



Rupani Foundation

Annual
Report

2013

An Overview on the progress, achievements and challenges faced and encountered during the year.

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Executive Summary

This report documents the annual progress and impact of program against the targets of annual plan, the overall objectives of the program is to (i) *empower parents for optimum development of their children and to set a pathway of lifelong learning through timely information and support during the first three years for the ECCD Project and (ii) create livelihood opportunities for the marginalized segment with a focus on women folk in Skill Development.*

To achieve these objectives Rupani Foundation has initiated with two major components

- ECD Bridges
- Skill Development program (SDP)

The ECD program particularly aimed to provide a comprehensive program of education for parents and primary caregivers of children from pre-natal to three and from three to six year of age. The purpose of this project is to make children of targeted age group, lifelong learners, assist parents and primary caregivers in building parenting skills and thus becoming their child's most influential teachers.

In SDP, primary focus remained in skill and product development and keeping the workforce busy with productive activities, around which they could sharpen their skill trait. The gems cutting and polishing centers in various localities in Nagar, Gilgit, Gahkuch and Immit accommodated around 38 women workers in gems cutting, jewelry making and soft stone carving activities with an average earning of more than six thousand rupees a month. For further skill enhancement of workers and improved quality of products, international expertise have been hired to train the workers of RF to launch its products into intentional markets thus paving way towards sustainability. To achieve the objectives, RF expanded its activities vertically and horizontally and established successful partnerships with international donor agencies i.e. Plan International, GIZ and USAID.

Introduction

Founded in 2007, Rupani Foundation (RF) a Pakistani not-for-profit is working to empower communities through its' various ECD and Skill Development Programs. Its initial constituency is the mountain communities which are most susceptible to natural disasters, political conflicts, extreme poverty and perpetual human suffering. Due to their remote location, these communities are typically marginalized from the rest of the country and lack the resources and support to even meet basic human needs.

Focusing on creating sustainable opportunities for the long term, the Foundation's underlying philosophy is to

- (i) *encourage entrepreneurship, particularly amongst women, for income generation;*
- (ii) *introduce grass root early childhood development programs, modeled on a global standard, that begin to lay an ethical foundation at the earliest stage of a child's development, so they become global citizens with the right set of humanistic democratic principles; and*
- (iii) *engage with those communities which are willing to take ownership to ensure sustainable participation.*

Gilgit-Baltistan a mountainous region in North of Pakistan is famous for home to world's highest mountains ranges and longest glaciers outside polar region. The features of harsh physical and climatic conditions coupled with lack of social and economic infrastructure, are some of the major factors for the prevalent poverty in the region. Although the area is rich in natural resources including minerals and gems but due to non existence of any primary infrastructure both in public and private sector, instead of holding myriad potential, this sector could not contribute enough in the overall economy of this mountainous region.

Intervention by Rupani Foundation in gems cutting and polishing in this remote part of the world is regarded as a catalyst along the value chain towards developing a vibrant gem sector by benefiting the local marginalized communities. The project is benefiting the target beneficiaries in the following way.

1. Involving the local communities with focus on poorest of the poor and women in income generating skill thus giving more off-farm economic options.
2. The trading practice of raw gems in the area is in the hands of local and non local affluent middlemen thus giving no benefit to the local communities. Through this intervention local people are the direct beneficiaries as income generators, income savers and self employers and entrepreneurs.

3. Value addition along the value chain in gem sector through cutting and polishing bring revenues many folds to the area than the trading in the form of raw gems thus likely to cast an overall economic impact to this impoverished region.
4. Mountain communities are mostly dependant on natural resources within a given habitat. Off farm income opportunities for the poor will mean less dependent on natural resources thus saving environmental degradation.

ECD Bridges

In partnership with Aga Khan Education Service, Pakistan (AKES, P), RF introduced two village based pilot programs in Pakistan which successfully completed their first pilot years of implementation in 2009. These programs have been further replicated in Pakistan, Afghanistan and Tajikistan recently and developed partnership with Plan Pakistan to establish 34 ECCD centers in rural Sindh.

- Agah Walidain (Informed Parents) is a home based customized program is training families with children in the pre-natal to three age group
- Project Umeed (Project Hope) is a grass root Montessori based program in Hyderabad, Sindh for the 3-6 age group
- ECCD Project Thatta

Agah Walidain-Informed Parents (AW-IP)

Agah Walidain has contributed significantly towards the positive involvement and participation of families for the holistic development of their children and to enhance their parenting skills. Increase knowledge and enhance parenting skills of parents and primary caregivers to become active agents of change in the child's holistic development in the following ways;

- Create a safe and positive parenting environment at home;
- Alleviate stress from parenting and promote a peaceful environment;
- Engage parents in regular literacy activities with their children;
- Identify critical areas of need through regular assessment and ongoing screening of the child.
- The child should receive
 1. An active, positive and stimulating environment to grow in;
 2. Love and nurturing for optimum development of their brain and body;
 3. Appropriate care as needed through ongoing screening and early intervention.

