



महिला उद्यमी महासंघ, नेपाल

Ms. Sapila Rajbhandari
NRNA ICC Women Coordinator
NRNA Women Forum
Milan Marg, Teku, Kathmandu

Dear Ms. Rajbhandari,

1	Agreed Amount	NPR 652,800
2	Released Amount	NPR 200,000
3	Registration, admission fee, logistic charge and documentation charge was charged only one time but in contract it is allocated for two times	NPR 80,000
1- (2+3)	Receivable from NRNA Women Forum	NPR 372,800

Account Name: FWEAN
Account No.: 01205030110261

Sincerely,


Anamika Singh Bhandary
Executive Director

1. Introduction

Federation of Women Entrepreneurs' Associations of Nepal (FWEAN), established in 2003 is an apex body of Women Entrepreneurs' Associations in Nepal (WEAN) with over 130 members. FWEAN's mission is to promote women entrepreneurship through advocacy, networking, information dissemination and capacity building throughout the country. It is a focal point for interaction not only with the government, but also the various national and international women's organizations. The federation ultimately seeks to redefine the perspective of women entrepreneurship – from contribution to economic growth and poverty alleviation towards participation of women at all levels in the socio economic sectors.

FWEAN works with the five following goals in mind:

1. Advocate with relevant government organizations on issues related to women's economic empowerment
2. Increase number of members
3. Build entrepreneurial capacity of women
4. Increase the outreach of FWEAN

2. Background

Many years of political instability and prolonged stages of transition has led to wide exodus of skilled and semi-skilled workers from Nepal. Not only men of working age but women too have left the country in hordes due to lack of economic opportunities at home. Then there was the massive earthquake in April 2015, which drastically affected the economy. As it is when the economy was bleeding, the unofficial economic blockade imposed by India further exasperated the situation.

The women's wear boutiques which are mostly led/ owned by women entrepreneurs is one among the many small and micro enterprises (SMEs) that have suffered due to the lack and shortage of the required skilled and semi skilled workers. Moreover, many workers from India in the tailoring field, who are highly skilled in cutting and sewing salwar kurtha, blouse and dresses, *master jees* as they are famously known as left Nepal after the mega earthquake and thereafter many remaining fled after the economic blockade due to the fear of reprisal. Most women who have taken training at Gharelu are semi skilled and most boutiques do not want to hire them.

Considering that FWEAN's vision is *Socio-Economic Empowerment of Women*, this project is designed to train and enhance skills of a group of women tailors and guarantee employment opportunities to them to meet the market demand. This will thereby contribute towards creating a pool of in country women's wear boutique tailors, all women, providing them an opportunity to be economically empowered and also increasing women's role in leading the country towards economic stability.

3. Objectives

The objective of this project is to:

- To develop specialized skill development in cutting and sewing (blouse/salwar kurtha)
- To provide secure employment opportunities

4. Expected Results

The expected results from this project are:

- Twenty women tailors are trained on cutting and sewing of blouse and salwar kurtha
- Women will be empowered to enhance their business and work independently.

5. Planned Activities

The project focuses on training as detailed below:

5.1 Skill Empowerment Training

This training is for skill empowerment of women tailors who are already running their enterprise and those who would like to begin an enterprise following the completion of the training. A total of 20 women from Accham, Parbat, Dang, Kavre, Kathmandu, Bhaktapur participated in this one month (four hours) daily training course. Refer to participants list in Annex 1.

5.2 Employment Guarantee and Skill Transfer

After the training, the trainees will be guaranteed employment in the boutiques owned by FWEAN members as listed below:

S.N.	Name of Enterprise	Proprietor	Address/ Contacts
1.	Sunita's Enterprises	Sunita Vaidya Shrestha	Lazimpat 9841279574, 4445651 (Shop)
2.	Shreejani Fashion Wear & Fashion Designing	Shreejani Tuladhar	New Road 9841417193, 4220856 (Shop)
3.	Ayusha Boutique	Tuyu Laxmi Shakya	Banepa 9851059824
4.	Versatile Boutique	Shova shrestha	Dilli Bazar 9841245579, 4436622 (Shop)
5.	Chandeshwari Tailor	Bishow Maya Shrestha	Banepa 9841616490

Some of them plan to open up their own businesses. The trainees from Accham, Parbat, Dang are expected to train more women from the district and guarantee employment to them in their enterprise.

