADAR

The Balochistan Fisheries Department is developing a comprehensive plan for the development of the Balochistan coast with the support of ADP. A fisheries training center is being established at Jiwani. There are no specific programmes for women. The District Government (under the LG system) prepared the Integrated District Development Plan (Long and Short Term) with the technical assistance of IUCN. There are special projects and plans for women development in the ADP of the Planning and Finance Department but they are implemented by the Women Development Section of the Social Welfare Department. The Social Welfare Department has skill training centers such as industrial homes, gender refresh centers, literacy centers for adult women, and computer literacy centers. The Vocational Training Center has a Jafakash Aurat Programme, a long term programme for skill training and development of women.

Khushalli Bank has micro credit for small businesses for the poor and training. Beneficiaries include men and women doing small businesses, shopkeepers, garage owners, motor mechanics, men and women tailors, tuck shops, fish business at small level.

Makran Coastal Wetland Complex, PWP has training, advocacy and social mobilization project for coastal population especially fishermen and their families. Men are trained on modern techniques of fishing while women are trained in handicrafts and net making.

IUCN has programmes and projects related to training, advocacy and research for the whole population of Gawadar district.

SMEDA has training, social mobilization, business research and development. Currently they have one project for training on business development and marketing.

NRSP has training, services delivery, infrastructure development programmes focusing on women and related issues. Men and women are equally targeted as beneficiaries of the projects. In micro credit women local support organizations are formed and CIF is initiated through them.

Son of the Sea is a fish processing unit/factory in Gawadar. They have 60 employees and only 9 are women, while in Al Salam Hotel and Mir Sea Food Company there are no women employees.

BADIN

Pakistan Fisher Folk Forum was the only NGO found in the selected villages of Badin district working on fishermen's right through advocacy. They have a presence in the Fisheries Department office in Badin

From the FGDs it seems that there are few coherent or long-term development plans, strategy or approach for development of communities in the coastal areas. There are no specific government policies related to gender, disadvantaged and poor. At the provincial department level the operative documents are the PC-Is that are related to projects and the annual development plans that largely deal with financial outlays.

The women's section of the Social Welfare Department has projects specifically for women. Projects usually target the poor, women and children. The directorates of fisheries generally concerned with registration of boats and regulating the fishing trade. The factories are registered with other concerned authorities. There are many departments, directorates, authorities etc all with their own policies and plans and jurisdiction.

Most NGOs and development organizations were found in Gawadar area but very few in Badin. Many work on advocacy for the rights of the fishermen while some (in Gawadar) have projects related to poverty, environment, employment, vocational training, business development, health, and education, micro credit etc. Many of the NGOs and organizations follow a social mobilization approach to development.

The government departments were able to show few documented information about their current projects. The existing bodies and organizations such as Karachi Port Trust, Karachi Fisheries Harbour Authority, Port Qasim Authority, Korangi Fisheries Harbour Authority have little connection to each other regarding their work. The government departments also face hindrances due to the lengthy procedure of approval for any development expenditure.

Conclusions and Recommendations

5.1 Conclusions

From the situation analysis it seems that some effort has been mobilized for the development of the coastal belt in Badin, Karachi and Gawadar that has highlighted problems and some attempt has been made to address these problems. However, this effort appears neither to be rationalized nor streamlined as most are individual efforts of organizations or on an *ad hoc* basis. In the case of the government political expediency, lack of vision and an inadequate policy framework have resulted in keeping the coastal areas poor and underdeveloped. The coastal development approach of the government is patchy and fragmented, and does not explain in clear terms the elements of the strategy that will lead to stated objectives. There is no vision for creating livelihoods as a means of development in these areas nor a framework of well defined and well researched parameters of development against which interventions can be designed or measured. Each sector of development is dealt with separately and variously and at great length, without an understanding of how all sectors need to link up. As a result, most work is done more as crisis management rather than as a coherent and concerted effort.

In the case of donors and NGOs there appears to be a tendency to follow a conventional approach to social development and restrictive mandates render their work less effective than would have been otherwise. The approach of community participation, engaging NGOs and CSOs as implementing partners and building upon the work of NGOs lacks clear directions and the substantial resources available are not utilized in the most efficient way. Nor are there any 'successful pilot programmes of livelihood interventions' that can serve as a model either for replication by the donor agencies or the government on a larger scale.

The people of the coastal areas suffer from a *historical economic vulnerability* where for centuries they have been subject to harsh conditions and subsistence living, with little hope to be able to climb out of their poverty trap. In these conditions they have tried to make the most of an economy which barely promises them physical survival; where health care is primitive, and in some cases, sub-primitive; education for children more medieval than modern; and access to economic opportunities difficult.

Development of the coastal areas means providing the building blocks of development, i.e, (a) enhanced, diversified and self-sustained livelihoods; (b) a standard of living where health and education are provided in the modern context, (c) where access to resources and inputs of production, specially for the small holder or livestock farmer and the small entrepreneur are provided, and so on. If these factors of development, (which are central to vitalizing a community, and to the livelihoods approach of ILO), and for communities to be able to respond to modern challenges of growth, were to be brought in as a holistic approach, it would cumulatively create the spring-board for taking the community to a sustainable level of development with a standard of living better than before.

This involves addressing the more endemic vulnerabilities and requires different approaches, strategies and elements added to the GE4DE programme of ILO. Above all, it requires debate and articulation of a conceptual framework which will inform the corollary of the specific elements and the incremental steps that needs must lead to change and development in these communities through a serious and viable livelihoods programme. Many community people met reported that few NGOs, government institutions or international agencies provide financial help or loan to the informal sector which is so necessary for development especially in traditionally vulnerable areas. Findings from the study and from empirical evidence show that i) small credits are not easily available to the small entrepreneur in the informal sector

as micro finance policies tend to target the poorest of the poor and ii) the amount of the ‘small credit’ is too small to be of economic viability to the small entrepreneur in the informal sector. A careful study of the informal business sector in the area that is finally selected for a pilot intervention, will help determine the profile of the population that needs to be targeted to make the intervention workable. Many times effort is made to build the capacity of local communities for improving business initiatives in coastal areas, these business initiatives are not adequately linked with the market outside the communities on any significant scale. Building business capacity also needs to develop value-added products which require a rigorous feasibility which is beyond the capacity of communities.

The findings from this situation analysis serve to highlight the broad directions of the interventions of ILO and their implementing partners. For concrete suggestions action research is necessary to determine the specific elements of interventions. Specifics can only emerge once an intervention in its entirety is tested on ground. The limitation has been in terms of conceptual clarity of what constitutes development in communities and the specific elements of interventions that will lead to that change. This is the core issue that needs to be debated and analyzed before any conceptual clarity and detailing can be determined for which livelihoods interventions can be instituted and where. The steps of this approach are detailed in the next section.

With conceptual clarity on the specific changes envisaged by ILO interventions, and more importantly, the incremental steps by which these changes impact upon the community, the **Promoting Gender Equality for Decent Employment (GE4DE)** project will be able to play an even more effective role in the development of coastal communities as well as have a clear definition and a practically applicable mechanism for assessing the impact of interventions based upon empirical evidence and which can measure the logical corollary of how communities can build upon the present interventions to the next stage in bettering their lives and their circumstances.

Livelihood Interventions as a Springboard for Vitalizing Development in Communities

The design of the **Promoting Gender Equality for Decent Employment (GE4DE)** project needs to assess what is needed for interventions to serve as a springboard for vitalizing development in coastal communities. The Project cannot be confined to gender equity but also address some of the long-term endemic vulnerabilities in the coastal areas. The long-term objectives of livelihoods are difficult to achieve unless a more focused approach is first taken to address the larger issues of access to market, health care, schooling etc. A focused approach would entail that if the donors and partners wish the community to develop on a self-sustaining basis in the years to come, then, for example, the effort should be to start with meeting at least one or two basic need(s) of the community – livelihoods in this case, build upon it to include the other issues and show sustainable results.

A focussed approach requires clarity and articulation of the developmental dynamics of change. It is, therefore, important that objectives of long-term changes in the community are deliberated upon with conceptual clarity and professional approach. Conceptual clarity and professional approach mean that (a) the objective (and target groups) of the intervention must be spelled out in specific terms, as much as possible, and (b) development of an area must be integrated with its long-term maintenance by local resources.

Professional approach does not mean synoptic planning where exhaustive data is collected and detailed analysis is carried out and plans made. In fact professional approach means that the design and concept clearly spell out the elements wherein the development to the next stage becomes the logical outcome of

the first step. This needs continuous assessment based upon empirical evidence informed by scientific rigour of looking into an issue to the last detail.

At the very outset ILO needs to clearly articulate what is meant by decent work. Also the linkages between inputs of the project (building the capacity of supporting organizations, structuring and capacity development for gender equity etc) and the dynamics that lead to small entrepreneurs (small holders and small businesses) having more access and control over resources of production need to be clearly articulated. This will mean gathering information with greater scientific rigour and empirical evidence in the light of findings from the situation analysis. This will help ILO spell out specifically the logical incremental steps of their intervention leading to vitalizing livelihoods in the coastal areas, define how gender equity may be achieved within this larger approach, and help them analyse if the proposed input is likely to deliver the envisaged benefits.

There is need for ILO to define capacities and community needs as precisely as possible, and link these to their interventions too see if they can indeed deliver the stated needs of the communities. In the context of **GE4DE** ILO need to determine at the outset if their gender equity approach is a means to an end or an end in itself. The premise and assumptions of the strategy needs to be debated more rigorously for articulating clearly the concept, the corollary of strategies and activities for vitalizing livelihoods in communities as a whole, and linkage to incremental development and change in the community. This will not only allow for more effective implementation of future programmes but also provide the instruments for assessing the quality of interventions.

Design and Implementation of the Programme

The strength of donor agencies and NGOs is to focus on interventions within their scope, demonstrate the success of new development paradigms, and then try and take those to scale. It may be prudent if before the intervention, at the designing stage, a focussed discussion is held on what constitutes building and vitalizing communities and within this larger context build on gender equity. This will help determine the developmental steps and the precise elements of interventions. Notwithstanding that the need for response to many of the urgent problems (immediate and short-term objectives) cannot be over emphasized, this should not over-shadow the long-term planning. In most effective interventions, especially in areas that are resource poor, underdeveloped, marginalized from the mainstream of development and subject to natural calamities, sometimes it may be difficult to defer some issues for the sake of long-term, self-sustaining programmes, yet it is a step which must be taken.

The situation analysis indicates that enhanced livelihoods are priorities of the whole communities. A more professional design approach would be to concentrate on focused interventions, first on a small scale in one or two communities, and then take the success of those interventions to scale. Also from the point of view of effectiveness, and sustained development, it may be more efficient that resources are not spread too thin, first initial but concrete results were achieved, and the projects then built on the success of those achievements. The success would establish for both donors and partners the principle of bringing about changes in a community, the methodology of working with the community towards bringing about those changes and an effective tool for advocacy and lobbying for policy reform. For example, building business capacity needs to develop value-added products. This approach would determine the elements of the intervention that are required to do this.

This does not mean that the same value-added product would be used everywhere. In an urban market town, this may mean provision of hotels and retail outlets, where as in a rural market; this may mean livestock and horticulture. This approach determines how the various elements that go towards

developing value addedness in any business development programme, whether it be hotels and retail outlets or animal husbandry and horticulture are identified and brought together in a way that leads to enhanced livelihoods.

It may also be more prudent from the point of view of creating long-term impact on the communities if, for example, only one or two items from a set of key needs (e.g. fisheries) is first taken up on a focused and sustainable level, and brought to completion by way of establishing a new paradigm of community development. The establishment of a new paradigm for community development, on however small a scale, would set the direction for addressing fisheries issues on a larger scale. The community could then build upon that intervention for expansion into vocational training, agricultural activities and crop diversification, clean health facilities, and so on.

In terms of methodology, it is clear from the situation analysis that a working methodology needs a fuller deliberation in the context of development for the long term. For example, some of the villages that were selected for the situation analysis were remote with a scattered settlement pattern. While it is important that even the remotest of communities be reached a more effective methodology may be to select communities easily accessible, build a long-term and more focused development programme in these communities, consolidate the success, and then expand to other (including remote) areas.

It may be more prudent to work with fewer beneficiaries to develop a more in-depth understanding of the dynamics of the informal sector and the expressed needs and requirements of the small entrepreneurs and small farmers, before going to scale with a greater number and variety of beneficiaries. Instead of working on something as broadly defined as the coastal sector it may be more effective to concentrate on one or two elements of that intervention e.g., small businesses, within well defined parameters. This will allowed more focussed activities, a deeper understanding of the various elements, strengths and weaknesses of that activity, and concrete actions to expand that work into the other related areas.

ILO is very well placed to work out a well-designed and detailed programme, not only for gender equity in the fisheries sector, but for livelihoods as a whole, for health and schooling issues which may serve as successful models both for further interventions of ILO and partners (and other donor agencies and NGOs), which would, in turn, initiate debate, and serve as a catalyst for the state to bring about policy reform, specially as many of the root causes of vulnerability have to do with an inadequate public policy framework.

5.2 Recommendations

What is needed now is for ILO to establish a new paradigm or direction for change. This will require a review of strengths and weaknesses of the design and implementation strategies of GE4DE, and a debate on how to establish a long-term conceptual framework, taking an unconventional view of, and out-of-the box thinking about the dynamics of change.

Need for Establishing a New Paradigm: Less is More

A major factor that has hampered the development of an effective, long-term framework of development is that carefully deliberated and well-planned policies have not emerged as a forte of either the government or the NGO/donor programmes. There is, therefore, a need to explore a new paradigm of a carefully planned, step-by-step approach for development and change in marginalized communities. It may be of benefit to ILO to deliberate on the ‘Less is More’ approach , whereby **first**, only one or two interventions in one or two communities are made, the specific elements of the approach are identified,

and some level of success and sustainability is achieved, before taking the programme to scale. This approach is a departure from the more prevalent practices of ‘more is better’ and looks to the rationale and methodology of:

- a) Working, initially, with a limited number of communities/beneficiaries most likely to show gains from interventions
- b) Working in more accessible communities so that intractable factors do not hamper the design and outcomes of interventions
- c) Working in one or two sub-sectors most likely to revitalize communities.
- d) Working to bring to completion a set of interventions to identify the elements that are needed to make that intervention successful

Need for Debate

On the basis of the findings from the situation analysis debate and discussion with analytical precision on the issues of development in the coastal communities will prove useful for the future course of the GE4DE Project. This will require first, establishing the parameters of how the Programme can be effective and second, developing concrete recommendations, on the basis of these parameters.

The premise and assumptions of the Programme need to be debated rigorously for articulating clearly the concept and objectives of the Programme, the corollary of strategies and activities leading to the objectives and logical linkage to incremental change in the community. There is need to continuously assess with professional and scientific rigour and based upon empirical evidence that interventions indeed are providing the building blocks for revitalizing the socio-economic base of communities. Reasons may be many and complex and need to be discussed, debated and clearly articulated in the light of findings from the situation analysis.

Together these will allow for:

- 1) Developing a more robust design of projects that can stand up to investigations of professional and scientific rigour;
- 2) Demonstrating, even if it is on a small scale, how communities are facilitated to build upon interventions towards a better life; and
- 3) Making necessary adjustments for replication and expansion.

5.3 The Way Forward

In light of the findings from the situation analysis and the larger objectives of the GE4DE that links gender equity and development and an approach that seeks to address the root causes of livelihoods vulnerability; a 3-step way forward by way of a process is recommended which will help extract the principles which are likely to produce better results and make for a more effective gender equity management and development policy making.

Specific Elements of the Process:

Constitute a 4-6 member research committee to review existing paradigms of development, and visit a few selected development projects in the coastal areas. Based upon the review and visits the research committee will develop a *Concept Paper* which would be circulated for feedback.

1. On the basis of the recommendations made in the *Concept Paper*, the research committee will next develop a *Strategy Paper* which will identify and design a selected few proposals to demonstrate elements and methodology of effective interventions under the Gender Equality for Decent Employment (GE4DE). This needs to be a small set of interventions as a research and development exercise with full professional thrust and keeping in mind that for initial success to be achieved the intervention should have as few variables as possible.
2. A conference will be organized for deliberating the conclusions of the *Strategy Paper*, refining the new paradigm and making recommendations from which will emerge a *Policy Document*.

Some Recommendations for Action Research:

From the findings of the situation analysis some recommendations for action research and to serve as a catalyst for development and change in a selected community may be as follows:

6. A useful input which can serve as a catalyst for further development would be to set up a low-cost polytechnic institute for training men and women in refrigeration, air-conditioning, tailoring, repairing of mobile phones, in plumbing, electrical fittings, etc.
7. A production facility and employ men and women in fisheries production in Karachi and Gawadar, and link them with traders/exporters in Karachi. In doing so the programme will have set up a training centre for raw hands to be trained into skilled.
8. Facilities for eco-tourism in Gawadar and Karachi where some investment would be required and more importantly, it would provide training in rudimentary hotel management.
9. Enhanced livestock farming, with training in animal husbandry, feed, and marketing of livestock.
10. All of the above may be complemented with public schools of quality education that meet the needs of modern education as well as vocational training linked to livelihood opportunities in the area. The establishment of one or two such schools to teach children language, numerical skills, art, sports, history and geography up to Class 5 (primary level) and then from Class 6 the programme of studies of these schools would focus on vocational training and enhanced learning. This will not only serve to define the precise elements of such intervention (e.g. development of a curriculum, institution of intellectually stimulating environment in schools, the exact nature of vocational training, teachers training etc) but the success of this intervention will serve as a catalyst for improving standards in other public schools and provide for advocacy and lobbying with very concrete ideas.
11. Demonstrating effective public health services will go a long way in reducing vulnerability of populations along the coastal areas. This may include improving management of an existing government facility demonstrating that quality health services is a function of management (as opposed to that of funds alone) and that nothing stops a low cost public health facility delivering the same services as a high cost private facility. In geographical proximity to the schools this can be immediately linked up with the curriculum so that nursing (for girls as nursing as a profession for women does not carry a cultural constraint) and para medic training (for both boys and girls) can be immediately included in the vocational training curriculum of the school(s) and will have the advantage of demonstrating in a short period of time the efficacy of vocational training both as part of the school curriculum and linkage to a sustainable livelihood. Including livestock management will widen the canvas of the vocational training and demonstrate a linkage between education and economic opportunity.