Key Achievements

Sessions

Conducting awareness sessions is a major component of AW-IP program in Early Childhood Development. AW-IP conducts different types of sessions for married couples, pregnant women, parents and children. These sessions are arranged at different RF centers on daily weekly and monthly basis.

New Replications and Future Plans in Gilgit-Baltistan

A new model of AW-IP has been replicated in Bubar Ghizer in Gilgit-Baltistan. Rupani Foundation AW-IP team imparted an elaborate training on Early Childhood Development to the local Family Support Motivators and Volunteers in Gilgit. The Bubar center, a low cost community based model own and run by community with technical support from Rupani Foundation, is a self sustain initiative. Rupani Foundation is planning to replicate such models in other areas of Gilgit-Baltistan especially those where communities are marginalized and disaster affected. In order to properly assess needs of the communities, Rupani Foundation conducted a thorough baseline survey in different areas of Gilgit and Hunza Region. Based upon the identified needs, Rupani Foundation has started dialogues in Attabad (a disaster affected region) and Mominabad (Ethnically marginalized community) to establish community owned AW-IP centers in order to facilitate marginalized communities of these villages. Dialogues are also underway with Local Council Altit and Karimabad.

Yoga

Worldwide many schools had been adopting Yoga as an integral part of early childhood development in order to change lifestyle of mothers, pregnant mothers, fathers and the children. Rupani Foundation has trained its' Yoga Staff from an internationally reputed institute in Karachi. These trained staff conducts Yoga sessions regularly at different AW-IP centers in Sindh and Gilgit. During the reporting period AW-IP has conducted Yoga Sessions at different community centers, a tabulated summary of the yoga sessions is as under;

Regions	Location	Sessions Conducted
Gilgit	AW-IP Gilgit	16
	AW-IP Bubur	1
	AW-IP Gitch	1
	Community Centers of Danyore and Sultan	12
Sindh	D.H.A Karachi institution	12
	D.H.A Karachi institution	6
	AW-IP Amin Abad Center.	6

Family Involvement for Child Development (FICD)

Family Involvement for Child Development is a customized program designed for children aging between 3-6 years. This program is a practical implementation of the research-based discoveries that say “Mother is the first teacher of a child, and home is her first school.” The program empowers and prepares parents for the optimum development of their child by increasing their knowledge regarding ECD.

Key Achievements

Tabulated summary of activities conducted under FICD Gilgit region during the reporting period is as under;

S. No	Activity	Sessions
1	FICD Intermediate Training For Mentors	1
2	Developed Teacher Package For Week 1 To Week 10 For Intermediate Classes	10
3	Developed Students Homework Packages For Week 1 To Week 10 For Intermediate Classes	10
4	Developed Students Packages For Beginner Classes	10
5	Meeting With Mothers And Mentors	4
6	Baby Show	1

Project UMEED (PU)

The prime focus of RF is the marginalized rural communities that are needed to be helped to get them into the mainstream through skill development and ECD, bringing change from the grass root level. In this regard RF has initiated with establishment of ECD centers and awareness sessions in rural areas of Sindh.

Key Achievements

During the reporting period following are the key achievement of AW-IP and Project Umeed.

Activities	Number
Open session Aminabad	16
Open Sessions Tando Mohammad Khan	75
Trainings on ECD relevant Topics	11
Event celebrations	10
AWIP content development	51
Awareness session on ECD	7
AW-IP Inauguration ceremony	1
ECD networking	1
Orientation visit	2
Material purchased and shipped	12
RBA workshop at Thatta	1
Home visits	12
New replication	6
Thatta project	3
FICD	3
Community Mobilization	5

New Replications

RF has replicated four AW-IPs centers at Mubarak Hyderabad, in Tarr Khowaja in the Local Council of Shah Bandar, and Muhammadabad Var and Mirpur Sakro in the Local Council of Thatta in Sindh. A FICD at Muhammadabad, Mirpur Sakro has also been replicated in Muhammadabad Var and Mirpur Sakro.

