

2015

Post Internship Gender Review Report  
Youth Internship Program

Submitted to: The Aga Khan Rural Support Program, Gilgit Baltistan

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## **1. Introduction**

The contemporary world is to greater extent or fully market oriented. In a highly competitive market selling services and seeking opportunities for employment or self-employment is not easy for the youth. The youth who are well equipped with skills, knowledge and attitude can easily compete and meet the criteria of an employer or of the market demands. Acquiring required skills, needful content knowledge and desirable attitude can win the competitive market as well as the will of an employer for the individuals. Consequently, accumulation of the successes of the individual skillful youth could formulate a prosperous and healthy social setup where positive yet tighten competition of winning. Such transition of micro-level to macro-level in building up of a society necessarily entails some rigorous and systematic training of the youth.

The Aga Khan Rural Support Programme (AKRSP) initiated an internship programme to inculcate skills, knowledge and attitude in the selected interns for three months long rigorous training sessions from Gilgit and Baltistan regions through its Youth Internship Programme (YIP). This year AKRSP outsourced a review study with plausible strands of the gender and geographical assessments of the successes and employability of the interns. The review study conducted by the Environs Tech Consulting reveals some interesting features a propos gender and geographical employability, self-employability, success stories and non-employability of the interns. In what follows an explicit overview of the study will be delineated.

## **2. Major Objectives of the Study**

Following are main targets of this review study:

- Constructing a list of the whereby of YIP beneficiaries in terms of “who is doing what and where?”
- To conduct Gender analysis of benefits, who benefits or benefited more from the internship experience.
- To conduct Geographical & gender analysis of; who benefits or benefited more from the internship program.
- To discern whether the interns acquired ability to compete market for self-employment;

## **3. Methodology**

A team comprised of two consultants conducted the gender analysis of a group of internees who have completed their internship from different government departments, NGOs, financial institutes under AKRSP’s Youth Internship Program. The consultants’ used different means to contact with the interns to get interact with them. A designed questionnaire was contributed to all the sample internees via email following by a text message on their cell phones. The text message was consisted of information about email and its objective. They were given a week long span of time to fill the questionnaire and send back. For clarifications and any other information, two cell phone numbers were given to the respondents.

Secondly, face to face interviews were conducted with available internees. Most of them were interviewed at their work place and business site at appointed time. Information was gathered through the interviews, collected success stories from job achievers and who has started their own business.

Thirdly, telephonic interviews were conducted for those internees who have not access to the internet and face to face interviews. They were interviewed on their own will and appointed time. The internees were informed about the telephonic interview and they agreed upon and spared time. On their convenient time the consultants made a telephone call to get the information. This method of interview remained successful and convenient for the internees as well. For the interviews used structured questionnaire and open ended success story.

Their responses were entered on an excel spreadsheet for detail information about “who is doing what and where” and calculated their responses gender and region wise. Their responses were analyzed section wise and results are presented in the relevant sections.

### **3.1 Ethical Considerations**

All respondents to the survey and individual interviews were provided clear information about the survey, its purpose, the use of the data and how it would be reported. All of them were sent an email followed by a message on their cell phones to inform about the mail. For face to face interview, convenient time and venue was selected and mostly in the offices and workplace of respondents with no other person present. For telephonic interviews, convenient time was finalized by the respondents and consultants had made a call to interview on their given time.

### **4. Geographically Gender Analysis of YIP Beneficiaries (Gilgit Baltistan)**

**Gilgit-Baltistan** covers an area of 72,971 km<sup>2</sup> (28,174 mi<sup>2</sup>) and is highly mountainous. This region has an average altitude of 3000 meters and contains several peaks with an altitude of over 6700 meters. According to the 1998 census total population of Gilgit Baltistan was 8, 84,000 and it was projected that the population will reach to 1,301,000 in 2013. (Statistical cell, P&DD GB) The population of women will be 6, 210, 00 and men will be 6, 800,00 in this project population. According to the statistical cell estimation total literacy rate of Gilgit Baltistan will be 60% and men literacy would be 70% as well as women literacy rate is 50%. (Statistical cell, P&DD GB)