Timeline of the Process

Tasks	Time
Constitution of research committee	2 weeks
Visit and review of selected programmes	4 weeks
Development of Concept Paper	2 weeks
Development of Strategy Paper	8 weeks
Conference & development of Policy Paper	After 6 months
Assessment	After 1 year

If ILO can undertake this process, through the *Concept Paper*, the *Strategy Paper*, and the *Policy Document* (the substantive and final statement of a new direction), it will be a pioneering effort in defining the context of effective and meaningful development, and the methodology for implementing that context into practice, not only for their themselves and their partners but for the development sector as a whole.

ANNEX – 1
Terms of Reference (TOR)

**Sector-wide study on Gender and Employment in Coastal Areas
Technical Proposal**

Guidelines

Background

The International Labour Organization (ILO) is a specialized UN agency which promotes social justice and internationally recognized human and labour rights and works through a unique tripartite structure with workers and employers participating as equal partners with governments. Promoting gender equality is fundamental to all of ILO's work. The ILO believes that gender equality in the world of work is a fundamental human right, critical to social justice and is instrumental in achieving poverty alleviation and social and economic development goals.

Promoting Gender Equality for Decent Employment

The ILO is currently implementing a project, Promoting Gender Equality for Decent Employment (GE4DE), funded by the Canadian International Development Agency (CIDA). GE4DE intends to enhance the capacity of stakeholders to inform, design and implement gender sensitive policies and programmes and create more gender equal employment in selected economic sectors of Pakistan. Amongst others, one of the identified economic areas is the Coastal sector.

Sector Overview

The **coastal areas of Pakistan** are in the province of Sindh and Balochistan. These coastal areas are on the shore of Arabian Sea connecting with other countries of the world. Gawadar and Karachi are two prominent ports on these **coastal areas**. Gawadar is a district along the sea in south of the Makran. Gawadar port can become a trade hub for all the neighbouring land locked central Asian countries of Pakistan.

Employment in coastal areas

Gender inequalities are widespread in coastal labour markets, particularly fishing sector. Women often work in the lowest paid and most precarious forms of employment, and experience the effects of the so-called "sticky floor", on the bottom rungs of their occupations. Furthermore, they continue to be affected by the invisibility of their work related to the care economy. Access to productive Work that provides an adequate income for working men and women is the surest route out of poverty. Productive employment is the economic foundation of decent work. In the coastal areas most of the employments of women are in fishing sectors, through the research we would like you to look at the non-fishing opportunities. Eg those coastal communities are primarily involved in fishing, but also other activities such as home-based crafts, packaging factories, and domestic work.

In July-May 2002-03 fish and fishery products valued at US \$ 117 million were exported from Pakistan. The fisheries sector as a whole contributes to about 1percent to the country's GDP and provides jobs for about 1% of the country's labour force. Freshwater carp farming is the major aquaculture activity in three of the country's four provinces (Punjab, Sindh and Khyber Pukhtun Khwa KPK). No direct data on

the number of fish farmers employed in this sector is available as fish farming in most parts of the country is carried out as an integral part of crop farming.

In Pakistan, the participation of women in fisheries is common among the fishing communities and women are engaged in aquaculture activities specially when it is part of a family enterprise and help is required in feeding, planting grasses in the ponds and guarding the ponds when the farm is close to the house. Most fish markets have inadequate facilities, usually they lack cold storage facilities, have poor hygienic conditions and inadequate communication links, etc.

Research Justification

Since GE4DE's focus is on promoting gender equality in the world of work, more detailed information of the gender dimensions of employment in Coastal areas is needed to ensure that project interventions properly address the needs and expectations of women, men, girls and boys.

Gendered Situation Analysis

As part of the planning phase, GE4DE is commissioning research to provide gender-aware baseline information upon which to design sector specific interventions. For each sector, the situation analysis exercise will be conducted by a research partnership. Each partnership will consist of one lead partner and one or more local, supporting partners. Partnering expert organisations, with smaller community-based ones, provides an effective combination of the outsider's (lead research organisation) specialist expertise with insider's (local organisations) knowledge, and helps build capacity in the process.

General Objectives

The general objectives of this exercise, that is the broad development goals to be achieved, are:

- Capacity of research and community organisations enhanced in understanding and conducting gender-sensitive research
- Gendered, sector-specific situation analyses provide the basis upon which to design interventions to meet the GE4DE project's immediate objectives.

Specific Objectives

The specific objectives, that is, the specific types of knowledge to be produced as part of the situation analysis, are:

- To understand the gender dimensions of employment in selected economic sectors
- To identify decent employment opportunities
- To analyze training needs
- To map and analyze stakeholders and institutions

If researchers wish to identify additional objectives their research could achieve they are welcome to mention them in the application form.

Research Partnerships

The research will be conducted by partnerships between a lead organisation and one or more support organisations. For the purposes of this study the following partners have been assessed against pre-determined criteria and shortlisted:

- Lead Organisation (RAASTA)
- Support Organisation(s)

The lead partner will be responsible for research design, tools development, data analysis, report writing etc. The support organisations will be guided and trained by the lead organisations to assist them in carrying out field based activities such as mobilizing communities, providing continuous field data, facilitating focus group discussions etc.

Orientation

All partners, lead and supporting, will be required to undergo a short training session, to be funded separately by the ILO on gender sensitive research methodology, International Labour Standards and TREE (Training for Rural Economic Empowerment) methodology. Partners will also be invited to attend sector-specific stakeholder consultations, also to be separately organized and funded by the ILO.

Research Questions

Researchers are welcome to develop their own research questions under each specific objective, but the study is expected to address, at the least, the following sets of questions:

5. Employment Trends

- Livelihoods Analysis. What are the different types of livelihoods women and men are engaged in? Which are formal and informal economy activities? Is work home-based, contractual, daily wages, piece-rate, permanent? Which livelihoods are directly related to fishing and which are non-fishing?
- Work in the formal and informal economies. What sort of work do women and men do in the informal economy? What sort of work is done by home based workers? Role of middle man?
- What are the entry /Skills requirements in terms of training and education for different types and levels of employment?
- Working conditions. What sort of conditions prevails in different levels and types of employment? How do they compare against ILO's standards of decent work?
- Career progression. Do women and men have opportunities to progress in their jobs to higher levels of employment, or different types of employment? If not, why? How can these opportunities be created?
- Collective Bargaining. What sorts of arrangements exist for collective action? Do women participate? Are women's concerns adequately addressed?
- Women and the workplace? Are there any issues regarding sexual harassment? Glass ceilings? Discrimination? Exploitation?

6. Employment Opportunities

- Skills need assessment. What are current skills shortages; emerging skills shortages; critical skills shortages?
- Types of work. Which opportunities do and do not meet the standards of decent work? Do employers tend to prefer women or men for certain jobs? Why? Do women prefer to do certain types of work? Why? Do women aspire to jobs which they find difficulty accessing? If so, what are the barriers?
- Which opportunities are most conducive to enhancing and improving women's employment?
- Linkages. Does training in this sector also lead to opportunities in other sectors? (e.g. hospitality training is relevant to retail, tourism and travel sectors)

- Unconventional jobs. Are there opportunities to promote 'green jobs'? Are there opportunities to train women for unconventional jobs?

7. Training Needs Assessment

- Skills demand. What type of training is needed to address identified skills shortages?
- Skills development. For different types and levels of employment, what sorts of training do women and men need to enhance technical/vocational skills and enable upward job progression?
- Non-trade specific skills. What sort of training can help women, in particular, participate effectively in opportunities for collective bargaining/action?

8. Stakeholder Mapping and Institutional Analysis

- Government Departments. Which departments are involved and in what capacity (policymaking, quality assurance etc)? Which policies apply? How gender-sensitive are they?
- Projects. Have there been any special interventions for gender equality or women's employment? Which NGOs have been involved?
- Training Providers. Which training providers have the capacity to deliver training according to the identified training needs?
- Target Groups. Which groups meet the requirements of the project (poor, rural and urban men and women) and the training entry requirements? What is their socio-economic profile including **community profile**; such as access to basic necessities specially drinking water, electricity and most importantly communication channels. These may include transportation (from/to work), ownership of radio/T.V., mobile phones and their specific utilization (channels etc) with respect to women? Are there any instances of girls, in particular, from low-income, disadvantaged backgrounds, which have high levels of educational attainment and could compete for higher levels of jobs?
- Employers' and Workers' groups, formal or informal.
- Is the impact of industrialization of fishing on local jobs (big fishing companies coming in etc), has it displaced local peoples' jobs, and has it changed job profiles? What are the opportunities for alternative employment etc?

Geographical Focus

The community overview situation analysis is expected to cover the coastal areas of the whole country. Given logistical and financial limitations, it is understood that a national review can be supported by field research in only a limited number of geographical regions. Though the final decision will be taken by the lead organisation, in consultation with the ILO, it is recommended that the following areas are covered:

- Karachi, e.g. Ibrahim Hyderi
- Gawadar

Funding

The maximum amount of funding available for the research is US\$ 20,000. This includes costs incurred by the lead and support organisations. A detailed budget must be provided with the completed application form according to the given format. When calculating budgets, keep the following guidelines in mind:

- **Travel** Air travel must be for the most direct economy route for in country travel
- **Procurement:** Any purchase, whether of new or second hand equipment, must accompanied by an invoice submitted to the lead organisation

Timelines

One hard copy and one soft copy of the completed research proposals on the given format must reach the ILO office at the given addresses by close of business on October 10th, 2010. Contracts will be finalized in the week following receipt and approval of research proposals. Training for all research organisations on International Labour Standards and Gender Sensitive Research is tentatively scheduled for October 20th, 2010. All partners are expected to attend sector specific consultations planned for the last week of October, 2010. A draft report must be submitted by December 6th for review. Once feedback has been incorporated the research assignment must be completed and report submitted by 12th December, 2010. The final report will be acknowledged through a work completion memo by ILO to the research partners.

Activity	Completed By
Partnerships established between [name of lead and support organizations]	October 5, 2010
Research Proposal submitted to ILO	October 10, 2010
Contract finalized	October 15, 2010
Orientation of research teams	October 20, 2010
Situational Analysis begins (including pilot testing of tools)	October 24, 2010
Tripartite Consultations at sectoral level (organized by ILO)	October 30, 2010
Mid cycle review	November 15, 2010
Draft report shared with ILO	December 6, 2010
Final research report submitted	December 12, 2010

Contact Person

Ms. Sajila Sohail Khan
Gender Adviser
Sector Head
Coastal Communities
GE4DE Project
ILO Office for Pakistan
G – 5 /2, Islamabad
Ph: 051 2276456-8 Ext. 243
Email: sskhan@ilo.org

Sector-wide study on Gender and Employment in Coastal Areas Technical Proposal

Application Form

CHECKLIST		
	All sections in this application form have been completed	✓
	Organizational profile attached (maximum 2 pages)	✓
	Principal Researcher's Curriculum Vitae included	✓
	Key member (s) of research team from lead organisation Curriculum Vitae included	✓
	Key member (s) of research team from support organisation (s) Curriculum Vitae included	✓
	Additional documents attached	✓
	Budget form attached	✓
	Send your application to Ms. Sajila Sohail Khan Gender Adviser Sector Head Coastal Communities GE4DE Project ILO Office for Pakistan G – 5 /2, Islamabad Ph: 051 2276456-8 Ext. 243 Email: sskhan@ilo.org by October 10th	

PROPOSAL SUMMARY
Research Proposal Title: Sector-wide study on Gender and Employment in Coastal Areas
Districts/Areas in which research will take place: Karachi (Ibrahim Hydery), Badin & Gawadar
Name of Focal Person (Lead organisation) Ms Zia Niazi, Raasta Development Consultants (RDC)
Name of Principal Researcher (Lead organisation) Ms Zia Niazi Raasta Development Consultants (RDC)
Name of Principal Researcher (s) (Support Organisations) 1. Hyder Shar Centre for Peace and Justice Pakistan (CPJP) 2. Ghulam Hussain Mallah LARR Development Association (LDA) 3. Nasir Sohrabi Rural Community Development Council (RCDC)
Total Budget: USD 20,000 Budget for Lead Organisations: USD 7,660 Budget for Supporting Organisation (if more than one, list each separately): 1. Centre for Peace and Justice Pakistan (CPJP), Karachi: USD 3,570 2. LARR Development Association (LDA), Badin: USD 4,250 3. Rural Community Development Council (RCDC), Gawadar: USD 4,520 <i>Note: The difference in the budget for training allocated to the 3 supporting organizations is due to the travel and outstation living costs of senior researchers from Gawadar and Badin for trainings held in Karachi. The cost of training enumerators and supervisors in the field is the same for each supporting organization. There is no difference under any other head in the budget.</i>

1. RESEARCH ORGANISATIONS

LEAD ORGANISATION	
<i>The lead organisation will receive and administer the funds to supporting organisations. If you would prefer the ILO to disburse funds to both parties separately please highlight</i>	
Legal Name: Raasta Development Consultants	
Mailing address:	D-66/1, Block-4, Scheme-5, Clifton, Karachi-75600
Telephone number (include country and area codes): +92-21-35870735, +92-21-35375654	
Facsimile number (include country and area codes): +92-21-35865305	
E-mail address: staff@raasta.com	
I agree to receive and administer funds to the support organisation(s) as outlined in the budget. No, we would prefer that ILO administers funds directly to supporting organizations. No (please give reasons) RDC, by law, has to deduct taxation on any outgoing payments for fee and services provided. We will be forced to deduct taxation from the supporting organizations at the rate of 6% which will further reduce their budgets. In addition RDC itself will be taxed at the same rate of 6% on the entire amount credited to their account, i.e. USD 20,000, while RDC 's budget on this study is far less.	

SUPPORTING ORGANISATION 1	
Legal Name: Centre for Peace and Justice Pakistan (CPJP)	
Mailing address:	Flat No. J-301, Kishwar Heights, Gulistan-e-Johar, Near Metrological Department, University Road, Karachi
Telephone number (include country and area codes): +92-333-7581238	
Facsimile number (include country and area codes): -	
E-mail address: info@cpjp.org & hydershar@gmail.com	

SUPPORTING ORGANISATION 2 (if applicable)	
Legal Name: LARR Development Association (LDA)	
Mailing address:	Ali Medical Centre Street, Near Shahnawaz Chowk, Golarchi Road, Badin
Telephone number (include country and area codes): +92-332-3884284	
Facsimile number (include country and area codes): -	
E-mail address: ldabadin@yahoo.com	

SUPPORTING ORGANISATION 3 (if applicable)	
Legal Name: Rural Community Development Council (RCDC)	
Mailing address:	Zahoor Shah Hashmi Ward, Club Street, Harbour Road, GWADER.
Telephone number (include country and area codes): +92-86-4210723	
Facsimile number (include country and area codes): +92-86-4210723	
E-mail address: rcdcgwader@hotmail.com	

2.

RESEARCH OBJECTIVES and QUESTIONS Under each objective, only list questions **other** than those mentioned in the guidelines. It is expected that the questions in the guidelines **will** be addressed in the research. Additional objectives and questions should be listed under 'Others'

Employment Trends and Types

Employment Opportunities

Training Needs

Stakeholder Mapping and Institutional Analysis

Others

We would like to suggest an additional objective of articulating clearly the concept and objectives of the ILO programme in the coastal areas, the corollary of strategies and activities leading to the objectives and logical linkage to incremental change in the coastal communities. The information from the survey will be additionally analyzed for developing a paradigm and a framework for interventions that provides directions to assess, at the designing stage, that interventions indeed can provide the building blocks for vitalizing development in coastal communities. It may be useful to have a debate on how to establish a long-term conceptual framework, taking an unconventional view of, and out-of-the box thinking about the dynamics of change in communities and will be presented as part of the recommendations to the study.

3.

METHODOLOGY (max 500 words) Describe your proposed investigation methodology and how each of the objectives will be achieved.

Indicate sample sizes and groups. Indicate the approaches and methods that will be used to collect data as well as how the research instruments will be developed. Describe the methods of data analysis and modeling to be used.

All projects that include human subjects must ensure that their privacy, dignity, and integrity are protected. Projects that will collect corporate or personal information must obtain informed consent and maintain confidentiality.

Lead and supporting organisations are expected to test the research tools before implementation

3. METHODOLOGY

Approaches and Methods

Objectives of the study will be met by using a mix of qualitative and quantitative survey methods and using secondary and primary data sources. Specifically:

1. To understand the policy framework related to gender, disadvantaged and the poor:

Information will be based upon a desk review of policies, regulations, labour laws and the working environment in the coastal areas and specifically in the fisheries sector as well as from community profiling and in-depth interviews giving a picture of actual conditions.