ECCD Project Thatta

Early Childhood Care and Development (ECCD) Project was launched in 2012 by Rupani Foundation in partnership with Plan Pakistan in district Thatta. The project aimed at providing an environment conducive for holistic development of children from 3-5 years and to mobilize and develop community especially parents to recognize the long term benefits of ECCD.

The project outset started with mobilizing communities through individual and collective corner meetings with notables, influential and active men and women members of the communities to get consent to establish ECCD centers in their localities. As a result, 19 educational committees comprising men and women were formed to get them actively involved in the process of establishment of centers. These committees took an active part to establish 34 community based ECCD centers in 19 villages of 04 UCs (Keen jar, Jar, Belo and Ali Bahar) of Taluka Sujawal, District Thatta, by identifying suitable spaces for the centers and eligible available human resource as caregivers. These committees also supported to moderate the primitive perceptions that working of young girls in offices is against tribal honor. Consequently, 33 women are serving in our centers as caregivers. There was an intensive six days training arranged for caregivers at the start of the project followed by two refresher courses during the year. Project outreach activities started with social mobilization, conducting sessions on importance of ECCD, child rights and protection for all the community members in general and adolescent members in particular in the targeted communities. Capacity building of caregivers and project staff was amplified through workshops, video and overland conferences. Training to caregivers on health and hygiene, first aid and awareness on preventive measures against measles were add-on voluntarily activities.

The objectives of the project are to increase access to quality ECCD and effective transition into formal schooling of the children, especially the most vulnerable and marginalized, through

- Strengthening community-based and district government level centre based ECCD systems and structures
- Empowering parents as primary community caregivers
- Contributing to advocacy for implementation of National ECE policy

Key Achievements

Since its inception following are the key achievements under ECCD Thatta Project,

- Established 34 ECCD centers in 04 UCs of Sujawal; Keen jar, Jar, Belo and Ali Bahar
- 68 male and female caregivers were hired and trained on ECCD practices.
- 19 Educational Committees were formed to mobilize communities and oversee the centers.
- 6 mega awareness sessions were conducted for parents on importance of ECCD.
- All 68 caregivers were trained on First Aid and Growth Monitoring by Aga Khan Health services team.
- Awareness session on measles was arranged for caregivers by involving government health department.
- Two district level workshops on Right Based Approach and Child rights were conducted with government line department.
- Arranged video conference for caregivers with caregivers of Muzaffar Gar ECCD project.
- A contextualized video on parenting skills was developed; 'Putli Tamasha'
- Celebrated international days; Universal Children's Day, International Mother's Day, and Father's Day
- Pakistan's Independence Day was also celebrated

Tabulated Summary of the Achieved targets in 2013 is as under;

Serial No	Description	Number
1	Established ECCD Centre	34
2	Awareness session on Child Protection and Child Rights for teenagers	1
3	Training on ECCD Teaching Methodology	1
4	Refreshers on ECCD Teaching Methodology	2
5	Formation of Education Committees	19
6	Advocacy Seminar on RBA	2
7	Mega Awareness sessions for Parents on Importance of ECCD	6
8	International Days Celebration	4
9	Video Conference Session	1
10	Video on Parenting Skills; Putli Tamasha	1
11	First Aid Training	1

Below Tables show the number of Children enrolled at the established centers across Thatta district.

S #	Village Name	Centre	Boys	Girls	Total
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		Name			
1	Rahib Amro	RA-001	7	23	30
		RA-002	5	25	30
		RA-003	10	19	29
		RA-004	11	19	30
2	Sheikh Rahyo	SR-001	12	18	30
		SR-002	12	14	26
3	Fateh Muhammad Soomro	FMS-001	15	11	26
		FMS-002	13	12	25
		FMS-003	14	13	27
4	Muhammad Yousuf Mallah	MYM-001	14	15	29
		MYM-002	14	12	26
		MYM-003	14	15	29
5	Adam Amro	AA-001	12	15	27
6	Kando Pusyo	KP-001	18	12	30
7	Usman Pusyo	UP-001	19	10	29
8	Gul Mallah	GM-001	14	9	23
		GM-002	15	9	24
9	Nizam Baran	NB-001	14	16	30
		NB-002	16	13	29
10	Hajji Tharo Gurmani	HTG-001	18	11	29
11	Allah Jurio Mirbahar	AJM-001	19	11	30
12	Hajji Ahmed Soomro	HAS-001	19	11	30
		HAS-002	18	11	29
13	Gul Hassan Soomro	GHS-001	16	14	30
14	Suleiman Soho	SS-001	12	15	27
		SS-002	16	14	30
		SS-003	14	14	28
15	Siddique Narejo	SN-001	17	13	30
		SN-002	14	14	28
16	Muhammad Khan Palepoto	MKP-001	11	19	30
		MKP-002	12	18	30
17	Jumoo Joghi	JJ-001	12	14	26
18	Leemo Mallah	LM-001	14	15	29
19	Qaim Mir Bahar	QM-001	14	15	29
Total			475	489	964