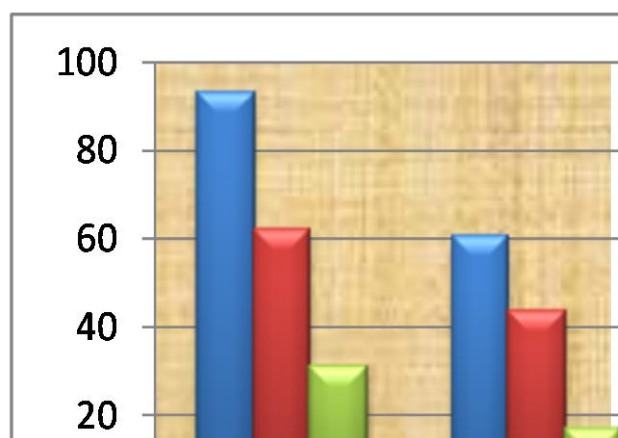
AKRSP is working in Gilgit Baltistan and it has divided Gilgit Baltistan in two regions: Gilgit region and Baltistan region. In these two regions there are seven districts. It has provided capacity building and skill development opportunities through youth internship program for fresh men and women graduates of Gilgit Baltistan to gain practical experience in government line departments, nonprofit and for profit sector.

In Table 4.1, 93 of internship beneficiaries were selected for this post internship gender review consisting of (31(33.33%)) women and (62(66.66%)) men beneficiaries. The overall response

rate was (61(66%)). Likewise, gender wise response rate was (17(54%) and (44(71%) women and men respectively.

Gender wise response rate of Gilgit Baltistan is shown in Table 4.1.

**Table 4.1:** Geographically Gender Analysis of YIP Beneficiaries (Gilgit Baltistan).



Survey Sample						Response Rate					
Women		Men		Total		Women		Men		Total	
No	%	No	%	N	%	No	%	No	%	No	%
31	33.33	62	66.66	93	100	17	54%	44	71%	61	66%

With regard to “who has more access to capacity building and skill development opportunities” (Men or Women) the bar chart graphically displays that men had more access to capacity building and skill development opportunity than women in overall internship program. With regard to sexual differential, men respondents were 44 while 17 women had responded and response rate (71% men & 54% women)) shows that men has more response rate then women as well. According to the assessed data it can be stated that 66.66% youth men has more access to internship program and only 33.33% women youth have access to youth internship program.

#### 4.1 Gilgit Region

District Gilgit is administrative capital of Gilgit Baltistan. It is located at an area of 72,496 km in the North east of Pakistan situated within the massive Karakorum Range. Gilgit region consisted of four districts: Gilgit, Ghizer, Astore and Hunza Nager. According to Gilgit Baltistan statistical cell Gilgit district ranges highest in projected literacy rate (73%) in 3013. And other districts of this ranges as: Ghizer (70%), Astore (62%) and Hunza Nager (72%) projected literacy rate.

Youth Internship Program in Gilgit region has notable increase in women’s access for to capacity building and skill development opportunities contrarily to the other region. The assessment

found that 42.42% fresh graduate women and 57.57% men of Gilgit region had access to YIP opportunity. There is not a huge difference in access to YIP between men and women in this region. On the other hand response ratio of men and women is also encouraging as it is 57% in women and 68% in men. Consultants have found positive change in this region. However, it can be stated that this region of AKRSP is gender sensitized in the context of access to capacity building and skill development.

The table below shows the facts and figures regarding gender wise accessibility and response rate.

Survey Sample of Gilgit Region						Response Rate of Gilgit Region					
Women		Men		Total		Women		Men		Total	
No	%	No	%	N	%	No	%	No	%	No	%
28	42.42	38	57.57	66	100	16	57.14	26	68.42	42	63.63

#### 4.2 Baltistan Region

Skardu is the regional headquarter of Baltistan region and the region consisted on two districts: district Skardu and district Ghanche. Projected literacy rate in district Skardu is 57% and 61% in Ghanche in 2013. (Statistical Cell P&D Gilgit Baltistan)

Baltistan region is a highly gender biased region in the context of access to capacity building and skill development opportunities for women. Only eleven percent (11%) women had access while eighty nine percent (89%) men had access to youth internship program which provides capacity building and skill development opportunities for fresh youth graduate men and women. On the other hand response ratio of men and women has high difference, too. Only one women (33%) had responded to the review study while eighteen men (75%) had responded to this review study. In the view of these facts and figures it easily can be stated that this region has low access for women to knowledge and skills that is fundamental to take their role in their own life, at home and in the society. Baltistan is highly gender biased region in Gilgit Baltistan.