2. To understand the gender dimensions of employment in selected economic sectors:

Information will be obtained from a HH survey where both men and women will be interviewed in-depth to obtain gender disaggregated info on employment and all facets of the employment (markets, middleman, value chain, income; access, raw materials, training needs, issues faced by women in their workplaces etc)

3. To identify decent employment opportunities: Information will be obtained from the community profiles which will provide information on workplaces i.e. businesses/ entrepreneurs in and around communities, access to health, education, vocational training, water and sanitation facilities and community perceptions. Information, including workplace issues faced by women employees, will also be obtained from workers, businessmen, entrepreneurs, middlemen, Govt. projects and programs and NGO and other donor interventions as well as a desk review.

4. To analyze training needs: Information will be based upon the HH survey, NGOs, workplaces i.e. businesses/ entrepreneurs in and around the community

5. To map and analyze stakeholders and institutions: Information will be obtained from community profiles, interviews at workplaces i.e. businesses/ entrepreneurs in and around the community, NGOs and govt. institutions

Sample Sizes and Groups

The study will be carried out in three areas; Karachi (Ibrahim Hyderi), Gawadar (rural/urban) and Badin. The sampling framework will be as follows:

Household Survey: The survey will be carried out in 50 households from each geographical area. In each area 5 villages (in rural areas)/neighbourhoods (in urban areas) will be selected and from each village/neighbourhood, 10 households will be randomly selected. In each household, one man and one woman will be interviewed for providing gender disaggregated data. The total sample size of the household survey will be 150 households and a total of 300 respondents.

Stakeholder Mapping: Local Fishing and/or other Work Associations, local NGOs/CBOs and relevant provincial government institutions will be identified and visited for collecting secondary data and for interviews/discussions.

Community profiles: The profiles will be developed for each of the 5 village/neighbourhoods where the hh survey is being conducted in each geographical area. This will provide a total of 15 community profiles. Male and female key informants identified in and around the communities will be interviewed while 2 FGDs (one each for men and women community stakeholders) will be conducted in each village/neighbourhood where the HH survey is carried out. This will give a total of 10 FGDs in each geographical area. The total FGDs carried out will be 30.

Research Instruments will include:

- Checklist for collection of secondary data
- Structured questionnaires for the HH survey
- Template for community profile
- Guidelines for FGDs, key informant interviews and interviews/group discussion with stakeholders (NGO/Govt. Departments/businesses etc)

Field Ethics / Protocols: Written field ethics and protocols will be developed and data collectors trained in how to approach and obtain personal data while protecting participants' confidentiality and human rights.

Criteria for Selection of Respondents

This will include briefs on sampling technique, profile of respondents and criteria for selection.

Development of Research Instruments

An investigation grid outlining issues to be addressed, sources of information and research instruments to be used and which research team member will carry it out, will be developed first. Based upon the grid and the gender orientation by ILO in Islamabad the draft research instruments will be developed. These will be pre-tested in Ibrahim Hyderi (Karachi) and finalized.

Training for Data Collection

Training in each research instrument will be carried out in 2 tiers; tier 1 in Karachi for senior researchers and tier 2 in each geographical area for junior researchers, enumerators and supervisors.

Data Collection

Qualitative data collection will be carried out by senior and junior researchers while the HH survey will be carried out by male and female enumerators. The HH survey will be supervised by supervisors will also organize the FGDs and assist the senior and junior researchers in carrying out FGDs, key informant interviews, stakeholder mapping and in developing community profiles.

Training for Data Entry, Data Entry and Processing

A data base for quantitative data entry will be developed and training for data entry carried out. The data will be post-verified and then processed using the SPSS. Qualitative data compilation will be carried out for content analysis and/or hand tabulated if needed. Main findings will be shared in the Tripartite consultations with stakeholders.

Analysis and Reporting

Based on the feedback from consultations, the research findings will be analyzed in line with the study objectives. A separate report will be developed on each geographical area by the senior researchers as well as a combined report that will include recommendations for the way forward.

4.

RESULTS AND DISSEMINATION (max. 200 words) Define the major outputs expected from the research and how the research findings will be disseminated. The minimum expectation is one research report, high quality, colour printed, and a presentation to the GE4DE project team.

If you anticipate **other outputs or have an innovative dissemination strategy** (e.g. policy dialogues or exposure visits), even if they can only be implemented after the research timelines, mention them here. If these outputs/strategies require **additional funding** please give a tentative amount. For particularly creative, high-impact ideas, additional funding can be considered after the research report has been submitted.

Outputs:

Outputs from the study will include:

1. Main Findings
2. Research report by area (Karachi, Gawadar and Badin)
3. Combined report with recommendations
4. Presentations providing recommendations for the way forward

Dissemination:

It is suggested that the main findings be disseminated at the Tripartite Consultations to get input from all stakeholders regarding target areas, partners and some directions for designing interventions. It is also suggested that ILO, partners and stakeholders deliberate on the 'Less is More' approach, whereby **first**, only one or two interventions in one or two communities are made, the specific elements of the approach are identified, and some level of success and sustainability achieved, before taking the programme to scale. This would be a departure from the prevalent practices of 'more is better' and looks to explore the rationale of:

- working, initially, with a limited number of communities/beneficiaries most likely to show gains from interventions
- working in more accessible communities so that intractable factors do not hamper the design and outcomes of interventions
- working in one or two sub-sectors most likely to revitalize coastal communities

5.

COORDINATION WITH SUPPORT ORGANISATION(S) (max. 500 words) Describe your coordination mechanism with the support organisation(s). Which broad areas do you anticipate working through them? How will you provide guidance to them in conducting the activities assigned to them (as described in the work plan: Section 7)? How will you administer the budget to them? How will support organizations' activities be quality assured?

The study research team will comprise the lead research and 3 supporting organizations. The lead organization will use a participatory coordination mechanism involving supporting organizations at every stage of the survey so that the lead research organization may provide a **total research solution** to the supporting organizations. The constitution of the research team and tasks and timelines below detail the involvement of and the task-by-task coordination and monitoring mechanism with the supporting organizations so that while the capacity of the supporting organizations is built, the quality of the survey and the survey report remains professional and uniform.

Team from supporting organizations

Each research organization will constitute a team for this study comprising:

- 1 senior researcher
- 1 junior researcher
- 2 supervisors (1 male and 1 female)
- 4 enumerators (2 male and 2 female)
- 1 data entry clerk

It is recommended that the researchers are permanent staff members of the supporting organization and at least 1 is a female. The supervisors, enumerators and data entry clerks may be may be hired locally.

Team from lead organization

The lead research organization will provide a team comprising:

- 1 principal researcher: **Ms Zia Niazi**
- 1 data processing specialist: **Mr Ashok Kumar**
- 1 research coordinator: **Ms Kausar Hashmi**
- 1 admin/finance assistant: **Mr Mohammad Pervez**

The CVs of suggested professional team members from Raasta are attached.

Tasks and Timelines

Preliminary process (Karachi and Islamabad -1 week; 18-24 Oct) The lead organization will develop a research grid for sharing at the Orientation of research teams by ILO in Islamabad (21-22 Oct). This will be followed by development of draft instruments by the lead research organization.

Pre-testing, Finalization & Training of Senior Researchers (Karachi-1 week; 25-31 Oct) The lead organization will carry out the pre-testing with senior researchers from supporting organizations in Ibrahim Hyderi and finalize the tools (2 days). The lead organization will train the senior researcher from each support organization in all the tools (2 days) as well as sampling technique, profile of respondents and criteria for sample selection and finalize the data collection and monitoring plan with them (1 day).

Training of Field Teams and Data Collection (2 weeks; 1-14 Nov) The (trained) senior researcher from each supporting organization will train the junior researcher, supervisors and the enumerators whom they will select and appoint in their own geographical areas (2 days). The senior and junior researchers from each supporting organization will be responsible for conducting FGDs, key informant interviews, collecting secondary data and carrying out stakeholder interviews/discussions as well as analysis and report writing of their respective geographical areas.

The HH survey will be carried out by a team of enumerators comprising 1 male and 1 female. The supporting organizations will identify and appoint 2 teams of enumerators (2 males and 2 females) for 5 days to cover their sample of 50 HHs per geographical area (5 HHs per day x 2 teams x 5 days = 50 HHs).

The HH survey will be supervised by 2 supervisors (1 male and 1 female) also identified by the supporting organizations and appointed for 10 days. The supervisors will also organize the FGDs and assist the senior researchers in carrying out FGDs, key informant interviews, stakeholder mapping and in developing community profiles. The lead organization will monitor the data collection in the field (3 days in each area) while the senior researchers from each supporting organization will be responsible for ensuring timely and accurate collection of data.

Data Entry, Processing and Compilation (1 week; 14-21 Nov) The lead research organization will develop the data base for quantitative data entry and train 1 person from each support organization in data entry on excel, post verification, processing on the SPSS and tabulation of quantitative data (carried out in Karachi over a period of 1 week). The lead research organization will also develop a reporting format for qualitative and secondary data compilation which will be carried out by the senior researchers for their own each geographical area.

Tabulation/Compilation and Main Findings (1 week; 21-28 Nov) Main findings, based upon quantitative and qualitative data and the secondary research, from each area will be developed in Karachi (2 days) by the lead organization together with the senior researchers from the supporting organizations for sharing at Tripartite consultations with stakeholders.

Draft Report (1 week; 29-5 Dec) The lead organization will train the senior researchers in developing a narrative report for their geographical area while the combined narrative report will be the sole responsibility of the lead organization. The draft report will be submitted to ILO on 6 Dec.

Final Report (1 week; 6-12 Dec) Comments from ILO will be incorporated by the lead organization submitted to ILO on 13 Dec.

6.

RISKS AND LIMITATIONS (max. 200 words) What are the constraints you might face in carrying out the research. What is your mitigation strategy?

A major constraint in carrying out research in coastal areas is the “village within village” syndrome, where what appears to be one contiguous village is being reported as two or more villages, the divisions being made on ethnic lines. Sometimes greater number of villages is reported than there are geographical sites of villages. Some of these “villages within villages” are as small as 2-3 households. For the purposes of such surveys the contiguous village (regardless of how many smaller sections are reported as separate villages) may be taken as one village.

The quality of the team members from the support organization is an unknown factor and it is precisely for this reason that we have devised a methodology of involving the supporting organizations at every stage of the study; right from inception to the reporting stage. This will help in ensuring uniformity and quality of the report while at the same time build capacity of organizations in carrying out research along professional lines.

The security situation may disturb the timelines but we have prepared a plan whereby if need be we will work on the weekends to make up for any time lost.

Delay in payments from clients is sometimes a constraint specially where mobilizing and field expenses are concerned. This can usually be resolved at the time of signing the contract that lays out clearly the timeframe of payments.

7.

WORKPLAN. Describe the main activities and the sub-activities to be carried out for the research. Identify on whom will be the primary and secondary responsibility for carrying out the research. Indicate milestones in bold.		
ACTIVITIES	PRIMARY RESPONSIBILITY	SECONDARY RESPONSIBILITY
Main activity		
Signing of Contract	ILO	Raasta
Preparation of research grid	Raasta	SOs
Orientation (in Islamabad by ILO)	ILO	Raasta & SOs
Development and pre-testing of instruments	Raasta	SOs
Training of senior researchers	Raasta	SOs
Training for fieldwork	SOs	Raasta
Data collection	SOs	Raasta
Supervision of data collection	SOs	Raasta
Monitoring of data collection	Raasta	SOs
Training for data entry and processing	Raasta	SOs
Data entry	SOs	Raasta
Tabulation/compilation main findings	SOs	Raasta
Tripartite consultations	ILO	Raasta & SOs
Analysis/report writing (area-wise)	SOs/Raasta*	-
Analysis/report writing (combined)	Raasta	-
Draft and final report	Raasta	ILO

* Note: The quality of the team members from the support organizations is an unknown factor and it is precisely for this reason that Raasta has devised a methodology of involving the supporting organizations at every stage of the baseline research study; right from inception to the reporting stage. This will help in ensuring uniformity and quality of the report while at the same time build capacity of organizations in carrying out research along professional lines.

The methodology of **Total Research Solution**, for supporting organizations proposed by Raasta, requires training of the supporting organizations at three critical times during the survey:

- 1) development of research tools (5 days for senior researchers in the week 25-31 Oct)
- 2) quantitative data entry and tabulation (5 days for data entry clerk in the week 14-21 Nov)
- 3) qualitative compilation (5 days for junior researchers in the week 14-21 Nov)
- 4) analysis and report writing (5 days for senior researchers in the week 29-5 Dec)

The trainings for all 3 components mentioned above will be hands-on and held in the lead organizations office in Karachi. Please note that the travel and outstation cost of the junior researchers and the data entry clerks is included in the rates for data entry, processing and compilation provided in the budget i.e. USD 350 for each organization.

8. Additional Documents to Attach

- **Budget** on given template
- **Organisation Profiles** of lead and supporting organisations. No more than two pages highlighting your strengths, expertise and suitability to carry out this research exercise.
- **Curriculum Vitae** of key team members from lead and supporting organisations who will be carrying out the research.

ANNEX - 2

Research Instruments: Questionnaires and Guidelines

Sector-Wide Study on Gender and Employment in Coastal Areas

International Labour Organization (ILO)

FAMILY PROFILE

S #	Relationship	Age	Sex		Marital Status		Educational Status			Level of Education						Employment/ Profession (Ask for Govt. Job, Private Job, Business or Labour etc.)	Un employed	Total Monthly Income (PKR)
			M	F	Married	Un married	Currently enrolled	Education completed	No Education	Primary	Middle	Secondary	Intermediate	B. A/ B. Sc	Non formal			
1.																		
2.																		
3.																		
4.																		
5.																		
6.																		
7.																		
8.																		
9.																		
10.																		
11.																		
12.																		
13.																		
14.																		
15.																		

Questionnaire No. _____
District: _____
Name of Interviewer: _____

Date: _____
Village: _____

Sector-Wide Study on Gender and Employment in Coastal Areas

International Labour Organization (ILO)

HOUSEHOLD SURVEY

Sex of respondent: Male ☐ Female ☐

Income Generation Activities (employment details):

- 1a. What type of work do you do for income generation?
- 1b. Details of work? (probe: labour, production work, service delivery, business etc)
2. Who helps you in your income generation activity and how? (probe: how the husband/wife, brother, son, daughter etc helps in his/her work?)
- 3a. Do you do this work on your own free will? Yes ☐ No ☐
- 3b. If no, explain: _____
- 4a. Do you keep your income/salary or spend your self? Yes ☐ No ☐
- 4b. If no, explain (probe: who receives and spends the income etc?)
- 5a. Do you have any peak season (months) in your work when there is a high demand for your product or an increase in sales?
- 5b. If yes, specify months and what is your income during this time?
- Months: _____
- Income: _____

Health Issues related to Work (access to health facility):

- 6a. Are there any health risks/hazards involved in your work?
- Yes ☐ No ☐
- 6b. If yes, explain these health risks?

7a. Do you take any safety measures to protect your self from these risks/hazards?

Yes ☐ No ☐

If yes, explain: _____

If no, why not: _____

7b. What do you do if there is a general health problem during work? (probe: where do you go for help or do you do something your self)

Issues/ Problems Faced at Work Place:

8a. Where do you work? (probe: at home, factory, office, shop or any other place).

8b. What type of issues/problems do you face at your work place? (probe: problems related to their work place eg sitting place, behaviour of co-workers etc. Please tick answer of respondent in the appropriate column below and explain)

Problems	√ Tick mark
Transportation problem to and from work place	
Inappropriate behaviour of co-workers	
Lack of drinking water and toilet facility at work place	
Inappropriate behaviour with women (Harassment at work place)	
Others (please specify)	
No problem	

Note: Please ask for explanation from the respondent on the issues/problems identified by them

Explain: _____

Issues/Problems related to Nature of Work:

9. What problem/s do you face related to work you are doing for income generation?

Problems	√ Tick mark
Lack of market information	
Low payment/ wages	
Low prices in the market	
Transportation to market	
Others (please specify)	
No problem	

10a. Do you use credit for work? Yes ☐ No ☐

10b. If yes, do you get credit? Yes ☐ No ☐

10c. Who do you get credit from?

Source of credit	√ Tick mark
Shop	
Government	
Savings and credit group	
Contractor	
Friends	
Family	
Bank (specify name)	
Money lender	
NGO (specify name)	
Others (specify)	

10d. If no, what are the reasons for not taking credit?

11a. Do you belong to any organization? Yes ☐ No ☐

11b. If yes, what is the nature of the organization?

	√ Tick mark
Village Organization (CBO, VDO, saving and credit group)	
NGO (project, saving and credit group)	
Cooperative	
Other (specify)	

Name of NGO: _____

11c. What is the nature of your participation?