Success Stories and Case Studies

Muskan, 5 years old belongs to a small village Gul Mallah, was a rare speaker and too shy and seems



not interested in games. She did not know how to hold pencil and not conscious of learning. Muskan was 4.2 years old when she joined ECCD center. Muskan, now, has learned how to draw by using pencil and paper in a short period of time. Muskan quickly made friends, gained confidence and overcame her shyness while meeting children and adults. Today, someone can see how early stage learning has brought rapid change in Muskan. As one of first graduates of ECCD programme in Gul Mallah, she is, now, a vibrant child always surrounded by friends. Her Caregiver, Ruqia, says that "Though Muskan is good at all activities in ECCD center but her problem- solving skills in basic Mathematics are superb. She is always at ease, shows interest in activities and asks questions. She adds that Muskan, is quick to grasp new things and easy at learning. She add,

"Muskan motivates her peers by leading them in songs and games they have learned in ECCD Centre". Muskan's mother, Kaz Bano, says, *"ECCD programme has surfaced innate skills of my child".*

Mariam, mother of Kiran, smiled with pride as she talked about a day in the life of Kiran. She said,

"When she comes home, she is excited to tell me what she learned that day. She sings the poem that she learns at ECCD centre. She also likes to be cleaned and washes her hands without being asked."

Bashir Ahmed, caregiver at the ECCD centre, said,

"She has learnt in the center how to hold the pencil and how to trace".

He said that the programme had brought significant changes in the child since the ECCD Centre was established. Bashir said I and my colleague tried to motivate parents to take active participation in their children's learning. He further added that they organized group discussions to take measures to maintain discipline through attitude development and manifest early learning. It is encouraging that parents are continuously attending these meetings



Country Wide ECD Network

Rupani Foundation has recently initiated to establish a country wide ECD network in order to bring all NGOs and other relevant stakeholders together. The Foundation organized meetings in Karachi, Lahore and Islamabad on 11th, 12th and 13th April 2013 respectively, where representatives of various NGOs, donor agencies and government departments involved in ECD and discussed the mission, purpose, goals and objectives of the National ECD network. Participants agreed that the proposed network of ECD stakeholders is in national interest as it will provide a forum to share best practices and also help create a national awareness of the importance of ECD in development of a healthy and educated future generation of Pakistan. After successful deliberations, the participants agreed to form a National Steering Committee that would drive the effort to form the network, have it registered under appropriate laws and launch the network by the middle of the year. The first BoD Meeting would be held by mid January 2014.

ARNEC Membership

The Asia-Pacific Regional Network for Early Childhood (ARNEC) is one of the most extensive and fast growing networks for early childhood development in the Asia-Pacific region, covering 46 countries and includes East Asia, Southeast Asia, South Asia and the Pacific sub-regions, as well as Central Asia to a small extent.

The objective of ARNEC is to create a stronger and more dynamic ECD community in the Asia-Pacific, by equipping ARNEC members with updated knowledge to help them become effective advocates for holistic and inclusive ECD, by creating environment where members feel motivated and connected to participate and contribute in ARNEC activities, while making sure that ARNEC membership represents diverse communities and interests that make up the field of early childhood.

Rupani Foundation is registered as member of ARNEC with an aim to participate in the network's activities to become updated with the latest practices in ECD worldwide and contribute on international arena.





Skill Development

RF has partnered with many donor agencies such as Aga Khan Rural Support Program (AKRSP), USAID and GIZ in order to promote marketable skills among the youth focusing on females for overall socio-economic development of region. Foundation is actively engaged in facilitation of local cottage industry by training sizable critical mass in various trades. Rupani Foundation has pioneered in introducing structured trainings in Gems cutting and polishing to cater the future needs towards developing a vibrant gem sector. The Foundation has established 8 gems cutting and polishing centers across Gilgit-Baltistan and has graduated over 600 trainees, the majority of whom are women. The Foundation is in the process of delineate a strategy whereby these centers will be run as social enterprises owned and run by the workers or the community and these centers will be linked with a well established state of the art robust central gems processing unit. This will accelerate the processes and activate gems sector players in developing value chain from mine-to-market.