Survey Sample of Baltistan Region						Response Rate of Baltistan Region					
Women		Men		Total		Women		Men		Total	
No	%	No	%	N	%	No	%	No	%	No	%
3	11	24	89	27	100	01	33	18	75	19	70

### 4.3 Employability and Income Enhancement

We have total sixty one (61) respondents: 44 men and 17 women from all over Gilgit Baltistan. Because of the internship program, 48% men and 41% women became able to increase their income through getting jobs in different governmental, financial and nongovernmental institutes. Although, there are least opportunities available for both men and women equally in Gilgit Baltistan as cited by many internship beneficiaries. Furthermore, 14% men and 12% women have generated their income through self employment. Mostly of the men had started their own businesses in the market but women were engaged in household product manufacturing such as handicraft making and fruit processing sectors.

However, 39% men and 47% women are still unemployed in Gilgit Baltistan. They are in search of employment since their internship. A summary has been listed in table.

**Table 4.3. Employability**

Geographic	Employed		Self-employed		Un-employed	
	Men	Women	Men	Women	Men	Women
<b>Gilgit</b>	12(46%)	6(37.5%)	4(15%)	2(12.5%)	10(38%)	8(50%)
<b>Baltistan</b>	9(50%)	1(100%)	2(11%)	0	7(39%)	0
<b>Gilgit-Baltistan</b>	21 (48%)	7(41%)	6(14%)	2(12%)	17(39%)	8(47%)

There is different scenario in the two regions of Gilgit Baltistan according to gender wise employability. Genderwise employability of regions is also described in the table above which is seriously to be focused. As in Baltistan region there was only one women who has responded to the interview and only women was employed, too. There are zero percentage in other fields such



as self employment and unemployment. In Gilgit region 37.5% women are employed and 12.5% are selfemployed while 50% are unemployed. Contrarily, there are only 38% men are unemployed which shows that there are less access for women to jobs and start self businesses.

## 5. Perception of Beneficiaries

Perception of beneficiaries mainly hinges on getting to know about YIP alumni, who were able to secure job during or right after completing their internship, regarding the helpfulness of skill they acquired during the pre-induction workshop and during their placement at various host organizations. It is to explore whether YIP helped them acquire Knowledge, Skill Attitude (KSA) required by employers or demanded by market orientations. This part mainly will explore the changes that the beneficiaries felt in their personal and professional life after going through the programme.

### 5.1 Knowledge

The term ‘Knowledge’ is horrendously complex and dreadfully abstract. A simple tractable definition of knowledge seems not possible. Thus, for the qualitative and quantitative assessments there was a dire need to devise some effective and efficient indicators which could replicate *knowledge* in phenomenological way or better in empirical way. These indicators are: skill development, entrepreneurship, youth issues, social mobilization, gender and job hunting, as can be seen from Table 5.1.

**Table 5.1: Knowledge**

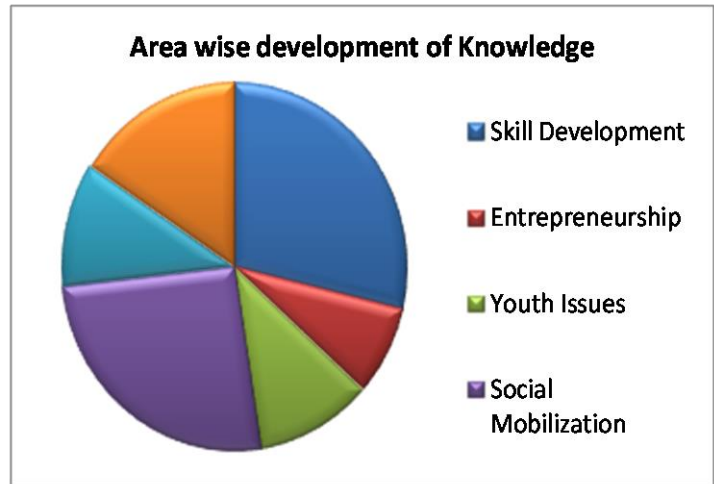
S #	Description	No of Responses	Percentage
1.	<b>Skill Development</b>	38	29%
2.	<b>Entrepreneurship</b>	11	8%
3	<b>Youth Issues</b>	14	11%
4	<b>Social Mobilization</b>	34	26%
5	<b>Gender</b>	15	11%
6	<b>Job Hunting</b>	21	16%
<b>Total</b>		133	100%

The explication of knowledge in terms of devised tools is given as what follows. The convention ‘Yes’ means that the interns became familiar after the completion of the internship. Now, Table 5.1 and pie graph gives us the details.

