

IMPACT OF TRAINING ON HOME BASED WORKERS INCOME: A CASE STUDY OF THATTA DISTRICT

Humaira Jabeen¹, Riaz Ahmed Sheikh¹, Aijaz Khoso¹, Hakimzadi Wagan^{2*}

¹. Department of Management Sciences, Isra University Hyderabad

². Sindh Agriculture University, Tando Jam 70060, Hyderabad, Sindh, Pakistan

Corresponding author E-mail : hakimzadi@gmail.com

ABSTRACT: *The purpose of this study is to find out the real effect on the pre and post level of income of the various trainees for finding the effectiveness of training programs. In particular, the focus is on one of the project that was funded by International Labor Organization (ILO) in district Thatta. Home based workers are able to change per capita income as a result of home based workers training projects. Wilcoxon signed rank test is employed for the comparison of two related samples for finding the difference in mean ranks. Results indicate positive impact of training on home based workers' income.*

Key words: International Labor Organization, Human capital, home based workers

1. INTRODUCTION

ILO is working on many projects in Pakistan. ILO works on funded projects for promoting Gender Equality for Decent Employment (GE4DE) and successfully has completed many projects in urban and rural areas of Pakistan with the help of project implementing partners. Till now, it has been able to train about 1500 women and men from which 80% were women. As a result of these projects, it has been observed that many trainees were able to get a better job after training from urban areas and in rural areas many trainees were able to start small scale business efficiently. GE4DE work on the seven skills development projects in rural areas of Pakistan. In these projects main focus is on income generation through home based work. These projects are able to empower trainees in different means. Human capital is generally linked with education, experience, skills especially of small business owners who are considered a critical resource in small business and directly have impact upon business performance as found Rauch and Fress [1]. Studies on traditional human capital focused on employee's human capital and its impact on earnings see for example Becker and Huselid [2]. Later on this theory was also applied on small scale businesses see also Bruederl, Priesendoerfer and Ziegler [3]. King and mcgrath [4] examine the convergences between instruction, preparing and undertaking. Lusardi [5] demonstrates that lack of monetary education is broad among the U.S. population due to lack of awareness about essential money related ideas. Lusardi & Mitchell [6] worked for finding the reasons and results of monetary ignorance to better comprehend why retirement arrangements are missing and why such a large number of family units arrive near to retirement with practically no retirement plans. Tesoriero [7] in his study presented the assessment of ladies' Self Help Groups in south India. The study finds positive impact in terms of substantial increase in income.

2. MATERIAL AND METHODS

At first level, as project was a Gender Equality for Decent Employment for home-based workers, the implementing partner organizations were 'pre-selected' from the previous intervention. After this the consultation workshop with partners was held at Islamabad. A specialized training toolkit was developed and conducted for the stars, over the 14-day Training of Trainers (ToT). Then first capacity building

intervention was the Training of Trainers followed by Advanced Marketing training programs. Then four 14-day workshops were held. In which total of 25 Stars were trained. Following this, to improve capacity of the RHs in entrepreneurship, life skills and financial literacy, training workshops for each of the three components were delivered as follows:

5-Day Enterprise Development Training,

5-Day Life Skills and Literacy Training,

2-Day Financial Literacy Training.

After that developing curricula for selected elements of training for Common Interest Groups (CIGs). Delivering 11 trainings to 300 beneficiaries on Formation and Strengthening of CI Gs. Delivering 1 training to 44 participants for CIG management staff on effective CIG management: financial, marketing and administration. Delivering training to 44 participants for CIG management staff on Establishment of a Common Facilitation Unit. Common facilitation units were established, in Thatta at Izzat Khan Lashari village Mirpur Sakro. Visits to project sites by ECI and GE4DE teams were routinely made to ensure progress is in line with requirements.

2.1 Data:

Data used in this case study is taken from progress report of Thatta project. Variables are discrete, quantitative in nature and study is experimental in nature. Population comprised of all home based workers of Pakistan but sample was taken from Thatta. district using cluster sampling. Data comprised of 296 respondents. Their pre and post income was reported and difference was observed.

2.2 Hypothesis:

Ho=0: The difference between pre and post income of the respondents is not significant.

2.3 Analysis:

Wilcoxon signed rank test is a sort of non parametric statistical test used for the comparison of two related samples for finding the difference in mean ranks.

It is done on a few assumptions:

Data is paired and come from the same population.

Each pair is chosen randomly and independently.

The data is measured at least on an ordinal scale (cannot be nominal).

$$W = \left| \sum_{i=1}^{N_r} [\text{sgn}(x_{2,i} - x_{1,i}) \cdot R_i] \right|$$

Table 1. Test for Equality of Medians between Series

Method	df	Value	Probability		
Wilcoxon/Mann-Whitney		9.00	0.00		
Wilcoxon/Mann-Whitney (tie-adj.)		9.03	0.00		
Med. Chi-square	1	61.27	0.00		
Adj. Med. Chi-square	1	59.96	0.00		
Kruskal-Wallis	1	81.08	0.00		
Kruskal-Wallis (tie-adj.)	1	81.52	0.00		
van der Waerden	1	80.47	0.00		
Category Statistics					
		> Overall			
Variable	Count	Median	Mean Rank	Mean Score	
AFTER	288	5000	190.00	347.63	0.3683
BEFORE	283	2000	94.00	223.28	-0.37
All	571	3500	284.00	286.00	0.0026

3. RESULTS AND DISCUSSION

Computed value is lower than significance level of 0.05. So null hypothesis is rejected and alternative is accepted. Results clearly indicate that training is having direct and positive impact on the income of those who were part of training. Results of Thatta district are quite favorable indicating success of this training.

4.CONCLUSION

The purpose of this study was to assess the performance of home based workers. From multiple studies it is clear that not all workers possess skill and knowledge that are required for better livelihood for those who for some reasons are not able

to have access on such type of resources. Many of them require some sort of basic training. Recognizing this fact ILO conducted an assessment in Pakistan with the help of GE4DE and come up four districts that require such sort of training. The success of this training is a signal for the government that such project are able to bring significant change in the lives of masses specially there is need that government should also take such initiative for the betterment of home based workers.

REFERENCES

[1] Rauch, A., & Frese, M. Psychological approaches to entrepreneurial success: A general model and an overview of findings. *International Review of Industrial and Organizational Psychology*, 15, 100-135, 2000.

[2] Becker, B., & Huselid, M. High performance work systems and firm performance: A synthesis of research and managerial implications. *Research in personnel and human resource management*.

[3] Bruederl, J., Preisendoerfer, P., & Ziegler, R. Survival chances of newly founded business organizations. *American Sociological Review*, 57, 227-242, 1992.

[4] King, K., & McGrath, S. Globalisation, enterprise and knowledge: education, training and development in Africa. Monographs in *international education, Symposium*, Oxford, 230, 2002.

[5] Lusardi, A. Household Saving Behavior: The Role of Financial Literacy, Information, and Financial Education Programs. *The national bureau of economic research*, 109-149, 2009.

[6] Lusardi, A., & Mitchell, O. (2007). Financial Literacy and Retirement Preparedness: Evidence and Implications for Financial Education. *Business Economics*, 42 (1), 35-44, 2007.

[7] Tesoriero, F. Strengthening communities through women's self help groups in South India. Oxford University Press and *Community Development Journal*, 41 (3), 321-333, 2005.