The women in these centers are trained free of cost with all the requisite services ranging from the application of technology and modern methods for gems cutting & polishing, stone certification, production of quality jewelry, storage, branding and the development of local markets. At present the Foundation is running 6 gems cutting & polishing centers across Gilgit Baltistan and Chitral managed with the support and collaboration of GIZ and USAID.

Skill development/Capacity Building in Gems Cutting & Polishing-GIZ Project

RF partnered with GIZ to impart marketable skills in multi trades like gems cutting & polishing, soft stone carving and jewelry making. This one year (from May 2012 to June 2013) pilot project was aimed to impart advanced level training in gems cutting and polishing to be competitive at international markets and adding value to cut & polished stones by imparting skills in jewelry making. Although, the project period was very short, but the project indicators shows that it has been instrumental in developing a local critical mass directly benefiting local marginalized communities. For the first time the cut and polished stones were accepted in the international market even the stones were processed by the trainees under the supervision of international master trainer.

Key Achievements

106 individuals are trained in non-traditional skills, wherein 79% are female;

GCPCs	Trades					Gender		Total
	Faceting	Jewelry	Carving	Stone dressing	Fine Arts	Male	Female	
Gahkuch	11	10	-	-	-		21	21
Immit	9	-	13	-	-	1	21	22
Gilgit	19	6	3	-	7	20	15	35
Nagar	14	7	-	7	-	2	26	28
Total	53	23	16	7	7	23	83	106

- Selection of trainees was on merit and trained individuals were from poor families;
- Four non-traditional skilled were introduced, e.g. Faceting, Jewelry making, carving, sculpture making (fine art) and stone dressing;
- Faceting training was planned through international master trainer, and 53 graduates were skillful in faceting, Jewelry making, carving, fine art and stone dressing skills imparted through national and local master trainers.
- Trained workforce was equipped with Sri Lankan prototype faceting units, Chinese made beads and drilling units and jewelry equipment from Pakistan.
- Skillful workforce produce marketable products in various ranges, like, 9 different faceted beads produced in precious and semi-precious gemstones, 7 jewelry products produced in brass and silver metals by fixing faceted precious and semi-precious gemstones, 20 carved products

introduced in local market and 4 themes (abstract, stylize, realistic and sculpture) were introduced in wooden and gemstones.

- Out of 106 trained workforce, 60% highly skilled workforce were given orders generated from local, national and international market.
- Participated in national and locally organized exhibitions
- Products produced by skilled workforce were exported to Japan

Technology Transfer and Skill Development in Gem Sector-USAID-SGAFP Project

RF has signed a two years project with USAID under Small Grants and Ambassadors Fund Program with a grant of Rs 25 million. The project is designed to develop critical mass in advanced skill in gems cutting & polishing and to scale up the gems production by installing state of the art bead milling machines at two project locations in Chitral and Hunza. Establishment of gems testing laboratory in Gilgit is the major component of the project which will facilitate local trades. This laboratory will be run by the trained staff and in this regard four individuals are undergoing four months training in gems testing techniques at University of Engineering & Technology Peshawar.

Key Achievements

Key achievements against the agreed milestones are outlined below

- 20 member Master Trainer's team at Aliabad Hunza Gemstone Cutting, Polishing Training cum Production Center (GCPC) completed 4 months intensive training under the supervision of Sri Lankan Resource Person on September 17, 2013.
- 10 Master Trainer's team out of 20 identified to impart training to 100 individuals at Hunza Center through proper assessment with the technical help of Sri Lankan Resource Person by RF team.
- 10 members Production Team were identified as per assessment undertaken by RF and Sri Lankan Resource Person, who are engaged in production. The products produced by these artisans have also been exhibited at National Exhibition at Lahore by RF Marketing team.
- 100 trainees identified for training at Hunza Center in October, 2013.
- RF Project team participated at 3 Days (5-8 September, 2013) National Exhibition held at Pearl Continental Hotel, Lahore which was organized by Jewel Time Pakistan. The RF team exhibits products produced at Hunza Center under the supervision of Sri Lankan Resource Person.
- The 4 member Gemmological Lab team training started at UET, Peshawar on September 20, 2013 and to be completed by January 29, 2014.
- Consignment of The Gem Lab equipments consignments reached RF Head Office in last week of December 2013.
- The National Resource Person is imparting training to 20 Master Training at Chitral Center and training of 20 Master Trainers expected to complete in March 25, 2013 and soon after the 20 Master Trainers at Chitral would be able to start training of 100 trainees from March 2014 onwards (in a phase wise schedule).
- Procurement of Beads Milling Machines from Sri Lanka, the order of which already placed in late August 2013 has been cleared from Customs Authorities and reached Gilgit in 2nd week of December 2013. The machines to be installed at Hunza Center in the first week of January, 2014 while at Chitral Center would be in mid March 2014.
- Contract was signed with the 40 trainees both in Hunza and Chitral as per requirement.
- Set up Gems Cutting and Polishing Centres in Hunza (Aliabad) and Chitral (Garam Chashma).