5.3 Trainee Selection

The trainees able to allocate the given time and meet the given criteria as mentioned below were selected for this training.

Course Title: Economic Empowerment of Women through Skill Training – Cutting and Sewing (Blouse / Salwar Kurtha)

Period: 6 days a week

Duration: 4 hours a day

Eligibility: Has successful training completion or equivalent in cutting and sewing method.

6. Project Timeframe

- 1 month (4 hours daily) – 27 July – 28 August 2016

The training was launched on 27 July 2016. This training organized by FWEAN with the support of Non Resident Nepali Association Women Forum (NRNA) and facilitation of Namuna College of Fashion Technology lasted till 28 August 2016.

7. Limitation

- As a result of the Teej and the nearing festivals the training designed for two months, two hours daily had to be adjusted to one month, four hours daily.

8. Course Completed and Skills Learned

The following were the skills learned by the participants:

Salwar

1. Pattiyala
2. Cowl (Dhoti)
3. Parallel Pant with Pocket / Plazo
4. Churidar
5. Punjabi
6. Harem (Arabian/ Aladdin) trouser

Kurtha

1. A-line kurtha with dart
2. Overlapped kurtha with lining
3. Fitting kurtha / open button
4. Princess line (panel) kurtha
5. Umbrella flair kurtha

Blouse

1. Back neck open
2. Back neck close
3. Prince line choli or panle with halter neckline
4. Full sleeve high neck with stand collar
5. Katauri
6. Choli-cut
7. Choubandi cholo
8. Modern blouse with net fabric design attached



The participants seemed very eager to learn, so they were taught extra designs, which was not there previously in the course. Seeing the participants' enthusiasm to learn more, Namuna gave three more days to complete the training.

9. Visit to Namuna

FWEAN Executive Member, Sunita Vaidya Shrestha; General Member, Shrijani Tuladhar; Executive Director Anamika Singh Bhandary and Office Manager Ramola Sthapit visited Namuna on 9 August 2016 to get an update on the training and review & discuss the midterm evaluation results. FWEAN sat with Gyani Shova Tuladhar, Founder Principal of Namuna College of Fashion and Technology to discuss the results of the midterm evaluation from the participants and issues identified. For e.g. regarding use of machine for practice for those participants participating from outside, it was suggested that the participants could use it before or after the training at Namuna itself by informing the concerned.

Another visit was made prior to the completion of the training. Ms. Sangita Marahatta, Women Coordinator, NRNA U K visited Namuna together with FWEAN staff on 28 August 2016 to get an update on the training progress. She met with Ms. Gyani Shova Tuladhar and the participants. The participants proudly showcased their completed work in a dummy to Ms. Marahatta.



10. Evaluations

Two evaluations were conducted for this training, a midterm evaluation during the course of the training and a final evaluation was done after the training was completed.

10.1 Midterm Evaluation

Based on a midterm evaluation of the training, following were the comments and feedback received from the participants.

Comments from Participants

1. The participants are grateful to be able to participate in this training and enhance their skills organized at Namuna College of Fashion Technology. They have been able to learn many useful things related to sewing (punjabi patiyala, plazo salwar, churidar salwar etc.) and the instructor has been able to clarify the things that they were unable to understand.
2. They have been able to get an idea on sewing, ways of cutting garment materials and how one can manage to work in less amount of time.
3. They found the instructors very helpful and participants were able to learn to do things differently.
4. They feel they have learnt much more than they anticipated from this training.
5. Some participants think they need more practice on cutting of the garments.