	√ Tick mark
Office bearer of organization/group	
Voluntary member	

Educational and Training Needs:

- 12a. Have you received training for you work or learnt from some one? Yes ☐ No ☐
- 12b. If yes, from where and who trained you?
Learnt from (where): _____
Who trained you? _____
- 12c. How did these trainings benefit you in your work? (probe: increase income, increase production, improve quality etc)
- 13a. Do you need further training related to your work? (probe: training in which they benefited to their work)
Yes ☐ No ☐
- 13b. If yes what type of training:
- 14a. Do you have any educational or training institution in your area? (probe: school, collage or training centre eg sewing centre etc) Yes ☐ No ☐
- 14b. If yes, which educational or training institution?
- 14c. If you want can you apply for admission to any of these educational or trainings institution?
Yes ☐ No ☐
- 14d. If no, why not: _____
- 15a. Are other women in the household doing work for income generation? Yes ☐ No ☐
- 15b. If yes what type of work? _____
- 15c. If no, why not (reasons) _____

Only for Male Respondents:

- 16a. Do women carry out the similar work which men are doing? Yes ☐ No ☐
- 16b. If yes, which type of work: _____
- 16c. If not, what are the reasons for not doing (similar work as men)?
- 16d. Can women do this type of work?

Questionnaire No. _____
District: _____
Name of Interviewer: _____

Date: _____
Village: _____

Sector-Wide Study on Gender and Employment in Coastal Areas

International Labour Organization (ILO)

GUIDELINES FOR DISCUSSION WITH BUSINESS AND ENTREPRENEUR

Introduction:

(Ask for nature of business/entrepreneur)

- Welcome participants and thank them for taking part in the discussion.
- Briefly introduce yourself and your organization. Introduce participants.
- Explain objectives of discussion “we are conducting a research study about livelihoods opportunities for men and women in your locality. We need your help to gather information. Your corporation and contribution will be of great value for our study.
- Begin the discussion.

Discussion:

1. Is your organization registered? If yes explain the type of registration? (probe: with legal, association with government institution).
2. How many people are working (number of employees) in your organization?
3. How many male and female are working in your organization?
4. What is the nature of employment? What type of work they doing? And how many levels of work are there? (for example labour, vocational/skilled labour, supervisory, technical skill, managerial, administrative etc)
5. For the same type of work what are the criteria for man and woman employment? (probe: education, experience, skill. Also probe for the same criteria for man and women).
6. For the same type of work, is man and woman are employed on different salary?
7. What are the benefits give to the workers during employment? (health facility, leaves, paid pregnancy leave etc).
8. What are the problem you face to employ a woman?
9. What are the problem you face to employ a man?
10. What are the reasons for dismissing an employee? (probe for both man and woman)

Observations:

1. Observe if women are working in this organization? And how many are working there?
2. Observe if working place for women and other facilities are appropriate for them? (work place, furniture, sanitation etc).
3. Protection tools eg fire fighting equipment, first aid facility are available at work place?

Questionnaire No. _____
District: _____
Name of Interviewer: _____

Date: _____
Village: _____

Sector-Wide Study on Gender and Employment in Coastal Areas

International Labour Organization (ILO)

GUIDELINES FOR DISCUSSION WITH GOVT INSTITUTES, P & D, FISHERIES AND SOCIAL WELFARE

Introduction:

(Ask for nature of business/entrepreneur)

- Welcome participants and thank them for taking part in the discussion.
- Briefly introduce yourself and your organization. Introduce participants.
- Explain objectives of discussion “we are conducting a research study about livelihoods opportunities for men and women in your locality. We need your help to gather information. Your corporation and contribution will be of great value for our study.
- Begin the discussion.

Discussion:

1. Are the fisheries related businesses registered with your institution/department? How many type of registration are there?
2. What are the rules and regulation of registration? (under which act etc, ask for a copy of rules and regulations. If copy is not available than ask basic points which are necessary for registration eg criteria, number of workers etc)
3. What is the procedure of registration?
4. What are the main things to be in consideration for registration? (probe: protection waste mangemnet, safety and health hazards, plan etc)
5. What are the plans you have for development of coastal areas? (probe: annual development plan ADP)
6. How these plans are made?
7. Is there any special plan/project for women? (probe= type of plan/project, nature, budge)
8. Do you have any policy for development of women employment? (probe: is this policy in written form?)
9. Is there any organization/institution registered with you?
10. Is there any policy related to ‘decent work’? (probe: what do you understand by the term ‘decent work’?)

Questionnaire No. _____
District: _____
Name of Interviewer: _____

Date: _____
Village: _____

Sector-Wide Study on Gender and Employment in Coastal Areas

International Labour Organization (ILO)

GUIDELINES FOR FGDs (COMMUNITY GROUPS – MALE AND FEMALES)

Introduction:

(Ask for nature of business/entrepreneur)

- Welcome participants and thank them for taking part in the discussion.
- Briefly introduce yourself and your organization. Introduce participants.
- Explain objectives of discussion “we are conducting a research study about livelihoods opportunities for men and women in your locality. We need your help to gather information. Your corporation and contribution will be of great value for our study.
- Begin the discussion.

Discussion:

1. What employment opportunities are available in your village? (government jobs, NGOs, business, labour, vocational jobs, agriculture etc).
2. What alternate employment opportunities can be possible in the village (except for existing opportunities)?
3. Do you think that these employment opportunities can be provided?
4. If these opportunities can be provided, than who will be the providers?
5. If these opportunities can not be provided, than what are the reasons?
6. What type of problem do you face during your work? (to getting the job, during job and at work place).
7. (only ask to man) What are the problems faces by women during work in your view?
8. Is there any organization/institution who is working on worker’s rights or provision of work? (probe for worker’s association, trade union, NGO, govt institution etc).
9. What are these organizations/institutions working on?
10. What is the ‘decent work’ in your views? (probe: what are the qualities of a ‘decent work’? what type of employment is called a ‘decent work’? and at what bases?)

Questionnaire No. _____
District: _____
Name of Interviewer: _____

Date: _____
Village: _____

Sector-Wide Study on Gender and Employment in Coastal Areas

International Labour Organization (ILO)

GUIDELINES FOR DISCUSSION WITH NGOS

Introduction:

(Ask for nature of business/entrepreneur)

- Welcome participants and thank them for taking part in the discussion.
- Briefly introduce yourself and your organization. Introduce participants.
- Explain objectives of discussion “we are conducting a research study about livelihoods opportunities for men and women in your locality. We need your help to gather information. Your corporation and contribution will be of great value for our study.
- Begin the discussion.

Discussion:

1. On what type of projects/programmes is organization working? (health, education, environment, human rights, employment, trainings etc. list the sector in which organization is working)
2. What is the nature of these projects/programmes? (probe: service delivery, training, advocacy, micro credit, social mobilization etc. One NGO can work in more than one sector)
3. Who are the beneficiaries of these projects/programmes? (probe for common and specific separately).
4. If the organization is working on any employment related or income generation project/programme, ask for beneficiaries of the projects/programmes? (probe for men and women separately)
5. What is the duration of these projects/programmes usually?
6. What are the employment opportunities available in your area?
7. What are the employment opportunities available for women in your area?
8. What other employment opportunities can be possible?
- 9a. If there are no other employment opportunities than what are the reasons?
- 9b. If yes what alternate employment opportunities can be possible and how?
- 10a. Do you have any policy for women development?
- 10b. If yes, is this policy in written form?

Questionnaire No. _____
District: _____
Name of Interviewer: _____

Date: _____
Village: _____

Sector-Wide Study on Gender and Employment in Coastal Areas

International Labour Organization (ILO)

COMMUNITY PROFILE

Name of village: _____

District: _____

Tehsil: _____

Language: _____

Total number of households: _____

Total population: Male: _____ Female: _____

BASIC UTILITIES

Electricity: Yes ☐ No ☐

Gas: Yes ☐ No ☐ Cylinder: _____

Sources of fuel: Yes ☐ No ☐ Explain: _____

Water supply: Yes ☐ No ☐ Explain: _____

Drainage system: Yes ☐ No ☐ Explain: _____

Sewerage system: Yes ☐ No ☐ Explain: _____

EDUCATIONAL FACILITIES IN THE AREA:

Educational facilities	Govt/Private	For boys	For girls	Co-education

HEALTH AND FP CENTER IN THE AREA:

Health facilities	Number

PHYSICAL INFRASTRUCTURE/COMMUNICATION FACILITIES IN THE AREA:

Type of road: _____

Type of local transport: _____

Communication facilities (telephone etc): _____

Local market/mandi (nearest): _____

Banks: _____

Mobile services: _____

Type of livelihoods (govt, private, business etc): _____

Type of small business: _____

Type of large business: _____

BUSINESS FACILITIES IN THE AREA:

Contractor: _____

Middle man: _____

Others (explain): _____

ANNEX - 3

List of Research Partners and Team Members

S No	Name	Designation
Raasta Development Consultants (RDC) - Lead Organization		
1	Zia Niazi	Principal researcher
2	Shahida Sajid Ali	Senior researcher
3	Ashok Kumar	Data processing specialist
4	Kausar Hashmi	Research coordinator
5	Mohammad Pervaiz	Admin/finance assistant
Centre for Peace and Justice Pakistan (CPJP) - Supporting Organization Karachi		
1	Hyder Shar	Senior researcher
2	Rukia Fatima	Junior researcher
3	Laila Munawar Fatima	Field supervisor
4	Roshni	Enumerators
5	Imran Hyder	Enumerators/ Data entry clerk
6	Nawaz	Enumerators
7	Hurmat	Enumerators
Rural Community Development Council (RCDC) - Supporting Organization Gawadar		
1	Nasir Rahim	Senior researcher
2	Javed Sameen	Junior researcher
3	Rozina Suleman	Field supervisor
4	Niaz Ibrahim	Field supervisor
5	Mariam Suleman	Enumerator
6	Asma Abdul Gafoor	Enumerator
7	Abdul Qadir	Enumerator
8	Abdul Rehman	Enumerator
9	Jibran Khalil	Data entry clerk
LARR Development Association (LDA) - Supporting Organization Badin		
1	Muhammad Younis Bakari	Senior researcher
2	Najama Mallah	Junior researcher
3	Mzhar Hussain Zaindpur	Field supervisors
4	Farheen Abassi	Junior supervisors
5	Abdul Hakeem,	Enumerators
6	Abdul Salam	Enumerators
7	Rehana Anasri	Enumerators
8	Nasreen	Enumerators
9	Shoaib Hussain	Data entry clerk

ANNEX – 4

Timelines and Milestones

Activity	Time Frame	Persons from Supporting Organization
Contract signed with Raasta	October 21 2010	
MOU with supporting organizations	October 22 2010	
Situational Analysis begins (including pilot testing of tools)	October 25, 2010	
<i>Orientation of supporting organizations</i>	<i>October 25 2010</i>	<i>1 senior researcher</i>
<i>Development of tools</i>	<i>October 26-27 2010</i>	<i>1 senior researcher</i>
<i>Pre-testing and finalization</i>	<i>October 28-29</i>	<i>1 senior researcher</i>
<i>Planning for data collection</i>	<i>October 30 2010</i>	<i>1 senior researcher</i>
<i>Training for data collection</i>	<i>November 1-2 2010</i>	<i>1 senior researcher, 1 Junior researcher, 2 supervisors, 4 enumerators</i>
<i>Household survey (50 households from 5 selected communities/neighbourhoods)</i>	<i>November 3-6 & 8 2010</i>	<i>2 supervisors, 4 enumerators</i>
<i>Community/neighbourhood profiles (5 selected communities/ neighbourhoods)</i>	<i>November 3-6 & 8 2010</i>	<i>1 junior supervisor</i>
<i>Stakeholder mapping and community FGDs</i>	<i>November 3-12 2010</i>	<i>1 senior supervisor</i>
FILLED RESEARCH INSTRUMENTS CHECKED AND SIGNED BY SENIOR RESEARCHER AND SENT TO RAASTA	November 13 2010	
RAASTA SENDS APPROVAL TO ILO	November 15 2010	
EID HOLIDAYS	November 17-19 2010	
<i>Orientation for data entry (quantitative)</i>	<i>November 22 2010</i>	<i>1 data entry clerk at Raasta office</i>
<i>Quantitative data entry</i>	<i>November 23- 27 2010</i>	<i>1 data entry clerk at Raasta office</i>
<i>Orientation for data entry (qualitative)</i>	<i>November 24 2010</i>	<i>1 senior or junior researcher at Raasta office</i>
<i>Qualitative (FGDs and IDIs) data compilation and preparation of main findings</i>	<i>November 24-27 2010</i>	<i>1 senior or junior researcher at Raasta office</i>
MAIN FINDINGS SUBMITTED TO RAASTA	November 27 2010	
<i>Running the data on SPSS and tabulation</i>	<i>November 29-30 2010</i>	<i>Raasta</i>
<i>Tabulation and analysis</i>	<i>December 1-4 2010</i>	<i>Raasta</i>
<i>Report writing (combined 3 areas)</i>	<i>December 6-9 2010</i>	<i>Raasta</i>
<i>Preparation of area presentations by SOs</i>	<i>December 6-7 2010</i>	<i>SOs in their own offices</i>
CONSULTATIVE WORKSHOP	DECEMBER 8 2010	PRESENTATION BY RAASTA
Draft report shared with ILO and supporting organizations	December 30, 2010	Raasta
Comments from ILO and supporting Organization	January 30, 2011	ILO and SOs
Comments incorporated	February 17, 2011	Raasta
Final research report submitted	February 28, 2011	Raasta

ANNEX - 5

List of People Interviewed

S No	Name	Designation/Organization
Centre for Peace and Justice Pakistan (CPJP) - Supporting Organization Karachi		
1	Mr. S.M Kaleem Makki	Secretary, Social Welfare Department, Old KDA Building, Sindh Secretariat Karachi
2	Mr. Shah Nawaz Jiskani	Director (Monitoring & Evaluation), Planning and Development Department, 11 th Floor, Lakson Square, Sarwar Shaheed Road, Karachi
3	Dr. Nasrullah Panhwar	District Officer, Livestock Department, Government of Sindh Karachi
4	Mr. Abdul Shuneed Memon	Director , Fisheries Department, Government of Sindh Karachi
5	Mr. Akbar Shaikh	Member Executive Committee, Shaikh Maheegeer, Welfare Association, Rehri Goth, Ibrahim Hydery, Bin Qasim Town, Malir Karachi
6	Mr. Khalil Wadhelo	District Executive Manage, HANDS District Office Karachi Rural
7	Mr. Muhammad Shah	Owner, Exporter of Lobster
8	Ms. Moosani	Manager/Supervisor, Shrimps Factory
Rural Community Development Council (RCDC) - Supporting Organization Gawadar		
1	Nazir Ahmed	District Coordinator, NRSP
2	A. Rahim	Site Manager, PWP Wetlands
3	Ather Shah	Manager, Pak. Oman Bank
4	Arshad	Manager, Kushahhilbank
5	A. Razaq	Regional Manager, SMEDA
6	Baboo Baloch	Incharge/ chief Instructor, VTC Gawadar

7	Mula Bakash	Asst. Director, Balochistan Fisheries Dept
8	M. Rafiq	Manager, GABA Sea Food
9	M. Aslam	Social Welfare Officer, CD/ Social Welfare dept.
10	Asgar Shah	District Coordinator, IUCN
11	Asghar Ramzan	Ex Planning Officer, District P & F Dept.
LARR Development Association (LDA) - Supporting Organization Badin		
1	Mr. Huzoor Bux Khoso	Director Fisheries, Fisheries Department Badin
2	Mr Nazim Talpur	Senior Clerk, Fisheries Department Badin
3	Mr. Allah Bachay Mallah	Treasurer, Pakistan Fisher Folk Forum Badin
4	Mr. Abdul Qadir Chandio	District Officer, Social Welfare Department Badin
5	Mr. Banhoon	Businessman, Badin

List of Documents Reviewed

Area wise Fish Landing on Balochistan Coast for the Year 2009, Directorate of Fisheries Balochistan

Balochistan: *Paedar Taraqi ki Hikmat-e-Amli*, IUCN, GoB, 2003

Catch and Disposition of Commercial Fish on Balochistan Coast for the Year 2009, Directorate of Fisheries Balochistan

Details of Trade wise Trainees, Vocational Training Centre, Gawadar, Oct 1997 – May 2005

District Gawadar Profile, SMEDA Balochistan, no date

Expenditure from July 2005-April 2006, Vocational Training Centre, Gawadar

Fishermen Population and Per Capita Income on Balochistan Coast for the Year 2009, Directorate of Fisheries Balochistan

Gawadar: Integrated Development Vision, IUCN, GoB, 2010

Government of Balochistan Achievements, Women Development/Social Welfare Department

Khawateen aur Qudrati Wasaail Ka Intizam, IUCN, 2004

Local Consumption and Exportable Surplus of Fish for the Year 2009, Directorate of Fisheries Balochistan

Overview of SMEDA, no date

Pakistan Wetland Programme, IUCN, no date

Promoting Gender Equality for Decent Employment (GE4DE)-NEWS, ILO, 2010

Promoting Gender Equality for Decent Employment (GE4DE)-Participants Resource Pack: Workshop on Gender Sensitive Research Methodologies, ILO, CIDA, Value Resources, Oct 20-21, 2010

Stakeholder Consultation on Coastal and Riverine Communities: Participant's Resource Pack, ILO, CIDA, Dec 2010

Sanctioned Strength of Post for Year 2005-2006, Vocational Training Centre, Gawadar

Year wise Pass out Trainees Summer/Winter Session, Vocational Training Centre, Gawadar, 1997-2007

Statistical Data Collection of Coastal Belt of Sindh, Forest and Wildlife Department Government of Sindh, Raasta Development Consultants, SDSC University of Jamshoro, 2004

Total Fish Landing and its Value on Balochistan Coast for the Year 2009, Directorate of Fisheries Balochistan

ANNEX - 7

Detailed Tables

Table – 1
Population by Community

Population	Karachi	Gawadar	Badin	Total
Male	17,046	17,898	1,316	36,260
Female	17,383	17,198	1,649	36,230
Total	34,429	35,096	2,965	72,490