Thirty eight (29%) interns are convinced that the internship enabled them to know how to develop the

skills. A stark contrast can be seen in entrepreneurship. Only eleven (8%) interns are convinced about the realization of entrepreneurship. As regards the youth issue, fourteen (11%) interns are enabled to realize

From the column social mobilization of the Table 5.1, one can clearly see that (26%) interns feel that internship increased awareness about social mobilization. The gender column depicts that fifteen (11%) interns gained insight into the gender issues. Last but no way least; twenty one (16%) interns felt that internship course help them in hunting jobs.



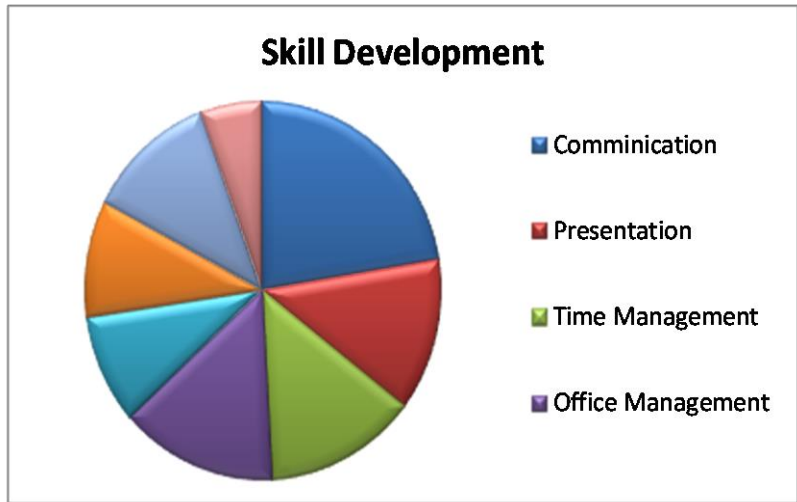
## 5.2 Skill

Notwithstanding, skill development remained to be the main thematic and pragmatic area of the internship, because most likely, only developed skills can lead to employment and a successful career. Or that skill development is tedious, energy and time consuming, and that needs rigorous training, unlike other tools of knowledge assessment. In any way we developed sub-tools of skill development to thoroughly assess the gist of employability and skill correlation.

Table 5.2: Skill development

	Total	Communication	Presentation	Time Management	Office Management	Surveying	Data Collection	Reporting	Conflict Management
No of Responses	162	37	21	22	23	15	16	19	09
Percentage	100	22.83	12.96	13.58	14.19	9.25	9.87	11.72	5.55

We elucidate the facts and figures given in Table 5.2 as what follows. For this purpose, we will keep the convention (Yes) intact given in Sec. 5.1. Under Communication column of Table 5.2, one can see that the internship enhanced thirty seven (22.83%) interns communication skill. Similarly, twenty one (12.96%) interns are convinced that YIP boosted up their presentation level. As regards the time management, twenty two (13.58%) interns' ability of time management increases as a result of internship programme. One can observe a slight difference of the pattern in office management.



There seems a more visible deviation in learning process of the surveying techniques by the interns

from the Youth Internship Programme. Contrary to the previous skill indicator, only fifteen (9.25%) interns able to increase the learning about surveying techniques. A slight difference can be observed about learning of the data collection techniques, as sixteen (9.87%) internship illuminates have learnt. The reporting column says nineteen (11.72%) enhanced their reporting skills. In conflict management the lowest learning process took place. Only nine (5.55%) interns said 'Yes' in learning about conflict management.

### 5.3 Attitude

From table 5.3 one can see 12.90% respondents are convinced to learn about passive attitude while 6.45% are convinced to know about aggressive attitude and 64.51% are convinced to learn about assertive attitude. 16.12% are convinced to learn about attentive attitude.

**Table 5.3: Attitude**

	Passive	Aggressive	Assertive	Attentive	Total
Responses	04	02	20	05	31
Percentage	12.90	6.45	64.51	16.12	100

## 6. Social Mobility, Confidence and Access to Financial & Material Resources

Internship program had great impact on the social mobility of the men and women internees equally. To assess the social mobility and access to job market was analyzed through Harvard Analytical Framework. Although, Harvard Analytical Framework poses severe limitation as a sole applicable tool in context of Gilgit Baltistan. This method, we will give us clear and insightful picture of gender issue. Women have mentioned that because of internship program, their social mobility towards going out of home to hunt jobs and to purchase their personal requirements from the market is increased. From total women population 88% women stated that internship program has increased their mobility and now they are comfortable to meet with strangers in the market and offices. The biggest change in their life for them was that they even women freely visit to governmental, financial and nongovernmental institutes to hunt jobs and market their skills. From total men population 95% mentioned that this program has increased their confidence and mobility towards the job market. Both men and women commented that internship program increased their movement, sociability, and extending of ties to people outside of their families as well as work place.