- Installed faceting units at gems cutting and polishing centre Hunza and Chitral (Garam Chashma)
- Out of 20 Master Trainer's produced under the supervision of International Master Trainer from Sri Lanka at Hunza Center, 10 Master Trainers have already started phase wise training to produce 100 workforce. Currently classes for trainees at Hunza Center are fully operational in two shifts (morning and afternoon) and from March onwards three shifts would be started. (Training Schedule is attached)
- Clear Quartz Beads samples whereby produced for Hasuna Company Japan by Production team at Hunza Center.
- RF marketing Staff organized one day local Exhibition on November 1, 2013, held at Gilgit, which was visited by Ms. Sadia Danish, Minister Tourism & Youth Affairs, Government of Gilgit-Baltistan, who greatly appreciated the product quality and finishing and admired funding agency.
- RF Consultant prepared a Gem laboratory design in December, 2013.
- Revised Milestone and work plan Grant Modification request submitted to SGAFP officials for approval on December 21, 2013.

Project Activities	Total Targets	Year 1 (Dec, 2013 - Dec, 2013)		
		Targets	Achievement	Variance
		A	B	(= A-B)
Appointment/Deputation of Project Staff	7	7	7	-
Holding Project Launching Ceremony	1	1	1	-
Procurement of Project Items as per Approved List		1	1	-
Establishing Training cum Production, Gemstone Cutting and Polishing Centers (GCPCs)	2	2	2	-
Organizing Training Course for the Team Managing Gemological Laboratory	1	1	1	-
Setting up a Gemological Laboratory in one of RF's already functional center in Gilgit	1	1	1	-
Selecting Resource Persons from Sri Lanka	2	2	2	-
Selecting the Trainees	240	140	90	50
Signing Agreements with Trainees	240	140	90	50
Organizing training for MTs	2	2	2	-
Selecting MTs after Completion of Course	20	20	20	-
Linking MTs with De Mairo Pvt Ltd	20	20	20	-
Providing Training to other Trainees	200	100	50	50
Establishing Sustainability Fund	1	1	1	-
Improving the livelihood Status of Trainees	240		-	-
Maintaining a Complete Database of Workforce/Trainees	1	1	1	-
Conducting an end Line Assessment, using this data base	1		-	-
Participating National Exhibitions	4	2	2	-
Filing Short Documentary	1	1	1	-
Publishing Articles in National Newspapers	4	2	2	-
Publishing Quarterly Press Release/Article in Local Newspapers	8	4	4	-

Ms. Nasreen- Master Trainer at Hunza Center



Ms. Nasreen, a 26 year old energetic girl from Karimabad village in Hunza, belongs to a lower middle class family. Her brother is the only bread winner of the family. She could not continue her education due to lack of financial support from family. She got training in jewelry under Rupani-KADO joint venture at Karimabad in 2009 and worked as production worker at KADO production center since. In May 2013, Rupani Foundation announced advanced training in gems cutting and polishing under USAID-SGAFP project. Nasreen's elder brother advised her to apply for the training which will add a new skill to her field. She got selected and trained in advance gems cutting and polishing under Mr. Alwis, Sri Lankan Master Trainer hired by Rupani Foundation for development of local Master Trainers. Sharing her experience, Nasreen says,

"Being already trained in jewelry, training in gems cutting and polishing is an addition to my profession. Sir Alwis taught us the both basics and advance knowledge of gems cutting and polishing in a very short period. He taught us the basics of gemology, how to examine the hardness of stone, quality of stone and what facets to use and what type of laps to be used for different stones and cuts."

After 4 months extensive training and proper assessment, Nasreen was selected as one of the Master Trainer to impart training to trainees. Sharing the benefits, she says

"Benefited from the training and hired as MT's, I am disseminating my knowledge with volunteer spirit, so that it will benefit other women struggling for a good living. I am also encouraging other women to avail this opportunity so that they will benefit from what I have learnt."

Answering about the future commitment she says,

"I have planned to establish a jewelry production system at my home and I am saving money that I am presently earning as Master trainer to invest. This will help me in supporting my family and be helping hand to my brother"

She further adds,

"I could not get proper schooling due to financial problems, but I will support my sisters for proper schooling and at least will complete masters."