Table – 2
Language Spoken by Community

Languages	Karachi	Gawadar	Badin	Total
Sindhi	4		5	9
Balochi	2	5		7
Punjabi	1			1
Pusho	1			1
Kachi	1			1
No of villagers	5	5	5	15

Table – 3
Basic Utilities by Community

Utilities	Karachi	Gawadar	Badin	Total
Electricity	4	5	0	9
Gas	4	2	0	6
Water supply	4	5	0	9
Sanitation	3	0	0	3
No of villagers	5	5	5	15

Karachi: Dabela para has no facility, Gawadar: Balochwar, Mula Band and Pishukan has no gas connection

Table – 4
Sources of Fuel by Community

Sources of Fuel	Karachi	Gawadar	Badin	Total
Wood	3	5	5	13
Kerosene oil	1	0	0	1
Gas cylinder	1	5	0	6
No of villages	5	5	5	15

Table – 5
Educational Facilities in the Community

Type of Educational Facilities	Number of Communities Where no Facilities	Number of Government Facilities			Number of Private Facilities		
		Boys	Girls	Co-education	Boys	Girls	Co-education
Karachi	1						
Primary				3			1
Middle			1				
Vocational			1				
Gawadar	0						
Primary		7	7				4
Middle		3	1				
High		4	3				
Badin	2						
Primary		3					

Badin: Misri Mallah and Khamoon Mallah, Karachi: Khaskheli Mohalla

Table – 6
Health Facilities in Community

Type of Health Facilities	Karachi	Gawadar	Badin	Total
BHU		3		3
Dispensary	4			4
Maternity home	1			1
EPI centre	1			1
None	1	2	5	8
No of villages	5	5	5	15

No Health facility: Karachi: Khaskheli Mohalla, Gawadar: Balochwar and Mula Band

Table – 7
Type of Occupations in the Community

Type of Occupations	Karachi	Gawadar	Badin	Total
Fishing	5	5	5	15
Labour	4	5	5	14
Boat owner/ fish contractor	1	5		6
Net making	1	4	1	6
Small business / shop keeping	1	5		5
Government employment		5		5
Teaching		5		5
Builders/building material		5		5
Selling/trading of Irani food items, fuels etc		5		5
Vocational jobs		5		5
Banking		5		5
Fishing related jobs		4		4
Ice factory		3		3
Agriculture		3		3
Fish processing factory		3		3
Shrimp/fish cleaning	2			2
Fish drying		2		2
Boat making/repairing		1		1
Transport services for goods		1		1
No of villages	5	5	5	15

Business: estate agent, teashop Vocational: driver, barber

Table – 8
Small and Large Businesses in and Around Communities

Type of Businesses	Karachi	Gawadar	Badin	Total
Small business				
Small shops	2	5	4	11
Livestock farming		5	2	7
Embroidery			3	3
Vegetable sellers	1			1
Large business				
Large boat fishing		5	5	10
Transporters		5		5
Traders		5		5
Landlords		5		5
Agriculture			3	3
Livestock			1	1
No of villages	5	5	5	15

Table – 9
Sources of Credit and Materials in the Community

Sources	Karachi	Gawadar	Badin	Total
Contractor	3	3	2	8
Middleman	2	3		5
Bank	1	5		6
Micro finance institution		3		3
None			3	3
No of villages	5	5	5	15

Table – 10
Markets in or Near the Community

Markets	Karachi	Gawadar	Badin	Total
Maripur	2			2
Ibrahim Hyderi	1			1
Pishukan		1		1
Gawadar		4		4
No of villages	5	5	5	15

Table – 11
Type of Road in the Communities

Type of Housing	Karachi	Gawadar	Badin	Total
Katcha	1	5	5	11
Pacca	1	0	0	1
Mix	3		0	3
No of villages	5	5	5	15

Table – 12
Transportation Facilities in the Communities

Transportation Facilities	Karachi	Gawadar	Badin	Total
Pickups	3	5		8
Datsons	1			1
Buses	2			2
Mazda	1			1
Rickshaw			1	1
Bullock carts			1	1
Private cars		5	5	10
No of villages	5	5	5	15

Table – 13
Communication Facilities in the Communities

Communication Facilities	Karachi	Gawadar	Badin	Total
Telephone		5		5
Wireless phone		5		5
Mobile	4	5	5	14
Internet		2		2
None	1			1
No of villages	5	5	5	15

Table – 14
Age-Sex Distribution

Age in years	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
0 – 4	11	8	6	4	20	10	17	8	20	13	23	16	51	10	46	9
5 – 9	20	15	13	8	29	13	20	9	22	15	16	11	71	14	49	9
10 – 14	16	12	31	19	25	12	23	10	17	11	16	11	58	12	70	13
15 – 19	13	10	27	17	25	12	35	15	17	11	23	16	55	11	85	15
20 – 24	9	7	13	8	23	11	38	17	20	13	21	15	52	11	72	14
25 – 29	17	13	20	12	17	8	28	12	15	10	8	6	49	10	56	11
30 – 34	11	8	15	9	16	8	12	5	8	5	9	6	35	7	36	7
35 – 39	10	7	6	4	12	6	11	5	5	3	13	9	27	5	30	6
40 – 44	4	3	10	6	10	5	10	4	16	11	9	6	30	6	29	5
45 – 49	8	6	6	4	6	3	12	5	2	1	3	2	16	3	20	4
50 – 65	16	11	13	8	23	11	17	8	11	7	3	2	50	10	33	6
65 & above			1	1	3	1	5	2					3	1	6	1
Total	135	100	161	100	209	100	228	100	153	100	144	100	497	100	532	100

Karachi 296 (5.92 HH size), Gawadar 437 (8.74 HH size) and Badin 297 (5.94 HH size)

Table – 15
Family Structure

Family Structure	Karachi		Gawadar		Badin		Total	
	N	%	N	%	N	%	N	%
Nuclear	39	78	23	46	33	66	95	63
Joint	11	22	27	54	17	34	55	37
Total	50	100	50	100	50	100	150	100

Table – 16
Marital Status

Marital Status by Age	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Married (15-19 years)	2	15					2	6	6	35	10	43	8	14	12	14
Married (20-34 years)	22	59	35	73	27	48	41	53	32	74	36	95	81	60	112	68
Married (35-49 years)	20	91	20	91	25	89	31	94	23	100	24	96	68	93	75	95
Widow (35-49 years)			2	8							1	4	0		3	
Married (50 years & above)	16	100	14	100	26	100	22	100	11	85	3	75	53	96	39	97

Note: Percentages are calculated the number of people in their age groups

Table – 17
Educational Status

Educational Status by Age Groups	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
0 – 4 years																
Currently enrolled					3	15	1	6					3	6	1	2
No education	11	100	6	100	17	85	16	94	19	100	23	100	47	94	45	98
Base	11	100	6	100	20	100	17	100	19	100	23	100	50	100	46	100
5 – 9 years																
Currently enrolled	8	40	9	69	22	76	13	65	4	17	3	19	34	47	25	51
Education completed							1	5							1	2
No education	12	60	4	31	7	24	6	30	19	83	13	81	38	53	23	47
Base	20	100	13	100	29	100	20	100	23	100	16	100	72	100	49	100
10 – 14 years																
Currently enrolled	6	38	18	58	19	76	19	82	1	6	2	13	26	45	39	56
Education completed			1	3	4	16	2	9	1	6	1	6	5	9	4	6
No education	10	62	12	39	2	8	2	9	15	88	13	81	27	46	27	38
Base	16	100	31	100	25	100	23	100	17	100	16	100	58	100	70	100
15 – 19 years																
Currently enrolled	4	31	8	29	13	52	16	46					17	31	24	28
Education completed			5	19	8	32	8	23	5	29			13	24	13	15
No education	9	69	14	52	4	16	11	31	12	71	23	100	25	45	48	57
Base	13	100	27	100	25	100	35	100	17	100	23	100	55	100	85	100
20 – 34 years																
Currently enrolled	1	3	3	6	6	11	2	3					7	5	5	3
Education completed	10	27	14	29	28	50	27	34	4	9	2	5	42	31	43	26
No education	26	70	31	65	22	39	49	63	39	91	36	95	87	64	116	71
Base	37	100	48	100	56	100	78	100	43	100	38	100	136	100	164	100
35 – 49 years																
Education completed	2	9	3	14	12	43	1	3	1	4	0		15	21	4	4
No education	20	91	19	86	16	57	32	97	22	96	25	100	58	79	76	95
Base	22	100	22	100	28	100	33	100	23	100	25	100	73	100	80	100
50 years & above																
Education completed	1	6	0	0	1	4	0	0					2	4	0	
No education	15	94	14	100	25	96	22	100	11	100	3	100	51	96	39	100
Base	16	100	14	100	26	100	22	100	11	100	3	100	53	100	39	100

Table – 18
Level of Education

Level of Education by Age Groups	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
0 – 4 years																
Primary					3	15	1	6					3	6	1	2
Not educated	11	100	6	100	17	85	16	94	19	100	23	100	47	94	45	98
Base	11		6		20		17		19		23		50		46	
5 – 9 years																
Primary	8	40	9	69	22	76	14	70	4	17	3	19	34	47	26	53
Not educated	12	60	4	31	7	24	6	30	19	83	13	81	38	53	23	47
Base	20		13		29		20		23		16		72		49	
10 – 14 years																
Primary	4	25	16	52	19	76	14	61	2	12	3	19	25	43	33	47
Middle	2	13	3	10	3	12	6	26					5	9	9	13
Secondary					1	4	1	4					1	2	1	1
Not educated	10	62	12	39	2	8	2	9	15	88	13	81	27	46	27	38
Base	16		31		25		23		17		16		58		70	
15 – 19 years																
Primary	0	0	1	4	5	20	5	14	5	29	0		10	18	6	7
Middle	3	23	7	26	5	20	5	14			23	100	8	15	35	41
Secondary	1	8	4	15	8	32	8	23					9	16	12	14
Inter	0	0	1	4	3	12	5	14					3	6	6	7
BA/BSC							1	3							1	1
Not educated	9	69	14	52	4	16	11	31	12	71	23	100	25	45	48	57
Base	13		27		25		35		17		23		55		85	
20 – 34 years																
Primary			4	8	4	7	9	11	3	7	2	5	7	5	15	9
Middle	4	11	6	12	5	9	6	8	1	2			10	7	12	7
Secondary	2	5	4	8	7	12	2	3					9	7	6	4
Inter	3	8	1	2	9	16	8	10					12	9	9	5
BA/BSC	2	5	2	4	9	16	4	5					11	8	6	4
Not educated	26	70	31	65	22	39	49	63	39	91	36	95	87	64	116	71
Base	37		48		56		78		43		38		136		164	
35 – 49 years																
Primary	2	9	2	9	5	18	1	3	1	4			8	11	3	4
Middle			1	4											1	1
Secondary					2	7							2	3		
BA/BSC					5	18							5	7		
Not educated	20	91	19	86	16	57	32	97	22	96	25	100	58	79	76	95
Base	22		22		28		33		23		25		73		80	
50 years & above																
Primary	1	6											1	2		
Inter					1	4							1	2		
Not educated	15	94	14	100	25	96	22	100	11	100	3	100	51	96	39	100
Base	16		14		26		22		11		3		53		39	

Table – 19
Employment Status

Type of Employment by Age Groups	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
10-15 years																
Fishing	3	15			3	10			3	12			9	12		
Handicraft			2	5											2	2
Sewing/embroidery			1	3			1	4							2	2
Net making			1	3											1	1
Labour					2	6			3	12			2	3	3	3
Other			2	5	1	3							1	1	2	2
None	17	85	32	86	24	80	27	96	18	75	18	100	59	80	77	93
Base	20		37		30		28		24		18		74		83	
16-20 years																
Fishing	9	75			5	18			10	67			24	44		
Net making			1	3			1	2							2	2
Seller small items			5	16			1	2							6	6
Sewing/embroidery			5	16			4	9							9	9
Teaching			3	10			3	6							6	6
Shop keeping					1	4			1	7			2	4		
Govt. job					1	4							1	2		
Vocational job					1	4							1	2		
Labour					2	7			3	20			5	9		
None	3	25	21	68	18	64	37	80	1	7	28	100	22	40	86	82
Base	12		31		28		46		15		28		55		105	
21-30 years																
Fishing	18	62			8	19			22	69	1	4	48	46	1	1
Shrimp/fish cleaning			3	9											3	3
Handicraft			11	34							1	4			12	10
Sewing/embroidery			8	25			13	22			1	4			22	19
Teaching	1	3	4	12			5	9					1	1	9	8
Shrimp/fish seller	1	3											1	1		
Shop keeping	1	3	1	3	4	9							5	5	1	1
Maid			1	3			1	2							2	2
Other	3	10	2	6	4	9	2	3					7	4	4	4
Govt. job					6	14							6	6		
Vocational jobs					10	23	1	2					10	10	1	1
Labour					2	5	1	2	6	19	2	8	2	2	1	1
Net making							3	5							3	3
None	4	14	9	28	9	21	32	55	4	12	21	81	17	16	62	53
Base	29		32		43		58		32		26		104		116	
31-55 years																
Fishing	30	81	1	3	13	28			27	71	5	15	70	57	6	5
Fish contractor/business	1	3			1	2							2	2		
Shrimp/fish cleaning			1	3											1	1
Handicraft			10	27											10	8

Sewing/embroidery			8	22			11	22			1	3			20	17
Teaching			1	3	1	2							1	1	1	1
Shop keeping			2	5	1	2	6	12					1	1	8	7
Maid			2	5											2	1
Selling small items	1	3	1	3	1	2	4	8					2	2	5	4
Labour	1	3	1	3	3	6	1	2	8	21	3	9	12	10	5	4
Net making			3	8											3	2
Vocational jobs					8	17	1	2					8	7	1	1
Govt. job					9	19							9	7		
Other	2	5	7	19	2	4	2	4	2	5			6	5	9	7
None	2	5	7	19	8	17	25	50	1	3	24	73	11	9	56	47
Base	37		37		47		50		38		33		122		120	
56-70 years																
Fishing	3	50	1	25	3	30							6	33	1	11
Govt. job					1	10							1	6		
Vocational job	1	17			1	10							2	11		
Net making	1	17							1	50			2	11		
Selling small items							1	20							1	11
Sewing/embroidery							2	40							2	22
Shop keeping	1	17	1	25									1	6	1	11
Labour					1	10			1	50			2	11		
Other							1	20							1	11
None			2	50	4	40	1	20					4	22	3	33
Base	6		4		10		5		2		0		18		9	
70 years & above																
Sewing/embroidery							1	25							1	20
Shop keeping							1	25							1	20
None			1	100	2	100	2	50					2	100	3	60
Total	0		1		2		4		0		0		2		5	

Table – 20
Income per Month of the Total Population (age > 16 years)

Income in Rs	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
< 1000	6	8	8	12			4	6					6	3	12	8
1,000-3,000	30	40	38	58	17	19	36	55	39	48	13	93	86	35	87	60
3,000-5,000	15	20	12	18	24	27	20	30	26	32			65	27	32	22
5,000-8,000	16	21	4	6	16	18	4	6	7	9			39	16	8	6
8,000-12,000	6	8	1	2	20	22	1	2	7	9	1	7	33	13	3	2
12,000-16,000	1	1	2	3	8	9	1	2	2	3			11	4	3	2
16,000-20,000					3	3							3	1		
> 20,000	1	1			1	1							2	1		
Total	75	100	65	100	89	100	66	100	81	100	14	100	245	100	145	100

Table – 21
Total Household Income

Income in Rs	Karachi		Gawadar		Badin		Total	
	N	%	N	%	N	%	N	%
< 1000	2	4					2	1
1,000-3,000	6	12			8	16	14	9
3,000-5,000	6	12	1	2	18	36	25	17
5,000-8,000	10	20	4	8	8	16	22	15
8,000-12,000	13	26	10	20	8	16	31	21
12,000-16,000	1	2	11	22	3	6	15	10
16,000-20,000	2	4	7	14	4	8	13	9
> 20,000	10	20	17	34	1	2	28	19
Base	50	100	50	100	50	100	150	100

Table – 22
Per capita Income

Income in Rs	Karachi		Gawadar		Badin		Total	
	N	%	N	%	N	%	N	%
< 1000	14	28	9	18	17	34	40	27
1,000-3,000	28	56	25	50	29	58	82	54
3,000-5,000	5	10	12	24	3	6	20	13
5,000-8,000	2	4	4	8	1	2	7	5
8,000-12,000								
12,000-16,000	1	2					1	1
16,000-20,000								
> 20,000								
Base	50	100	50	100	50	100	150	100

Table – 23
Means of Livelihood

Type of Livelihood	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Fishing	45	90			16	32			40	80	4	8	101	67	4	3
Sewing/handicraft			21	42			25	50			3	6			49	33
Shrimp/fish cleaning			10	20					7	14	29	58	7	5	39	26
Net making	2	4	5	10	1	2	1	2	7	14	11	22	10	7	17	11
Selling small items			1	2			12	24			1	2			14	9
Teaching			6	12			7	14							13	9
Farming									8	16	9	18	8	5	9	6
Private job	1	2	7	14	5	10	8	16					6	4	15	10
Government job					11	22							11	7		
Shop keeping	1	2	3	6	4	8	1	2					5	3	4	3
Boat making	2	4			1	2							3	2		
Shrimp/fish seller	1	2			3	6							4	3		
Vocational jobs*					7	14							7	5		
Labour					2	4			3	6			5	3		
Base	50		50		50		50		50		50		150		150	

multiple response

*Vocational jobs: motor mechanic, barber, tailor, driver

Table – 24
Peak Seasons in Work

Peak Seasons	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	36	72	29	58	25	50	28	56	50	100	50	100	111	74	107	71
No	14	28	21	42	25	50	22	44					39	26	43	29
Total	50	100	50	100	50	100	50	100	50	100	50	100	150	100	150	100

Table – 25
Peak Seasons (Months)

Months	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Eid/Shawal			16	55	3	12	26	93			6	12	3	3	48	45
November	3	8	1	3			1	4	47	94	40	80	50	45	42	39
December	12	33	1	3	2	8	1	4	38	76	32	64	52	47	34	32
June	21	58	12	41	10	40					4	8	31	28	16	15
July	21	58	12	41	1	4					4	8	22	20	16	15
August	19	53	11	38	3	12							24	22	11	10
Marriages			16	55											16	15
October	5	14			3	12			10	20	3	6	18	16	3	3
February					3	12							3	3		
May	2	6	1	3					2	4			4	4	1	1
September									1	2			1	1		
Winters					1	4							1	1		
Summers							1	4							1	1
When ship arrival at port					1	4							1	1		
Base	36		29		25		28		50		50		111		107	

Table – 26
Workplace-where do you work?