Feedbacks from Participants

1. The participants have requested that they be provided with the sample clothing materials they have made during the workshop for their future reference purpose.
2. They suggested that one month (four hours period) inadequate and wished that the training was extended for another 1 month to 15 days.
3. They want to learn more on neck design of blouse and kurtha.
4. It was difficult for participants from out of district to practice since they did not have access to sewing machines and not enough time to finish making their design.
5. Some participants shared that the skills learned in this training workshop, hopefully they would be able to share the learning/sewing skills and pass it on to other women.
6. They said that it would be helpful to allocate 2 hrs timeframe for drafting the design and 2 hrs for reviewing the design that they learned the day before.

10.2 Final Training Evaluation

An evaluation survey was conducted for the training at the end of the project period. The following were the outcomes of the evaluation:

Based on the survey, almost 12 participants (60%) found the training to be effective whereas remaining 8 (40%) was just satisfied. On duration of the training, 70% responded saying that the training time was too short whereas only 25% response was on average meaning the time frame was just right. Regarding the presentation and coordination of the trainer, the response was very satisfactory. Regarding the content of the training, almost everyone was satisfied with it.

When asked about which topic was most helpful, almost everyone's response was they learnt how to stitch and design blouse and kurtha pieces. Most of the participants had learned it before but during the training they were able to enhance their skill and they were able to learn in detail the process of drafting, cutting, designing, stitching and fitting.

Regarding any suggestion/feedback/comments, most of the participants felt the time duration was too short and suggested it would have been better if the training period was extended. Also, they suggested dividing participants into trained and untrained category or beginners and intermediate category which would be easier for them to learn.

Please refer to Annex 2 for the grading sheet of the participants.

11. Closing Ceremony of Training

The closing ceremony of 'Specialization Skill Empowerment Training on Tailoring' organized by FWEAN with the support of NRNA Women Forum and facilitation of Namuna College of Fashion Technology took place on 30 August 2016. A total of 20 women from from six districts completed this training. Ms. Sharada Rijal, Vice President of FWEAN and Ms. Gyani Shova Tuladhar, Founder Principal of Namuna College of Fashion Technology handed over the garments stitched by the participants during the training. They also encouraged the participants to continue to apply the skills acquired in the training and to transfer the skills to others as well. They shared their own stories of struggle to motivate and inspire the participants. Ms. Tuladhar recommended FWEAN to create more of such opportunities to women and the readiness of the college to do partnerships in the

future. Since the training, there have been more women who have shown interest at FWEAN for such training.



12. Amendment in the Budget

Since, initially the training was designed for two different batches, specialization and skill development training - registration, admission fee, logistic charge and documentation was allocated for the following line items under each training head but these charges were charged only one time by Namuna.

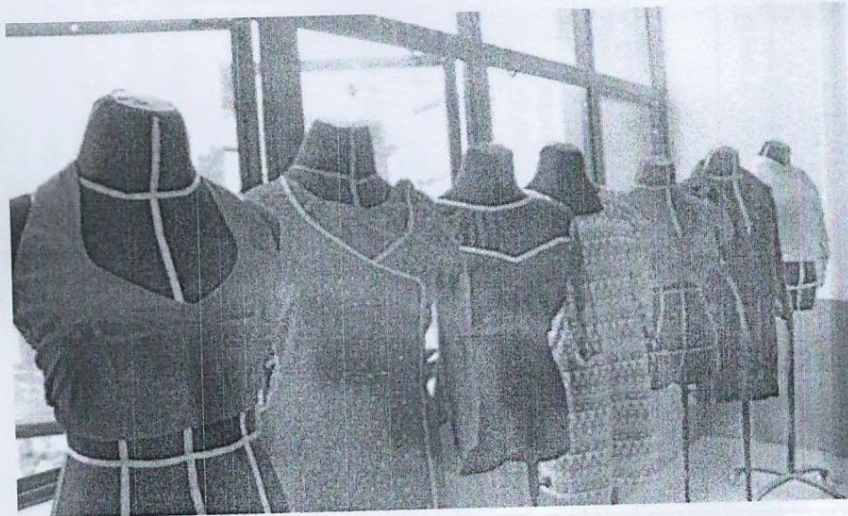
Particulars	Amount in NPR
Registration	2,000
Admission Fee	28,000
Logistic Charge	30,000
Documentation Charge	20,000
Total	80,000