Ms. Salima Bano- Master Trainer at Hunza Center

Ms. Salima is a 27 year old young lady, living with three sisters and mother. Her father has married to another woman some twelve years ago, now he lives separately and has two sons and daughters. Salima had to leave her studies after Secondary School Certificate to support her family. She worked in different professions but could not earn enough to support the family. In May 2013 Rupani Foundation announced advance



training in gems cutting and polishing under USAID-SGAFP project at Hunza. Salima’s mother advised her to apply for the training. She says,

“With no skills in hand I was not able to earn enough money to support my family. When my mother told me to apply for the training, I thought why not try, may be it will help me increase my income. So I applied.”

Salima was selected for advanced training in gems cutting and polishing at Hunza Center. She completed 4 months advance training under supervision Mr. Alwis, International Master Trainer hired by Rupani Foundation to develop local Master Trainers. After proper assessment of trainees by Mr. Alwis, Salima was selected as Master Trainer to impart training to trainees. She says,

“I didn’t expect that gems cutting and polishing will be such of an interest. At the beginning understanding the terms was difficult for me. But thanks to Sir Alwis that he was supportive and always help the ones who were new to the trade. He taught us from basics to advance in a very short period. I am thankful to Rupani Foundation and USAID for providing me this opportunity.”

She further adds,

“This training has changed my way thoughts. Now I have a path to struggle on to earn a good living. This training gave me a new recognition as a Master Trainer to train other needy women to change their lives as well.”

Salima is currently imparting training to other young women who are in need and she wishes to further enhance her knowledge about gems sector through trainings with the passage of time.

Issues/ Challenges encountered

During 2013, two major obstacles caused delay in some of project activity in initiating of MT's training at Garam Chashma, Chitral due to delay in grant of visa to 2nd Sri Lankan International Trainer and approval process from SGAFP for appointment of National Trainer for Chitral. Due to these delay, Chitral Center started training of MT's in end of September, 2013. The second issue was delay in admission of 4 member Gem Lab team's admission in UET, Peshawar in spring session. Some issues also confronted the Project team as well as the senior management of RF team for procurement of Gem lab equipments due to USAID's policy either to import from US or any third world country, due to which, the procurement process initiated to import Gem Lab machinery initially from European Countries has to be cancelled and procurement process restarted in August 2013. RF after approval revised milestone and work plan for 2014, would complete all project activities especially completing physical work of Gem Lab establishment and ensure a fully functional Gem Lab at RF Center at Danyore, Gilgit and to complete training of MT's and initiating the training of 100 training at Chitral Center.

Way Forward

RF project team with support of Board especially Vice Chairman and senior management, achieved biggest milestone in identifying an International Trainer from Sri Lanka for Hunza Center, due to which the 20 local Master Trainers produced are getting acclaimed from local, and national media. The 10 out of 20 Master Trainers started training of 100 trainees in first week of November, 2013, the first batch of 50 trainees are expected to complete their training on end of February 2014 at Hunza Center. The 10 member production team developed Beads samples for Hasuna Co., Ltd, an ethical Jeweler company of Japan, which passed the quality standards. Now RF is planning to get approval from SGAFP before formally signing an MOU with Hasuna Company Japan for exporting of value added gemstone especially faceted beads to support 240 workforces to be trained under SGAFP project during 2013-2014. The Chitral Center would be linked with Hasuna Company, when the National Trainer completes the training of MT's by March 25, 2014 and formal production process started at by the 10 member production team to be identified.

The Gem Lab after establishment at RF Danyore Center will provide services to gem sector especially traders associated in export of GB gemstone through identification and certification of the raw and value added stones. The regular revenue generated to private sector would enable the Gem Lab personnel to sustain the professional services. RF will ensure regular support for up gradation and courses for enhance the skills of the Gem Lab personnel trained under SGAFP project to strengthen gem

sector in GB. RF's 4 Gem cutting and polishing centers currently working will also provide services to Gem Lab team for assessment of raw and value added gemstone before exporting to international supplier, which will provide regular source of revenue for the Gem Lab.

Besides, RF senior management would link the 240 workforce with Government and private suppliers through linkage development on sustainable basis, enabling them to sustain their production as well as their livelihood. RF is in process to encourage the 240 workforce to be linked with e-commerce websites enabling them to get direct orders for production of value added gemstone products.



Gems Cutting and Polishing Centers (GCPC)

During the reporting year RF has established 2 more state of art GCPCs, 1 in Aliabad and 1 in Garam Chashma Chitral, under SGAFP project funded by USAID. A large number of individuals have been trained and are working as supervisors and production workers in these Centers.