Workplace	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
At home			21	42	2	4	33	66			36	72	2	1	90	60
Sea	46	92			15	30			41	82			102	68		
Out of home	3	4	19	38	33	66	17	34	9	18	9	18	45	30	45	30
No response	1	2	10	20							5	10	1	1	15	10
Total	50	100	50	100	50	100	50	100	50	100	50	100	150	100	150	100

Table – 27
Helper in Income Generating Activities

Helper	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
None	33	66	37	74	30	60	28	56	3	6			66	44	65	43
Husband			1	2			2	4			46	92			49	33
Brother	3	6			12	24			27	54	0	0	42	28		
Son	12	24			5	10	2	4	19	38	4	8	36	24	6	4
Daughter			6	12	1	2	8	16	1	2			2	1	14	9
Other	3	6	6	12	2	4	10	20					7	5	16	11
Base	50		50		50		50		50		50		150		150	

multiple response

Table – 28
Working by Own Choice

Choice of Work	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	50	100	48	98	50	100	50	100	50	100	50	100	150	100	148	99
No*			2	4											2	1
Total	50	100	50	100	50	100	50	100	50	100	50	100	150	100	150	100

*Works because brother has low income

Table – 29
Control over Income Generated by Own Work

Control over Income	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	46	92	46	92	48	96	50	100	50	100	33	66	144	96	129	86
No	4	8	4	8	2	4					16	32	6	4	20	13
No response											1	2		0	1	1
Total	50	100	50	100	50	100	50	100	50	100	50	100	150	100	150	100

Table – 30
Reasons of No Control over Income

Reasons	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Husband spend money											14	87			14	70
Give to wife because she is running house	4	100											4	67		
Brother/son take the salary			1	25							1	6			2	10
HH income*			3	75	2	100					1	6	2	33	4	20
Base	4		4		2						16		6		20	

Whoever runs the household; mother/mother-in law; father/father-in-law

Table – 31
Belong to any Organization

Belonging to any Organization	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	1	2	8	16	10	20	20	40	50	100	50	100	61	41	78	52
No	49	98	42	84	40	80	30	60					89	59	72	48
Total	50	100	50	100	50	100	50	100	50	100	50	100	150	100	150	100

Table – 32
Nature of Participation

Participation	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Voluntary member	1	100	7	88	7	70	7	35	36	72	49	98	44	72	63	81
Office bearer of organization / group					1	10	2	10					1	2	2	3
No response			1	12	2	20	11	55	14	28	1	2	16	26	13	16
Base	1	100	8	100	10	100	20	100	50	100	50	100	61	100	78	100

Table – 33
Nature of Organization

Nature of Organization	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
NGO (project, saving and credit group)	1	100	7	88			2	10	48	96	48	96	49	80	57	73
Village organization (CBO, VDO, saving and credit group)					5	50	16	80	2	4	2	4	7	12	18	23
Other					5	50	2	10					5	8	2	3
No response			1	12											1	1
Total	1	100	8	100	10	100	20	100	50	100	50	100	61	100	78	100

Table – 34
Name of Organization

Name of Organizations	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
NRSP					2	20	1	5	50	100	46	92	52	85	47	60
Pakistan Fisher Folk	1	100	7	88							14	28	1	2	21	27
Bachat committee							4	20							4	5
Local support organization					4	40							4	7		
NCHD					2	20							2	3		
Local support organization Caravan Pishukan					1	10							1	2		
Household saving committee							1	5							1	1
Kalkashan local support organization					1	10							1	2		
Labour union							1	5							1	1
Ajuman Falha o Behbood					1	10							1	2		
RCDC					1	10							1	2		
Urban Development Organization							1	5							1	1
Village Organization							1	5							1	1
Wado Welfare Society					1	10							1	2		
No response			1	12	1	10	11	55					1	2	12	15
Base	1		8		10		20		50		50		61		78	

multiple response

Table – 35
Problems Faced at Workplace

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Lack toilet, drinking water etc	26	52	11	22	14	28	1	2	35	70	34	68	75	50	46	31
Lack of transport			12	24	14	28	12	24	40	80	7	14	54	36	31	21
Bad behavior of coworkers	7	14	4	8	6	12	1	2	4	8	13	26	17	11	18	12
Harassment of women workers			1	2					2	4	6	12	2	1	7	5
Other			2	4	2	4	2	4	6	12			8	5	4	3
None	19	38	32	64	20	40	35	70			10	20	39	26	77	51
Base	50		50		50		50		50		50		150		150	

multiple response

Table – 36
Major Problem You Face

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Low payment/ wages	19	38	20	40	21	42	25	50	42	84	49	98	82	55	94	63
Lack of market information	18	36	12	24	2	4			46	92	49	98	66	44	61	41
Low prices in the market	23	46	5	10	1	2	1	2	9	18	41	82	33	22	47	31
Transportation to market	25	50	8	16	3	6	6	12	19	38	24	48	47	31	38	25
Other					6	12	2	4	6	12			12	8	2	1
None	13	26	27	54	22	44	17	34			1	2	35	23	45	30
Base	50		50		50		50		50		50		150		150	

multiple response

Table – 37
Do Women Carry out the Similar Work which Men are Doing

Women Carrying out Similar Work as Men	Karachi		Gawadar		Badin		Total	
	Male		Male		Male			
	N	%	N	%	N	%	N	%
Yes	10	20	23	46	26	52	59	39
No	36	72	27	54	23	46	86	57
No response	4	8			1	2	5	3
Total	50	100	50	100	50	100	150	100

Table – 38
Reasons for not Doing (similar work as men)

Reasons	Karachi		Gawadar		Badin		Total	
	Male		Male		Male			
	N	%	N	%	N	%	N	%
Society does not allow it	2	6	25	93	10	43	37	66
Difficult work	30	83					30	35
Not possible to go sea	6	17					6	7
Do housework					6	26	6	7
Only men are appointed for such a job			2	7			2	2
Working area is away that's why					1	4	1	1
Women cannot do this work	1	3					1	1
Don't know	4	11			8	35	12	14
Base	36		27		23		86	

multiple response

Table – 39
Can Women Do this Type of Work

Possibility that Women can do Similar Work as Men	Karachi		Gawadar		Badin		Total	
	Male		Male		Male			
	N	%	N	%	N	%	N	%
Yes	5	10	8	16	29	58	42	28
No	11	22	8	16	4	8	23	15
Not fishing but another work					1	2	1	1
If facilities are available					1	2	1	1
Fishing net	1	2					1	1
No response	33	66	34	68	15	30	82	55
Total	50		50		50		150	

Table – 40
Learnt your Work from Someone

Learnt your Work	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	40	80	37	74	44	88	45	90	37	74	20	40	121	81	102	68
No	10	20	12	24	6	12	5	10	13	26	30	60	29	19	47	31
No response			1	2											1	1
Total	50		50		50		50		50		50		150		150	

Table – 41
Training for Occupation

Training by	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Family/locally	49	98	42	84	26	52	38	76	42	84	38	76	117	78	118	79
Workplace	1	2	3	6	14	28	2	4					15	10	5	3
Formal Training			5	10	10	20	10	20	8	16	12	24	18	12	27	18
Total	50		50		50		50		50		50		150		150	

Table – 42
Formal Training

Formal Training by	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Near by city					5	10	1	2	8	16	12	24	13	9	13	9
NGO			3	6			2	4							5	3
Formal training					5	10	6	12					5	3	6	4
Vocational Training centre			2	4			1	2							3	2

Table – 43
Benefit from Training

Benefits	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Increase income	31	62	22	44	27	54	29	58	22	44	14	28	80	53	65	43
Quality improved					5	10	17	34					5	3	17	12
Utilize as a source of income/get a job	14	28	1	2	2	4			1	2			16	11	2	1
Work get easier					1	2			1	2			2	1		
Learned book keeping							1	2							1	1
Not trained/ don't know	9	18	27	54	15	30	6	12	26	52	36	72	47	31	65	43
Base	50		50		50		50		50		50		150		150	

multiple response

Table – 44
Do You Need More Training

Need more Training	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	4	8	17	34	15	30	27	54	29	58	43	86	48	32	87	58
No	46	92	33	66	35	70	23	46	21	42	6	12	102	68	62	41
No response											1	2			1	1
Total	50	100	50	100	50	100	50	100	50	100	50	100	150	100	150	100

Table – 45
Type of Training

Type of Training	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Vocational trainings	2	50	2	12	12	80	5	18	5	17	11	26	19	40	18	21
Small hand made items			2	12			5	18	2	7	28	65	2	4	35	40
Sewing/ embroidery			10	59			17	63			1	2			28	32
Need for skills	1	25	2	12	1	7			10	34			12	25	4	5
Value added work related to fishing*	1	25	1	6	1	7			8	28	1	2	10	21	2	2
Farming									4	14			4	8		
Savings					1	7							1	2		
Total	4		17		15		27		29		43		48		87	

*Net making/packing sea food/boat making/ shrimp cleaning and storage/stock keeping

Table – 46
Credit Need in the Work

Credit for Work	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	27	54	19	38	18	36	14	28	46	92	43	86	91	61	76	51
No	23	46	31	62	32	64	36	72	4	8	7	14	59	39	74	49
Total	50	100	50	100	50	100	50	100	50	100	50	100	150	100	150	100

Table – 47
Obtain Credit

Take Credit	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	26	52	17	34	14	28	14	28	30	60	43	86	70	47	74	49
No	24	48	33	66	36	72	36	72	20	40	3	6	80	53	72	48
No response											4	8			4	3
Total	50	100	50	100	50	100	50	100	50	100	50	100	150	100	150	100

Table – 48
Source of Credit

Sources	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Shop					1	7	6	43	8	27	42	98	9	13	48	65
Money lender	22	85			3	21			1	3			26	37		
Friend	3	12	12	71	3	21	1	7					6	9	13	18
Family			2	12	2	14	5	36					2	3	7	9
Contractor			1	6					8	27	1	2	8	11	2	3
NGO					2	14	3	21					2	3	3	4
Bank	1	4	1	6	3	21	1	7					4	6	2	3
Landlord									4	13			4	6		
Other			2	12	1	7			9	30			10	14	2	3
Base	26		17		14		14		30		43		70		74	

multiple response Other: saving and credit group, businessman and factory supervisor

Table – 49
Reasons for not Obtain Credit

Reasons	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Do not require credit	14	58	25	73	29	81	33	92	3	15	2	67	46	58	59	82
No one provide credit									17	85			17	21		
May not be able to pay back	6	25	6	18	7	19	3	8			1	33	13	16	10	14
Opposed to credit/interest	4	17	3	9									4	5	3	4
Total	24	100	33	100	36	100	36	100	20	100	3	100	80	100	72	100

Table – 50
Injuries at Work Place

Injuries at Work	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	43	86	37	74	35	70	44	88	50	100	45	90	128	85	126	84
No	7	14	13	26	15	30	6	12	0	0	5	10	22	15	24	16
Total	50	100	50	100	50	100	50	100	50	100	50	100	150	100	150	100

Table – 51
Health Issues at Work

Health Issues	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
General sickness*	5	10	30	60	18	36	44	88	26	52	20	40	49	33	94	63
Body ache (hand/legs/back)	2	4	28	56	13	26	44	88			1	2	15	10	73	49
Wounds in hands/nails damage			9	18	3	6	8	16	36	72	31	62	39	26	48	32
Itching	2	4	2	4					40	80	23	46	42	28	25	17
Injuries by machines/accident etc	11	22			12	24							23	15		
Burning	1	2	1	2	2	4			7	14	15	30	10	7	16	11
Injuries by fishes	14	28											14	9		
Eye sight affected/eye burning			1	2	13	26	11	22					13	9	12	8
Accident at sea	7	14			3	6	1	2					10	7	1	1
Cuts/break	1	2			1	2			1	2			3	2		
Snake bites	1	2							2	4	1	2	3	2	1	1
Stuck in nets	1	2											1	1		
No health issues	7	14	13	26	15	30	6	12	0	0	5	10	22	15	24	16
Base	50		50		50		50		50		50		150		150	

multiple response

*BP, asthma, fever, etc

Table – 52
Safety Measures Taken

Safety Measures Taken	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	16	37	9	24	17	49	35	80	40	80	27	54	73	57	71	54
No	27	63	28	76	18	51	9	20	10	20	18	36	55	43	55	42
No response											5	10			5	4
Total	43	100	37	100	35	100	44	100	50	100	50	100	128	100	131	100

Table – 53
Safety Measures

Safety Measures	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
First aid/self medication	2	12	7	78	1	6	1	3	25	62	15	55	28	38	23	32
Rest					2	12	21	60					2	3	21	30
Work carefully	15	94			4	24	1	3					19	26	1	1
Doctor									15	37	9	33	15	20	9	13
Home remedies			3	33			9	26			2	7			14	20
Use protection*					9	53	3	9					9	12	3	4
Cut the sharp ends of fishes					2	12							2	3		
No response											2	7			2	3
Base	16		9		17		35		40		27		73		71	

multiple response

*gloves, jackets, masks

Table – 54
Reason for not Taking Safety Measures

Reasons	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Work carefully because it's our daily routine	3	11	5	18							15	83	3	5	20	36
No facility	10	37	2	7	1	6			6	60			17	31	2	4
No safety equipment available					7	39	4	44					7	13	4	7
Lack of knowledge	1	4			4	22	3	33					5	9	3	5
Not needed	1	4	2	7	3	17			1	10	1	6	5	9	3	5
No health problem			1	4											1	2
Lack of resources									2	20			2	4		
Difficult to take safety measures					1	6	2	22					1	2	2	4
Treat at home			1	4											1	2
No response	18	67	15	54	2	11			1	10	2	11	21	38	17	31
Base	27		28		18		9		10		18		55		55	

Table – 55
Where to Go in Case of General Health Problems

Where to go for Health	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Self treatment	38	76	26	32	16	32	13	26	26	52	1	2	80	53	40	26
Doctor	3	6	5	10	27	54	33	66	15	30			45	30	38	25
Health facility near by			1	2					8	16	47	94	8	5	48	32
Home remedies/ <i>daisi</i> treatment	14	28	20	40									14	10	20	14
No where			2	4			1	2							3	2
Rest			1	2			2	4							3	2
No response	2	4	12	24	7	14	1	2	1	2	2	4	10	7	15	10
Base	50		50		50		50		50		50		150		150	

multiple response

Table – 56
Workplace by Type of Livelihood

Workplace	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Sea	45	100			15	94			40	100			100	99		
At home											4	100			4	100
Out of home/ bazar					1	6							1	1		
Fishing	45				16				40		4		101		4	
At home			14	67			25	100			2	67			41	84
Factory			2	9											2	4
No response			5	24							1	33			6	12
Sewing/handicraft			21				25				3				49	
At home			3	30							24	83			27	69
Sea									7	100			7	100		
Factory			6	60											6	15
No response			1	10							5	17			1	3
Shrimp/fish cleaning			10						7		29		7		39	
At home			3	60	1	100					11	100	1	10	14	82
Sea	2	100							7	100			9	90		
No response			2	40			1	100							3	18
Net making	2		5		1		1		7		11		10		17	
At home							8	67			1	100			9	64
Out of home/ neighborhood							4	33							4	29
No response			1	100											1	7
Selling small items			1				12				1				14	
At home							1	14							1	8
Out of home/school			5	83			6	86							11	85
No response			1	17											1	8
Teaching			6				7								13	
Out of home/farm									8	100	9	100	8	100	9	100
Farming									8		9		8		9	
Factory			3	43	1	20	2	25					1	17	5	33
At home							1	12							1	7
Out of home			3	43	4	80	5	62					4	67	8	53
No response	1	100	1	14									1	17	1	7
Private Job	1		7		5		8						6		15	
At home					1	9							1	9		
Out of home/office/ school/field					10	91							10	91		
Government job					11								11			
Out of home	1	100	2	67	4	100	1	100					5	100	3	75
Factory			1	33											1	25
Shop keeping	1		3		4		1						5		4	
Out of home/shop	2	100			1	100							3	100		
Boat making	2				1								3			
Sea	1	100											1	25		
Out of home/bazar					3	100							3	75		
Shrimp/fish seller	1				3								4			
Out of home/shop					7	100							7	100		
Vocational jobs					7								7			
Out of home/field					2	100			2	67			4	80		
Sea									1	33			1	20		
Labour					2				3				5			

multiple response *Vocational jobs: motor mechanic, barber, tailor, driver

Table – 57
Problems at Workplace by Type of Livelihood

Problems at Workplace	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Lack of transport					7	44			31	77			38	38		
Bad behavior of coworkers	7	16			1	6							8	8		
Lack toilet, drinking water etc	24	53			2	12			21	52			47	47		
No drinking at home											4	10			4	100
Health problems due to water					3	19							3	3		
Rangers annoying					4	25			2	5			6	6		
Bad weather									5	12			5	5		
None	16	36											16	16		
Fishing	45				16				40		4		101		4	
Lack of transport			3	14			1	4							4	8
Bad behavior of coworkers			1	5			1	4							2	4
Lack toilet, drinking water etc			1	5											1	2
No drinking at home											1	33			1	2
Too far away from my home			1	5											1	2
Has to work under the sun			1	5											1	2
Late payment							1	4							1	2
None			16	76			22	88			2	67			40	82
Sewing/handicraft			21				25				3				49	
Lack of transport			6	60					1	14			1	14	6	15
Bad behavior of coworkers			4	40											4	10
Lack toilet, drinking water etc			3	30					7	70			7	70	3	8
No drinking at home											21	72			21	54
Harassment of women workers			1	10											1	3
None			3	30							8	28			3	8
Shrimp/fish cleaning			10						7		29		7		39	

Continue.....