As per FWEAN's agreement with NRNA Women Forum, the agreed amount for this training is NPR 652,800. We would like to request that excess budget allocated as mentioned above amounting NPR 80,000 be reduced while releasing the remaining amount. After reducing this amount the total budget will be NPR 572,800 of which FWEAN has received NPR 200,000 in the first installment.

Some Photos from Training







Annex 1: List of participants

S. no.	Name	Date of birth	Contact no.	Address	Educational Qualification	Work experience	Training received from	Currently working organization	Monthly income	Referred By
1	Sharmila Karjeet	15/8/2030	9808646752	Jaisidewol-house no-215, Kathmandu	10	Sales Girl, Basic Tailoring	Non	Sunitaz Boutique	6000	Sunita vaidya
2	Tika Maya Shrestha	1/7/2044	9840096503	Okaldhunga , Bilandu- 9	5	Basic Tailoring	Kathmandu Training Academy	Non	1500	Shreejani Tuladhar
3	Buddha Laxmi Shrestha	3/14/2051	9849878644	Kavre	10+2	Yes	Tailoring Banepa Bhukundibesi	Atusha Boutique	5000	Tuyu Laxmi Shakya
4	Ranjana Acharya	3/15/2020	9847823887	Tulsipur-6, Dang	S.L.C	Yes (24 years)	1. Private (LaxmiBasnet) Dang 2. Nepal Mahila Ship Bikash Manch, Dang 3. Skill Nepal 4. Tribeni Training Center, Bag Bazar, Kathmandu	Ranjana Silaitai Tatha Kadai Parishirn Kendra, Dang	15000 (Expectation)	Dang
5	Sharada Poudel	3/4/2052	9847748675	Parbat	Bachelors	Yes (6 months)	1. Parbat Namuna Silaikatai Prashichan Kendra	Non	5000	Parbat
6	Rukmani Shrestha	12/15/2043	9808636834	Banepa, Kavre	8 pass	Yes (8 years)		Chandeshori Tailors	5000	Tuyu Laxmi Shakya
7	Sangita Silakar	2/10/2040	9841936785	DilliBazar, Kathmandu	10+2	Yes	1. K.S Tailors 2. LaskushSilai Center	Non	10000 (Expectation)	
8	Anita Pode	12/1/2043	9813085521	Banepa, Kavre	S.L.C	Yes (9 years)	Mahila Samuha	Chandeshori Tailors	5000	
9	Nirmala Shrestha	5/4/2045	9843378541 01-4027514	Gongabu, Kathmandu	10+2	Yes	Rasmi Tailoring Center		7000	Tuyu Laxmi Shakya
10	Kabita Shrestha	4/6/2054	9841107804	Kavre	12th	Yes	Bhukunde Besi	Atusha Boutique	5000	Tuyu Laxmi Shakya