In response of this question “did your mobility increased because of the internship?” To this end we prefer to call this the “Activity Locus”, in the language of Harvard Analytical Framework.

From Table 6.1 one can see out of a total forty four (44) male interns only two (5%) feel no increase in their mobility whereas the mobility of forty two (95%) male interns is increased by Youth Internship Program. Slight difference of pattern can be observed for the female interns as well. From a total of seventeen (17) females four (12%) feel no increase in mobility whereas thirteen (88%) are in ‘Yes’ position. Similarly, the confidence level can be observed for both male and female interns with a little difference in pattern formation.

Likewise, 94% women mentioned that they have **access** to their financial income, material resources and assets. They further mentioned that internship program has enhanced their access towards their in cash and in kind belongings. Now they have direct access to market to purchase clothing, cosmetics, and household requirements for themselves. They have further access to job market to hunt jobs for themselves, even. From total men population 89% had mentioned that internship program has increased their access to their in cash and in kind belongings.

**Table 6.1(a): Mobility, Confidence and Access**

Gender		Mobility	Confidence	Access
Men	Yes	42 (95%)	41 (93%)	39 (89%)
Women	Yes	15 (88%)	16 (94%)	16 (94%)

Now, let us see how many interns having access to the resources in the post internship period. Table 6.1(a) says eighty nine percent (89%) men interns have access to the resources. As regards the women, ninety six percent (96%) have secured access to the resources in post internship. One can deduce a healthy trend on the both sides, most of the men and women interns able to use resources as an offshoot of internship training learning.

## **7. Decision Making and Control over Income and Assets**

In Gilgit Baltistan where women interneers who have secured jobs and increased their income have greater participation in decisions also appear to have increased women’s control over cash and decision-making about household expenditures. Women participants have mentioned that

because of their increased income by employment and self-employment they now have greater control over income and can decide by themselves to use their earned income. 94% of total women population had believed that they have access to their financial and material resources. After going through internship 94% women are more involved in decisions about how much of their income they will utilize on cloths, garments, cosmetics and how much they will save for future. While face to face and telephonic interviews, young women interneers had mentioned that after internship they are much free to purchase jewelry and electronic items such as cell phones and laptops. They themselves decide about the utilization, exchanging, and reselling of these material assets.

In the context men interneers, access and decision making is increased after going through internship program as well. From total men population 89% had said that they have access to their financial and material resources but 84% had mentioned that they are in position of decision making.

Let us see where the interns stand as regards control of resources and decision making over utilization of these financial and material resources in the post internship era. From the Table 6.1(b), the control profile says that eighty nine percent (89%) men interns have control over resources whereas 84% are in position of decision making over utilization of these financial and material resources. The women interns are much better position of controlling resources. There are (94%) women interns who have control over financial and material resources.

**Table 6.1 (b) Control and Decision Making**

S #	Gender		Control	Decision Making
1.	Men	Increase	38 (89%)	37 (84%)
2.	Women	Increase	16 (94%)	16 (94%)

However, there was a question about decision making at household level over utilization of house hold financial and assets. There was a slight difference in the responses but they have clearly mentioned that although they decide over the utilization of these resources but with the consent of family members. There were multiple choices such as father, mother, brother, mother & father, myself & wife, myself & mother, myself & brother. In the row of self decision there is

a slight difference between men and women. 66% of total men and 65% of total women have mentioned that they are decision makers at household level. However, 3% in women and 16% in men had said that father has the authority to decide over the household level decisions. There are some internees appear to make joint decisions about how to spend their household income at household level. Overall detail of responses is shown in table 6.1 (b)

**Table 6.1(b): Who Make Decisions at Household Level?**

<b>Indicator</b>	<b>Numbers</b>	<b>Men</b>	<b>Women</b>
myself	40	29 (66%)	11 (65%)
father	10	7 (16%)	3 (18%)
mother	01	01 (2%)	00 (0%)
Brother	02	01 (2%)	01 (6%)
mother & father	01	01 (2%)	00 (0%)
myself and wife	01	01 (2%)	00 (0%)
myself & mother	02	01 (2%)	01 (6%)
myself and father	03	02 (4%)	01 (6%)
myself & brother	01	01 (2%)	00 (0%)
<b>Total</b>	<b>61</b>	<b>44</b>	<b>17</b>