Workplace by Type of Livelihood	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Lack of transport			1	20					1	14	5	45	1	10	6	35
Lack toilet, drinking water etc	1	50							7	100			8	80		
Bad behavior of coworkers											5	45			5	29
Harassment of women workers											5	45			5	29
No drinking at home											6	54			6	35
Far away from home			1	20											1	6
Lack of time/household chores			1	20											1	6
Rangers annoying					1	100					1	9	1	10	1	6
None	1	50	2	40									1	10	2	12
Net making	2		5		1		1		7		11		10		17	
Lack of transport							5	42							5	36
Tuff to sell door to door							1	8							1	7
None			1	100			6	50			1	100			8	57
Selling small items			1				12				1				14	
Lack of transport			2	33			2	29							4	31
Bad behavior of coworkers			1	17											1	8
Lack toilet, drinking water etc			3	50			2	29							5	38
None			2	33			4	57							6	46
Teaching			6				7								13	
Lack of transport									7	87	2	22	7	87	2	22
Lack toilet, drinking water etc									7	87	9	100	7	87	9	100
Rangers annoying											2	22			2	22
Farming									8		9		8		9	
Lack of transport			1	14	1	20	3	37					1	17	4	27
Bad behavior of coworkers			1	14			1	12							2	13
Lack toilet, drinking water etc					2	40							2	33		
Bad behavior of clients					1	20							1	17		
Salty water					1	20							1	17		
None	1	100	6	86	1	20	4	50					2	33	10	67
Private Job	1		7		5		8						6		15	
Lack of transport					3	27							3	27		
Lack toilet, drinking water etc					3	27							3	27		
Work burden					1	9							1	9		
None					4	36							4	36		
Government job					11								11			

Continue.....

Problems at Workplace	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Lack of transport			1	33											1	25
None	1		2	67	4	100	1	100					5	100	3	75
Shop keeping	1		3		4		1						5		4	
Lack toilet, drinking water etc	2	100											2	67		
None					1	100							1	33		
Boat making	2				1								3			
Lack of transport					1	33							1	25		
Lack toilet, drinking water etc					3	67							3	75		
None	1	100											1	25		
Shrimp/fish seller	1				3								4			
Lack of transport					2	29							2	29		
Coast guards annoying					1	14							1	14		
None					4	57							4	57		
Vocational jobs					7								7			
Lack of transport					1	50			3	100			4	80		
Lack toilet, drinking water etc									3	100			3	60		
Bad weather									1	33			1	20		
None					1	50							1	20		
Labour					2				3				5			

multiple response

*Vocational jobs: motor mechanic, barber, tailor, driver

Table – 57A
Problems at Workplace by Type of Workplace - FISHING

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Sea	45				15				40				100			
Lack of transport					7	47			31	77			38	38		
Bad behavior of coworkers	7	16			1	7							8	8		
Lack toilet, drinking water etc	24	53			2	13			21	52			47	47		
Health problems due to water					3	20							3	3		
Rangers annoying					4	27			2	5			6	6		
Bad weather									5	12			5	5		
None	16	36			3	20							19	19		
At home											4				4	
No drinking water at home											4	100			4	100
Out of home/ bazar					1								1			
None					1	100							1	100		
Base	45				16				40		4		101		4	

Table – 57B
Problems at Workplace by Type of Workplace – SEWING/HANDICRAFT

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
At home			14				25				2				41	
Lack of transport			1	7			1	4							2	5
Bad behavior of coworkers							1	4							1	2
Too far away from my home			1	7											1	2
Has to work under the sun			1	7											1	2
Late payment							1	4							1	2
No drinking water at home											1	50			1	2
None			12	86			22	88			1	50			35	85
Factory			2												2	
Lack of transport			1	50											1	50
Bad behavior of coworkers			1	50											1	50
Lack toilet, drinking water etc			1	50											1	50
None			1	50											1	50
No response			5								1				6	
Base			21				25				3				49	

Table – 57C
Problems at Workplace by Type of Workplace – SHRIMP/FISH CLEANING

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
At home			3								24				27	
No drinking water at home											21	87			21	78
None			3	100							3	13			6	22
Sea									7				7			
Lack of transport									1	14			1	14		
Lack toilet, drinking water etc									7	100			7	100		
Factory			6												6	
Lack of transport			6	100											6	100
Bad behavior of coworkers			4	67											4	67
Lack toilet, drinking water etc			3	50											3	50
No drinking at home																
Harassment of women workers			1	17											1	17
No response			1								5				1	
Base			10						7		29		7		39	

Table – 57D
Problems at Workplace by Type of Workplace – NET MAKING

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
At home			3		1						11		1		14	
Lack of transport			1	33							5	45			6	43
Bad behavior of coworker											5	45			5	36
Harassment of women workers											5	45			5	36
Lack of time/household chores			1	33											1	7
Far away from home			1	33											1	7
No drinking water at home											6	55			6	43
None			1	33	1	100							1	100	1	7
Sea	2								7				9			
Lack toilet, drinking water etc	1	50							7	100			8	89		
Lack of transport									1	14			1	11		
None	1	50											1	11		
No response			2				1								3	
Base	2		5		1		1		7		11		10		17	

Table – 57E
Problems at Workplace by Type of Workplace – SELLING SMALL ITEMS

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
At home							8				1				9	
Lack of transport							2	25							2	22
None							6	75			1	100			7	78
Out of home/neighborhood							4								4	
Lack of transport							3	75							3	75
Tuff to sell door to door							1	25							1	25
No response			1												1	
Base			1				12				1				14	

Table – 57F
Problems at Workplace by Type of Workplace - TEACHING

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
At home							1								1	
None							1	100							1	100
Out of home/school			5				6								11	
Lack of transport			2	40			2	33							4	36
Bad behavior of coworkers			1	20											1	9
Lack toilet, drinking water etc			3	60			2	33							5	45
None			1	20			4	67							5	45
No response			1												1	
Base			6				7								13	

Table – 57G
Problems at Workplace by Type of Workplace - FARMING

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Out of home/on land									8		9		8		9	
Lack of transport									7	87	2	22	7	87	2	22
Lack toilet, drinking water etc									7	87	9	100	7	87	9	100
Rangers annoying											2	22			2	22
Base									8		9		8		9	

Table – 57H
Problems at Workplace by Type of Workplace – PRIVATE JOB

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Factory			3		1		2						1		5	
Lack of transport							1	50							1	20
Bad behavior of coworkers							1	50							1	20
Lack toilet, drinking water etc					1	100							1	100		
None			3	100											3	60
At home							1								1	
Lack of transport							1	100							1	100
None																
Out of home			3		4		5						4		8	
Lack of transport			1	33	1	25	2	40					1	25	3	37
Bad behavior of coworkers																
Lack toilet, drinking water etc					1	25							1	25		
Bad behavior of clients			1	33	1	25							1	25	1	12
Salty water					1	25							1	25		
None			2	67	1	25	3	60					1	25	5	62
No response	1		1										1		1	
Base	1		7		5		8						6		15	

Table – 57I
Problems at Workplace by Type of Workplace – GOVERNMENT JOB

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
At home					1								1			
Lack of transport					1	100							1	100		
Out of home/office/school/field					10								10			
Lack of transport					2	20							2	20		
Lack toilet, drinking water etc					3	30							3	30		
Work burden					1	10							1	10		
None					4	40							4	40		
Base					11								11			

Table – 57J
Problems at Workplace by Type of Workplace – SHOP KEEPING

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Out of home	1		2		4		1						5		3	
Lack of transport			1	50											1	33
None	1	100	1	50	4	100	1	100					5	100	2	67
Factory			1												1	
None			1	100											1	100
Base	1		3		4		1						5		4	

Table – 57K
Problems at Workplace by Type of Workplace – BOAT MAKING

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Out of home/shop/open field	2				1								3			
Lack toilet, drinking water etc	2	100											2	67		
None					1	100							1	33		
Base	2				1								3			

Table – 57L
Problems at Workplace by Type of Workplace - SHRIMP/FISH SELLER

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Sea	1												1			
None	1	100											1	100		
Out of home/bazar					3								3			
Lack of transport					2	67							2	67		
Coast guards annoying					1	33							1	33		
Base	1				3								4			

Table – 57M

Problems at Workplace by Type of Workplace - VOCATIONAL JOB

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Out of home/shop					7								7			
Lack of transport					2	29							2	29		
Coast guards annoying					1	14							1	14		
None					4	57							4	57		
Base					7								7			

Vocational jobs: motor mechanic, barber, tailor, driver

Table – 57N

Problems at Workplace by Type of Workplace - LABOUR

Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Out of home/field					2				2				4			
Lack of transport					1	50			2	100			3	75		
Lack toilet, drinking water etc									2	100			2	50		
None					1	50							1	25		
Sea									1				1			
Lack of transport									1	100			1	100		
Bad weather									1	100			1	100		
Base					2				3				5			

Table – 58
Explain Problem at Workplace by Type of Livelihood

Explain Problems	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
wire net and big trollers make problems	1	2											1	1		
Bring fishes by foot from sea to home					4	25							4	4		
Stay at boat/sea for 2-3 months to catching fish					6	37							6	6		
Bad behavior of coast guards and annoying & wasting time					3	19							3	3		
Labours are not hard working					1	6							1	1		
Problem in parking the boats on JT					1	6							1	1		
No transport available									3	7			3	3		
No pacca road									3	7			3	3		
Problem in reaching to WP due to lack of transport									17	42			17	17		
No clean drinking water available									9	22			9	9		
Fishing	45				16				40		4		101		4	
no money for fare			1	5											1	2
found work very far away			1	5											1	2
Transport problem							1	4							1	2
Late payment							1	4							1	2
Sewing/handicraft			21				25				3				49	
no money for fare			1	10											1	3
no facility and lots of problems			1	10											1	3
No clean drinking water available at workplace											1	3			1	3
Shrimp/fish cleaning			10						7		29		7		39	
found work very far away			1	20											1	6
difficult to make net because children are v young			1	20											1	6
Lack of transport for fare distances											2	18			2	12
No pacca road											3	27			3	18
Net making	2		5		1		1		7		11		10		17	

Continue.....

Explain Problems at Workplace	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Very tuff to go door to door/get tired/pain in legs							4	33							4	29
Bring stocks from Gawadar which is v far							2	17							2	14
High fare of transport							2	17							2	14
Lack of transport for fare distances							2	17							2	14
Selling small items			1				12				1				14	
no drinking water available at WP bring from outside			1	17			2								3	23
have to come home			2	33											2	15
less teachers in school so have to take many classes			3	50											3	23
Workplace is v far away							2	29							2	15
Convince problem							2	29							2	15
No toilet facility							2	29							2	15
Teaching			6				7								13	
No transport available									3	37			3	37		
No pacca road									3	37			3	37		
Problem in reaching to WP due to lack of transport									1	12			1	12		
No clean drinking water available									1	12	2	22	1	12	2	22
Lack of irrigation water									2	25			2	25		
Disputes/quarrels between coworkers									1	12			1	12		
Bad condition of road during rain									2	25			2	25		
Farming									8		9		8		9	
Low salary							1	12							1	7
No convince available							2	25							2	13
No electricity/ water motor available to take out the salty water, have to do by hand					1	20							1	17		
Transport problem: people take me (dai) far way							1	12							1	7
Drinking water and toilet					1	20							1	17		
Burden of work but principle is not happy (Cleaner at school)					1	20							1	17		
people teasing on the way			1	14											1	7
Private Job	1		7		5		8						6		15	

Continue.....

Explain Problems at Workplace	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Bad behavior of officers (scolding)					1	9							1	9		
Workplace is v far/ no personal convince					1	9							1	9		
Drinking water/ toilet problem					2	18							2	18		
Large number of students in class (70-75), in summer's teachers and students get suffocated					1	9							1	9		
Government job					11								11			
Bring stock for shop from v far and on high price	1	100	1	33									1	20	1	25
Shop keeping	1		3		4		1						5		4	
Bring shrimp/fish by foot from sea to home					1	33							1	25		
Drinking water and toilet not available					1	33							1	25		
Shrimp/fish seller	1				3								4			
Workplace is v far/ no personal convince					2	29							2	29		
Vocational jobs					7								7			
Convince problem					1	50							1	20		
Workplace is v far away					1	50							1	20		
Problem in reaching to WP due to lack of transport									3	100			3	60		
No clean drinking water available									1	33			1	20		
Labour					2				3				5			

multiple response

*Vocational jobs: motor mechanic, barber, tailor, driver

Table – 59
Health Issues at Workplace by Type of Livelihood

Health Issues at Workplace	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
General sickness (BP, asthma, fever, etc)	2	4			1	6			22	55	1	25	25	25	1	25
Body ache (hand/legs/ back)	2	4			2	12							4	4		
Wounds in hands/nails damage	2	4							22	55	1	25	24	24	1	25
Itching	2	4							33	82	1	25	25	25	1	25
Injuries by machines/accident etc	11	24											11	11		
Injuries by fishes	14	31			1	6							15	15		
Eye sight affected/eye burning					4	25							4	4		
Accident at sea	6	13			5	31							11	11		
Snake bites	1	2									1	25	1	1	1	25
Stuck in nets	1	2											1	1		
No health issues	5	11			3	19					2	50	8	8	3	75
Fishing	45				16				40		4		101		4	
General sickness (BP, asthma, fever, etc)			1	5											1	2
Body ache (hand/legs/ back)			16	76			19	76			1	33			36	73
Wounds in hands/nails damage			1	5			5	20			1	33			7	14
Eye sight affected/eye burning			3	14			8	32							11	22
No health issues			3	14							1	33			4	8
Sewing/handicraft			21				25				3				49	
General sickness (BP, asthma, fever, etc)											7				7	18
Body ache (hand/legs/ back)			2	20											2	5
Wounds in hands/nails damage			7	70					7	100	17	59	7	100	24	61
Itching			6	60							8	28			14	36
No health issues			1	10							1	3			2	5
Shrimp/fish cleaning			10						7		29		7		39	

Continue.....

Health Issues at Workplace	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
General sickness (BP, asthma, fever, etc)	1	50	1	20							4	36	1	10	5	29
Body ache (hand/legs/ back)	1	50	3	60	1	100	1	100					2	20	4	23
Wounds in hands/nails damage	1	50	2	40					7	100	11	100	8	80	13	76
Itching											4	36			4	41
Eye sight affected/eye burning			1	20	1	100							1	10	1	6
Net making	2		5		1		1		7		11		10		17	
Body ache (hand/legs/ back)							12	100							12	86
Eye sight affected/eye burning							2	17							2	14
No health issues			1	100							1	100			2	14
Selling small items			1				12				1				14	
General sickness (BP, asthma, fever, etc)			1	17											1	8
Body ache (hand/legs/ back/head ach)			3	50			4	57							7	54
No health issues			2	33			3	43							5	38
Teaching			6				7								13	
General sickness (BP, asthma, fever, etc)									3	37	9	100	3	37	9	100
Itching									3	37			3	37		
Injuries during harvesting									2	25			2	25		
Cuts/break									2	25			2	25		
Snake bites									2	25			2	25		
No health issues									2	25			2	25		
Farming									8		9		8		9	
General sickness (BP, asthma, fever, etc)					1	20							1	17		
Body ache (hand/legs/ back)			3	43	3	60	5	62					3	50	8	53
Wounds in hands/nails damage			1	14			2	25							3	20
Injuries by fishes							1	12							1	7
Eye sight affected/eye burning					1	20							1	17		
Accident at sea	1	100											1	17		
Cuts/break					1	20							1	17		
No health issues			3	43	2	40	2	25					2	33	5	33
Private Job	1		7		5		8						6		15	

Continue.....