S. no.	Name	Date of birth	Contact no.	Address	Educational Qualification	Work experience	Training received from	Currently working organization	Monthly income	Referred By
11	Nhuchhe Laxmi Shakya	4/14/2026	9841795220 011-662199	Karvre Palanchowk-10	SLC	Yes	Gharelu Udhayog	Versatile Boutique	10000	Shova Shrestha
12	Rekha Thapa	9/20/2045	9860949491	Makawanpur	S.L.C	Yes	Kathmandu Training Academy			Shreejani Tuladhar
13	Saraswoti Nath	15/10/2037	9849352114	Kathmandu, Nepal		Yes		Versatile Boutique	7000	Shova Shrestha
14	Sabitri Rimal	8/9/2048	9818421342	Kathmandu, Nepal		Yes		Versatile Boutique	7000	Shova Shrestha
15	Nilu Shrestha	5/1/2038	9841646946	Kathmandu, Nepal	I. com	Yes	Tribeni Tailoring institute		5000	Ramola Sthapit
16	Samjhana Joshi	26/08/2047	9861512928	Manamajju, Kathmandu	10+2	Yes	Aasha Ladies Tailors		5000	Sapana Shrestha
17	Tulasa Acharya	26/08/2040	9808868596	Dhulikhel		Yes	Ship Nepal	Atusha Tailors	6000	Tuyu Laxmi Shakya
18	Tilsara Bista	10/12/2033	9848121027	Acham	9 pass	Yes	CTEVT	Raj General Store	5000	Achham
19	Pratibha Shrestha	10/28/2031	9841978486	Bhaktapur, Jhaukhel	9 pass	Yes	Gharelu Basic Training	Shreeyapi Bhairab Tailors	8000	Sunita Vaidya
20	Sabitri Simkhada	21/09/2035	9841708665	Manamajju, Kathmandu	SLC pass	Yes	Gharelu Basic Training	Sagun Ladies Tailors	7000	Sunita Vaidya

No		Practical Performance																			Remarks
		Salwar					Kurtha					Blouse									
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
1	Sharmila Karjit	7	6	6	7	6	6	6	6	7	6	6	6	6	6	6	6	6	6	6	Weak in drafting but satisfactory in stitching
2	Tika Maya Shrestha	7	7	6	7	7	6	7	7	7	7	6	7	7	6	7	7	7	6	7	Satisfactory in both Drafting and Stitching
3	Buddha Laxmi Shrestha	7	7	7	7	7	8	8	8	8	7	7	7	7	6	6	7	7	6	7	Satisfactory in both Drafting and Stitching
4	Ranjana Acharya	7	7	7	7	7	7	7	7	7	7	7	8	8	7	7	7	7	7	7	Good in Drafting but Satisfactory in Stitching
5	Sarada Poudel	8	8	8	8	7	7	8	8	8	7	7	8	8	7	8	8	8	8	7	Excellent in both Drafting and Stitching
6	Rukmani Shrestha	8	8	8	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	8	Good in drafting, cutting and stitching
7	Sangita Silakar	8	8	8	8	8	7	8	7	8	7	7	8	8	7	8	8	8	7	7	Good in stitching rather than drafting
8	Anita Pote Shrestha	7	7	7	7	6	7	7	7	7	7	7	7	7	6	7	7	7	7	7	Satisfactory in stitching and drafting
9	Nirmala Shrestha	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	Weak in drafting but satisfactory in stitching
10	Kabita Shrestha	7	7	7	7	7	7	6	6	6	6	6	7	7	6	6	6	6	6	6	Good in drafting but slow in stitching
11	Nhuchhe Laxmi Shakya	7	8	8	8	8	7	8	7	8	7	7	8	8	7	8	8	8	7	7	Good in drafting, cutting and stitching
12	Rekha Thapa	8	8	8	8	7	7	8	7	8	7	7	8	8	7	7	7	7	7	7	Good in drafting and stitching. Satisfactory in cutting
13	Saraswati Nath	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	Weak in drafting but satisfactory in stitching
14	Sabitri Rimal	7	7	7	7	6	6	6	6	7	6	6	6	6	6	6	6	6	6	6	Satisfactory in drafting, cutting and stitching
15	Nilu Shrestha	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	Excellent in drafting, cutting and stitching
16	Samjhana Joshi	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	Satisfactory in drafting, cutting and stitching
17	Tulsa Acharya	7	7	7	7	6	6	7	7	7	7	7	7	7	7	7	7	7	7	7	Satisfactory in drafting and cutting. Good in stitching
18	Tilsara Bista	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	absent	absent	absent	Weak in drafting but satisfactory in stitching and cutting
19	Prathiva Shrestha	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Good in drafting, cutting and stitching
20	Sabitri Simkhada	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Good in drafting. Excellent in stitching