There are 46 workers presently working at the 4 GCPCs and 40 individuals are under training at the new GCPCs. Table 1 is showing the no of individuals working at GCPCs and table 2 show the number of trainees trained and training in the 2 newly established GCPCs under SGAFP Project of USAID.

Table 1

Center	Faceting	Carving	Jewelry	Total Staff
Gahkuch	11		3	14
Immit	5	7	0	12
Gilgit	11	2	1	14
Nagar	3	0	3	6
Total	30	9	7	46

Table 2

Center	Faceting	Carving	Jewelry Making	Total Trainees
Aliabad Hunza	70	0	0	70
Garam Chashma	20	0	0	20
Total	90	0	0	90

Master trainers at Hunza GCPC have completed their training in September 2013 and are replicating the skill through training further 100 individuals. During the reporting period 1st Cycle of trainees training has been started. Training of 20 MTs at GCPC Garam Chashma started in September 2013 and will complete by the end of January 2014 and start training further 100 trainees onwards.



Trainees at work GCPC



Production and Marketing

RF GCPCs have been producing faceted precious and semi precious gems for local and international buyer for last 6 years. Being a development organization RF established the production centers for the sustainability of individuals that have been trained by RF.

Since 2011 RF GCPC products have reached in the international market as one of the finest faceted gems and hand crafts. HASUNA, a Japanese Gems and Jewelry Company, has been placing order for faceted gems for last two years. This year HASUNA has placed order for Quartz Beads in different sizes and is willing for further orders placement after delivery of recent order.

The overall production and sales details for this year are as under

Year 2013					
Sale			Production		
S #	Month	Sale (PKR)	Faceting (Carts)	Carving (No)	Jewelry (No)
1	January	52,108	3,895	26	14
2	February	29,691	2,576	15	7
3	March	45,450	2,305	128	4
4	April	35,150	4,106	29	3
5	May	25,000	7,083	-	6
6	Jun	38,772	9,054	65	12
7	July	64,720	3,354	21	4
8	August	33,435	3,440	12	12
9	September	128,445	8,764	17	12
10	October	145,813	3,177	63	8
11	November	30,268	5,102	36	-
12	December	7,290	6,763	109	-
Total		636,142	59,619	521	78



Products made by Trainees at GPC

Way Forward

Recently, RF has received two new projects in skill development sector. A detailed background of both projects is as under

Training in Stone Masonry in Gilgit-Baltistan

Being in the Seismic Zone 2B and Zone 3 with an acceleration of 2.4 to 3% g, the seismic resistance of many buildings in Northern Areas of Pakistan was found very poor in past earthquakes, which led to huge loss of life and economy in the area. The Collapse of many buildings was due to bad constructions techniques and inadequate construction material particularly concrete blocks of low thermal insulation, which cannot withstand the climatically harsh conditions. In want of more sustainable accommodation, the market demand for stone masonry both in rural and urban areas across the region has gone up to 50% in the last few years with upward movement. With the absence of any industrial base and opportunity in Gilgit-Baltistan (GB), this trade is an ideal profession for school dropouts and unemployed youth.

Rupani Foundation partnered with GIZ to impart skill in Stone Masonry. This fourteen month project is aimed,

“To support and promote stone craft through structured training, technology transfer and market development;

To impart skills in stone dressing, fixing, and following standard construction codes to 1,500 unemployed drop-out youth across Gilgit-Baltistan”

During the reporting period RF has initiated with the following activities

- Project document signed with GIZ at Islamabad on November 29, 2013,
- Announcements for hiring project have been made in news papers, on local TV channels and community centers and last date for receiving applications is 31 December 2013,
- Held Initial dialogue with four local support organizations (LSOs) of Ghizer district,
- Call for quotations for procurement of equipment has been finalized and will be announced by mid January, 2014

Conclusion

Year 2013 had been a successful year for Rupani Foundation in terms achievements and new partnerships. After a successful completion and implementation of skill development project in gem sector, giz extended its' partnership with Rupani Foundation to develop skills of unemployed youth across Gilgit-Baltistan. In partnership with USAID-SGAFP, the Foundation established new gems cutting centers in Chitral and Gilgit-Baltistan. Also, RF trained a critical mass of local master trainers to continue future trainings with the support of International Master Trainers. In Early Childhood Development, Rupani Foundation replicated many AW-IPs and FICD centers in remote areas of Sindh and Gilgit-Baltistan. The ECCD project implemented in partnership with Plan Pakistan has successful achieved all its targets set for the year and a significant change is visible among both in children and parents.