Health Issues at Workplace	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
General sickness (BP, asthma, fever, etc)					3	27							3	27		
Body ache (hand/legs/back)					3	27							3	27		
Burning					1	9							1	9		
Eye sight affected/eye burning					2	18							2	18		
Accident					1	9							1	9		
No health issues					4	36							4	36		
Government job					11								11			
Body ache (hand/legs/back)					1	25							1	20		
Burning					1	25							1	20		
No health issues	1	100	3	100	3	75	1	100					4	80	4	100
Shop keeping	1		3		4		1						5		4	
General sickness (BP, asthma, fever, etc)	1	50											1	33		
Body ache (hand/legs/back)					1	100							1	33		
Wounds in hands/nails damage	1	50											1	33		
Cuts/break	1	50			1	100							2	67		
Boat making	2				1								3			
General sickness (BP, asthma, fever, etc)					1	33							1	25		
Body ache (hand/legs/back)					1	33							1	25		
No health issues	1	100			2	67							3	75		
Shrimp/fish seller	1				3								4			
Body ache (hand/legs/back)					3	43							3	43		
Wounds in hands/nails damage					1	14							1	14		
Eye sight affected/eye burning					2	29							2	29		
Accident					3	43							3	43		
Cuts/break					1	14							1	14		
No health issues					1	14							1	14		
Vocational jobs					7								7			
General sickness (BP, asthma, fever, etc)									2	67			2	40		
Wounds in hands/nails damage									3	100			3	60		
Itching									3	100			3	60		
Injuries by machines/accident etc					2	100							2	40		
Labour					2				3				5			

multiple response

*Vocational jobs: motor mechanic, barber, tailor, driver

Table – 60
Major Problem Face at Workplace by Type of Livelihood

	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Lack of market information	18	40			1	6			37	92	4		56	55	4	10
Low payment/ wages	18	40			8	50			37	92	4		63	62	4	100
Low prices in the market	22	49			1	6			9	22	3		32	32	3	75
Transportation to market	24	53			2	12			17	42	2		43	43	2	50
None	10	22			7	44							17	17		
Fishing	45				16				40		4		101		4	
Lack of market information			3	14							3	100			6	12
Low payment/ wages			7	33			15	60			3	100			25	51
Low prices in the market											3	100			3	6
Transportation to market			1	5			3	12			1	33			5	10
Difficulty in buying raw material							1	4							1	2
None			12	57			6	24							18	37
Sewing/handicraft			21				25				3				49	
Lack of market information			7	70					7	100	28	97	7	100	35	90
Low payment/ wages			9	90					7	100	28	97	7	100	37	90
Low prices in the market			5	50					7	100	21	72	7	100	26	67
Transportation to market			5	50							13	45			18	46
None			1	10											1	3
Shrimp/fish cleaning			10						7		29		7		39	
Lack of market information			3	60					7	100	11	100	7	70	14	82
Low payment/ wages	2	100	3	60			1	100	7	100	11	100	9	90	15	88
Low prices in the market			1	20							6	55			7	41
Transportation to market	1	50	1	20					7	100	10	91	8	80	11	65
None			1	20	1	100							1	10	1	6
Net making	2		5		1		1		7		11		10		17	
Difficulty in reimbursement from buyers							1	8							1	7
Low payment/ wages							4	33			1	100			5	36
Low prices in the market							1	8			1	100			2	14
Transportation to market							3	25			1	100			4	29
Difficulty in buying stocks							1	8							1	7
None			1	100			3	25							4	29
Selling small items			1				12				1				14	

Continue.....

	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Low/late payment/ wages			1	17			3	43							4	31
None			5	83			4	57							9	69
Teaching			6				7								13	
Lack of market information									6	75	9	100	6	75	9	100
Low payment/ wages									5	62	9	100	5	62	9	100
Low prices in the market											9	100			9	100
Transportation to market									3	37	2	22	3	37	2	22
Farming									8		9		8		9	
Lack of market information					1	20							1	17		
Low payment/ wages			2	29	3	60	5	62					3	50	7	47
Transportation to market					1	20							1	17		
Packing machine are not available					1	20							1	17		
None	1	100	5	71	1	20	3	37					2	33	8	53
Private Job	1		7		5		8						6		12	
Low payment/ wages					3	27							3	27		
None					8	73							8	73		
Government job					11								11			
Lack of market information			1	33											1	25
Low payment/ wages			1	33	1	25							1	20	1	25
Transportation to market			1	33											1	25
None	1	100	2	67	3	75	1	100					4	80	3	75
Shop keeping	1		3		4		1						5		4	
Low payment/ wages	1	50			1	100							2	67		
Transportation to market	1	50											1	33		
Boat making	2				1								3			
Low payment/ wages					1	33							1	25		
Boat parking problem					1	33							1	25		
Transportation to market					1	33							1	25		
Lack of facility eg deep freezer					1	33							1	25		
None	1	100											1	25		
Shrimp/fish seller	1				3								4			
Low payment/ wages					3	43							3	43		
Lack of material					1	14							1	14		
None					3	43							3	43		
Vocational jobs					7								7			
Lack of market information									3	100			3	60		
Low payment/ wages					1	50							1	20		
None					1	50							1	20		
Labour					2				3				5			

multiple response

*Vocational jobs: motor mechanic, barber, tailor, driver

Table – 61
Benefits from Training by Type of Training

	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Increase income			3	100	2	14	2	100					2	13	5	100
Quality improved							2	100							2	40
Utilize as a source of income/get a job	1	100											1	7		
Work get easier					1	7							1	7		
Not trained/don't know					11	79							11	73		
Workplace	1		3		14		2						15		5	
Increase income					5	100	1	100			10	83	5	38	11	85
Quality improved					1	20	1	100					1	8	1	8
Work get easier					1	20							1	8		
Not trained/don't know									8	100	2	17	8	61	2	15
Near by city					5		1		8		12		13		13	
Increase income			1	33			2	100							3	60
Quality improved							2	100							2	40
Utilize as a source of income/get a job			1	33											1	20
Not trained/don't know			1	33											1	20
NGO			3				2								5	
Increase income					2	40	5	83					2	40	5	83
Quality improved					3	60	3	50					3	60	3	50
Formal training					5		6						5		6	
Increase income			1	100											1	33
Utilize as a source of income/get a job			1	100											1	33
Not trained/don't knows							1	100							1	33
Vocational training center			2				1								3	

Table – 62
Safety Measures Taken by Type of Livelihood

	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	15	33			6	37			34	85	1	25	55	54	1	25
No	25	56			7	44			6	15	1	25	38	38	1	25
No response	5	11			3	19					2	50	8	8	2	50
Fishing	45				16				40		4		101		4	
Yes			6	29			17	68			1	33			24	49
No			12	57			8	32			1	33			21	43
No response			3	14							1	33			4	8
Sewing/handicraft			21				25				3				49	
Yes			2	20					7	100	18	62	7	100	20	51
No			7	70							10	34			17	44
No response			1	10							1	3			2	5
Shrimp/fish cleaning			10						7		29		7		39	
Yes	1	50	1	20			1	100	7	100	6	54	8	80	8	47
No	1	50	4	80	1	100					5	45	2	20	9	53
Net making	2		5		1		1		7		11		10		17	
Yes							11	92							11	79
No							1	8							1	7
No response			1	100							1	100			2	14
Selling small items			1				12				1				14	
Yes			2	33			4	57							6	46
No			2	33											2	15
No response			2	33			3	43							5	38
Teaching			6				7								13	
Yes									4	50	7	78	4	50	7	78
No									4	50	2	22	4	50	2	22
Farming									8		9		8		9	
Yes					2	40	6	75					2	33	6	40
No	1	100	4	57	1	20							2	33	4	27
No response			3	43	2	40	2	25					2	33	5	33
Private Job	1		7		5		8						6		15	
Yes					3	27							3	27		
No					4	36							4	36		
No response					4	36							4	36		
Government job					11								11			
Yes					1	25							1	20		
No response	1	100	3	100	3	75	1	100					4	80	4	100
Shop keeping	1		3		4		1						5		4	
Yes	1	50			1	100							2	67		
No	1	50											1	33		
Boat making	2				1								3			
Yes					1	33							1	25		
No response	1	100			2	67							3	75		
Shrimp/fish seller	1				3								4			
Yes					2	29							2	29		
No					4	57							4	57		
No response					1	14							1	14		
Vocational jobs					7								7			
Yes					1	50			3	100			4	80		
No					1	50							1	20		
Labour					2				3				5			

multiple response *Vocational jobs: motor mechanic, barber, tailor, driver

Table – 63
Safety Measures by Type of Livelihood

	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
First aid/self medication	2	7							19	56	1	100	21	38	1	100
Home remedies											1	100			1	100
Work carefully	14	93											14	25		
Doctor									15	44			15	27		
Use protection					4	67							4	7		
Cut the sharp ends of fishes					2	33							2	4		
Fishing	15				6				34		1		55		1	
First aid/self medication			5				4								9	
Home remedies			1												1	
Rest							12								12	
Use protection							1								1	
Doctor											1				1	
Sewing/handicraft			6				17				1				24	
First aid/self medication			2	100							7	39			9	45
Doctor									7	100	7	39	7	100	7	35
Home remedies											2	11			2	10
No response											2	11			2	10
Shrimp/fish cleaning			2						7		18		7		20	
First aid/self medication	1	100	1	100							5	83	1	14	6	75
Use protection							1	100							1	12
Doctor									7	100	1	17	7	100	1	12
Net making	1		1				1		7		6		8		8	
First aid/self medication							5	45							5	45
Rest							6	55							6	55
Selling small items							11								11	
First aid/self medication			2	100			1	25							3	50
Rest							2	50							2	33
No response							1	25							1	17
Teaching			2				4								6	
First aid/self medication									4	100	7	100	4	100	7	100
Farming									4		7		4		7	

Continue.....

	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
First aid/self medication							1	17							1	17
Use protection					2	100	1	17					2	100	1	17
Rest							2	33							2	33
Work carefully							1	17							1	17
Home remedies							1	17							1	17
Private Job					2		6						2		6	
Work carefully					3	100							3	100		
Government job					3								3			
Rest					1	100							1	100		
Shop keeping					1								1			
Work carefully	1	100			1	100							2	100		
Rest					1	100							1	50		
Boat making	1				1								2			
Work carefully					1	100							1	100		
Shrimp/fish seller					1								1			
Use carefully					1	50							1	50		
Work carefully					2	100							2	100		
Vocational jobs					2								2			
First aid/self medication									3	100			3	75		
Use protection					1	100							1	25		
Labour					1				3				4			

multiple response *Vocational jobs: motor mechanic, barber, tailor, driver

Table – 64
Reasons for not Taking Safety Measures

	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
No facility	10	40			1	14			6	100			17	45		
No safety equipment available					4	57							4	11		
Not needed					1	14							1	3		
Work carefully because it's our daily routine	2	8									1	100	2	5	1	100
Lack of knowledge	1	4			1	14							2	5		
No response	13	52											13	34		
Fishing	25				7				6		1		38		1	
Not needed			2	17											2	10
No safety equipment available							4	50							4	19
Don't know about safety measures							3	37							3	14
Difficulty to use safety measures							1	12							1	5
Work carefully because it's our daily routine			2	17											2	10
No facility			1	8											1	5
No response			7	58							1	100			7	33
Sewing/handicraft			12				8				1				21	

Continue.....

	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Work carefully because it's our daily routine			1	14							7	70			8	47
Not needed											1	10			1	6
No response			6	86							2	20			8	47
Shrimp/fish cleaning			7								10				17	
No facility	1	100	2	50									1	50	2	22
Work carefully because it's our daily routine											5	100			5	56
Not needed					1	100							1	50		
Treat at home			1	25											1	11
No response			1	25											1	11
Net making	1		4		1						5		2		9	
Lack of knowledge							1	100							1	100
Selling small items							1								1	
Not needed			1	50											1	50
Treat at home			1	50											1	50
Teaching			2												2	
Work carefully because it's our daily routine											2	100			2	100
No facility									2	50			2	50		
No t needed									1	25			1	25		
No response									1	25			1	25		
Farming									4		2		4		2	
Work carefully because it's our daily routine			1	25											1	25
Lack of knowledge					1	100							1	50		
No response	1	100	3	75									1	50	3	75
Private Job	1		4		1								2		4	
Lack of knowledge					2	50							2	50		
No safety equipment available					3	75							3	75		
Government job					4								4			
Work carefully because it's our daily routine	1	100											1	100		
Boat making	1												1			
Not needed					1	25							1	25		
Lack of knowledge					1	25							1	25		
Difficulty to use safety measures					1	25							1	25		
No response					1	25							1	25		
Vocational jobs					4								4			
No response					1	100							1	100		
Labour					1								1			

multiple response

*Vocational jobs: motor mechanic, barber, tailor, driver

Table – 65
Respondent's Income by Type of Livelihood

Income	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
< 1000	4	9											4	4		
1,000-3,000	12	27							12	30	4	100	24	24	4	100
3,000-5,000	11	24			5	31			16	40			32	32		
5,000-8,000	14	31			2	12			3	7			19	19		
8,000-12,000	1	2			5	31			2	5			8	8		
12,000-16,000	1	2			2	12							3	3		
16,000-20,000					1	6							1	1		
> 20,000	1	2			1	6							2	2		
No response	1	2							7	17			1	1		
Fishing	45				16				40		4		101		4	
< 1000			3	14			2	8							5	10
1,000-3,000			9	43			16	64			3	100			28	57
3,000-5,000			6	29			5	20							11	22
5,000-8,000							1	4							1	2
8,000-12,000																
12,000-16,000																
16,000-20,000																
> 20,000																
No response			1	5			1	4							2	2
Sewing/handicraft			21				25				3				49	
< 1000																
1,000-3,000			8	80											8	20
3,000-5,000			1	10											1	3
5,000-8,000																
8,000-12,000																
12,000-16,000			1	10											1	3
16,000-20,000																
> 20,000																
No response									7	100	29*	100	7	100	29	74
Shrimp/fish cleaning			10						7		29		7		39	
< 1000	1	50	2	40									1	10	2	12
1,000-3,000			3	60					1	14			1	10	3	18
3,000-5,000							1	100	2	29			2	20		
5,000-8,000									1	14			1	10		
8,000-12,000																
12,000-16,000									1	14			1	10		
16,000-20,000																
> 20,000																
No response	1	50			1	100			2	29	11*	100	4	40	12	71
Net making	2		5		1		1		7		11		10		17	
< 1000							1	8							1	7
1,000-3,000							8	67							8	57
3,000-5,000							1	8							1	7
5,000-8,000			1	100											1	7
8,000-12,000																
12,000-16,000																
16,000-20,000																
> 20,000																
No response							2	17			1	100			3	21
Selling small items			1				12				1				14	

Continue.....

Income	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
< 1000																
1,000-3,000			4	67			2	29							6	46
3,000-5,000							2	29							2	15
5,000-8,000			2	33			1	14							3	23
8,000-12,000							1	14							1	8
12,000-16,000							1	14							1	8
16,000-20,000																
> 20,000																
Teaching			6				7								13	
< 1000																
1,000-3,000									1	12	5	56	1	12	5	56
3,000-5,000									3	37			3	37		
5,000-8,000									2	25			2	25		
8,000-12,000									2	25	1	11	2	25	1	11
12,000-16,000																
16,000-20,000																
> 20,000																
No response											3*	33			3	33
Farming									8		9		8		9	
< 1000																
1,000-3,000			4	57			3	37							7	47
3,000-5,000	1	100	2	29			2	25					1	17	4	27
5,000-8,000			1	14	1	20	2	25					1	17	3	20
8,000-12,000					1	20							1	17		
12,000-16,000					1	20							1	17		
16,000-20,000																
> 20,000																
No response					2	40	1	12					2	33	1	7
Private Job	1		7		5		8						6		15	
< 1000																
1,000-3,000																
3,000-5,000																
5,000-8,000					5	45							5	45		
8,000-12,000					4	36							4	36		
12,000-16,000					2	18							2	18		
16,000-20,000																
> 20,000																
Government job					11								11			

Continue.....

Income	Karachi				Gawadar				Badin				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
< 1000																
1,000-3,000			3	100	1	25							1	20	3	75
3,000-5,000					1	25	1	100					1	20	1	25
5,000-8,000	1	100											1	20		
8,000-12,000					1	25							1	20		
12,000-16,000																
16,000-20,000																
> 20,000																
No response					1	25							1	20		
Shop keeping	1		3		4		1						5		4	
< 1000																
1,000-3,000																
3,000-5,000	1	50											1	33		
5,000-8,000					1	100							1	33		
8,000-12,000																
12,000-16,000																
16,000-20,000																
> 20,000																
No response	1	50											1	33		
Boat making	2				1								3			
< 1000																
1,000-3,000					1	33							1	25		
3,000-5,000					1	33							1	25		
5,000-8,000	1	100											1	25		
8,000-12,000																
12,000-16,000																
16,000-20,000					1	33							1	25		
> 20,000																
Shrimp/fish seller	1				3								4			
< 1000																
1,000-3,000																
3,000-5,000					3	43							3	43		
5,000-8,000																
8,000-12,000					4	57							4	57		
12,000-16,000																
16,000-20,000																
> 20,000																
Vocational jobs					7								7			
< 1000					1	50							1	20		
1,000-3,000																
3,000-5,000					1	50			2	67			3	60		
5,000-8,000									1	33			1	20		
8,000-12,000																
12,000-16,000																
16,000-20,000																
> 20,000																
Labour					2				3				5			

multiple response

*Vocational jobs: motor mechanic, barber, tailor, driver

* Note: most of the women in Badin doing different type of work but their earning was not came as individual but the part of their HH income.