## 7. Conclusions and Suggestions

Youth Internship Program of AKRSP is an initiative to provide practical hand on experience for the fresh graduates of Gilgit Baltistan. Being an equal opportunity provider, AKRSP provided opportunities for both men and women graduates in different disciplines. A review study regarding geographical and gender analysis has been carried out by using disintegrated data sets to find out “who is doing what and where after internship program” and who has benefitted more in the context of men and women internees. It has further explored impact of YIP on the practical and professional life of internees. There are evidences that internees (women and men) have increased their mobility, access, control and decision making over their personal financial and material resources because of youth internship program. Furthermore, access of women towards

the internship program is much lower than men. From the total population of beneficiaries only 33% women of GB had availed the benefit from the capacity building & skill development opportunity in terms of Youth Internship Program, while 66% men had availed benefit from the internship opportunities. To encourage women's participation in YIP, AKRSP may provide special facilities in terms of flexible policies for women graduates of Gilgit Baltistan. Furthermore, women graduates can be provided internship facility in their relevant district as well as Tehsil and UC to facilitate them at their door step.

The assessment showed that Gilgit region has notable increase in women's access to internship comparatively to the Baltistan region. Assessment found that 42.42% fresh graduate women of Gilgit region had access to youth internship program. There is not a huge difference in access to YIP between men and women in this region although opportunity can be provided equally by putting some more efforts to provide opportunities and facilities for women graduates of Gilgit region. On the other hand response ratio of men and women is also encouraging as it is 57% in women and 68% in men. However, this trend of women participation in internship program, enhancement of their mobility, access and control show positive direction and impact of the program on women empowerment and social equality in Gilgit region.

The study supports that, women of Baltistan region has less access to capacity building and skill development opportunities comparatively to men. Only eleven percent (11%) women had access while eighty nine percent (89%) men had access to youth internship program while AKRSP provides equal opportunities for men and women. A study can be conducted to investigate the reasons and causes of less access of women to youth internship program.

On the other hand only one woman had hardly responded to the review study which is alarming situation while eighteen men (75%) had responded to this review study. In the view of these facts and figures it can be affirmed that this region has low access for women to youth internship program. Baltistan is highly gender biased region in Gilgit Baltistan. In this regard, further deep studies are suggested with a large sample size to investigate further improvements.

Using Harvard Tool 1 the study collected data about men's and women's activities after internship program. It investigated that, "who is doing what and where" The detail description of internees is available in excel sheet (Annexure II). However, because of the internship program,



48% men and 41% women increased their income through getting jobs in different governmental, financial and nongovernmental institutes. While only 14% men and 12% women have generated their income through self employment. Therefore, internship program should include training sessions to develop entrepreneurship skills for both men and women internees. Because of internship program, women have enhanced their mobility towards hunting jobs in governmental, social and financial sector as well as creating self employment opportunities which is a very positive impact of the internship program.

Through interviews with women interns, the assessment identified high changes among the women towards their control and decision making over their earned income and assets which is another positive impact towards women empowerment and change in a men dominant and conservative society.

However, Baltistan region lacks in the mobility and access to capacity building and skill development opportunities for women. Therefore, a contextual study can be carrying out to identify the causes and to find out solutions.

Youth Internship Program has put women internees in a position to build on their capacities, professional skills and control over their resources. The program has enhanced their decision making not only on utilization of their personal assets; they are involved in the household decision makings, too.

### **Challenges Faced and Constraints**

During the study of youth internship program, the consultants have faced some challenges in data collection which are concisely mentioned under here:

- There were some internees who have no email addresses and we faced hinder to send them questionnaire to get their response
- Mostly internees do not check their email addresses because of that, they do not response in time.
- There were some cell phone numbers which were permanently switched off which also hindered to communicate with beneficiaries
- **Ill-responses:** There were few internees who were irritated and neither they were ready to talk telephonically nor via email. A beneficiary had sent consultants a text

message saying that **“Sorry I am not interested in your internship, don’t disturb me again, please not call, not message, not mail me”**

Annexure I: Questionnaire

Annexure II: Excel Spreadsheets

Annexure III: Success Stories