Swisscontact's work focuses on inclusive growth driven by an innovative private sector that creates employment and income.

Skills Development
Productive employment and earning an income through market-oriented vocational training and improved labour market access.

Enterprise Promotion
Strengthening productivity and competitiveness of small and medium sized enterprises through sustainable value chain interventions, improved market access and local economic development.

Inclusive Finance
Empowering entrepreneurial people by improving their access to financial products, services and financial literacy trainings.

Climate-Smart Economy
Creating green jobs through efficient use of natural resources and clean production.

In this way, Swisscontact creates the conditions for a socially and ecologically responsible private sector, contributing to poverty reduction.

As an expert organisation, Swisscontact carries out high-quality project work. The cost-effectiveness and efficiency of its services is proven by well-documented, transparent monitoring and quantification procedures. Recurring internal and external checks provide proof of continued, sustainable development of expertise, skills and practical know-how.

Swisscontact was established in 1959 as an independent organisation by prominent individuals from the worlds of commerce and science in Switzerland. It is exclusively involved in international cooperation and since 1961 has carried out its own and mandated projects. Since it was founded, Swisscontact has maintained close ties with the private sector. Swisscontact is active in 34 countries with a workforce of over 1200 people. The organisation is based in Zurich.
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Promoting Women as Drivers of Development

Dear Reader,

The economic empowerment of women is a prerequisite for sustainable development and pro-poor growth. At Swisscontact, we recognise that gender equality and Women’s Economic Empowerment (WEE) are essential to economic and social development, including the achievement of Sustainable Development Goals. We are committed to policies and programmes that persistently challenge social norms and impediments that exclude women from realising their full potential.

This Asia Regional Report 2016 is an attempt to showcase some of our work, particularly in WEE, across the Asia region. The projects and stories highlighted in this report demonstrate different approaches and strategies we integrate in all our programmes to promote WEE.

Our Skills Development programmes in Asia are training young men and women, and especially support the women’s participation in labour markets, often in non-traditional fields, dominated by men. We are also advocating for decent work and labour rights so that both men and women are treated fairly and equally at work places. Through our market development programmes in Enterprise Promotion, Inclusive Finance, and Climate-Smart Economy, we are creating better access to assets and services for female farmers, entrepreneurs, and labourers. They can then become more active players in different market systems and enhance their income earning opportunities themselves. Swisscontact’s interventions are also helping women to take on more authoritative roles within their households, giving them self-confidence, better voices and life choices.

We would also like to take this opportunity to inform you that we continue to expand our portfolio in Asia. In 2016, we have initiated a number of new projects both in South Asia and South East Asia. Uttoron, a three year skills development project aims to generate employment opportunities for community members in three eastern districts of Bangladesh. The Sarathi project started supporting commercial banks to create suitable financial products, develop alternative banking channels for easier access and improve financial knowledge and literacy of the ready-made garment workers in Bangladesh. In Nepal, the Nepal Agricultural Market Development Programme is dedicated towards market systems development and aims to achieve improved livelihoods for rural smallholders through engagement in commercial agriculture and interconnected markets. The B-SkillFUL project also expanded its operations in 2016 through additional funding from the European Union. It now operates in six districts and aims to benefit 40,000 men and women through skills development and labour market insertions.

We consolidated our presence in Cambodia with the start of a major skills development programme. In Indonesia, our flagship public-
private-partnership project in the cocoa sector, SCPP, was extended till 2020. There were positive Mid-Term Reviews of the multi-sector PRISMA project and our tourism project WISATA in Indonesia, both recommending continuation. We also entered the cattle sector in Indonesia. Finally, Swisscontact received the global PATA award for our work in developing Southern Laos as a tourism destination.

We are grateful to our donors and partners for their continued confidence in our collaboration. Also, sincere gratitude goes to the dedicated and dynamic team members of Swisscontact for their excellent contributions.

Manish Pandey
Director South Asia

Prashant Rana
Director South East Asia
In the remote riverine islands of Bangladesh, 26,500 farmers had additional income of **USD 5 million** from better access to quality inputs, information and access to more rewarding trading system for their produce.

In Bangladesh, **892,238** small and marginal farmers had additional income by using improved agricultural input and information.

In northern Bangladesh, **108,005** rural community members knew about the importance of seeking healthcare services from skilled health care providers.

**37,112** men and women from Northern Bangladesh received healthcare services from Community Paramedics who previously did not have access to formal and quality healthcare services.

**5,000** ready-made garment (RMG) workers of Bangladesh are now financially literate to better manage their income and expenditures. Of them, **3,450** workers reported of having better knowledge and practices of managing their income and expenditures.

1,354 young men and women completed skills trainings on various trades from 20 training service providers in different districts of Bangladesh to be placed in gainful employment.

In Nepal, **935** young men and women completed skills training courses on various trades required by different industries. **703** young men and women already started earning utilising the training and creating a better future for them.
Southern Laos won the prestigious PATA CEO Challenge Top Destination 2016 Award. The award, recognises the region as a top emerging tourist destination displaying unique and diverse culture and heritage, which Swisscontact led thorough its Tourism promotion project.

8,905 smallholder vegetable farmers from two states of Myanmar received agricultural training and adapted suitable agricultural practices.

17,369 Indonesian cocoa farmers are now certified with third-party sustainability standards. In 2016, USD 591,255 worth of premium payments were disbursed to certified farmers in Aceh and Sulawesi.

18,478 cocoa farmers were trained on Good Agricultural Practices in 2016. Since 2012, 77,976 cocoa farmers have been trained through the Sustainable Cocoa Production Program.

In Myanmar, 4,520 young men and women completed skills training courses in 11 occupations. 3,210 young men and women had been employed and now have three-fold increase in income.

31,110 farming households in Indonesia were benefitted with an increasing income of 139% from applying quality inputs, good agricultural practices and accessing better markets.

In Indonesia, local tourism business experienced more positive feedback from customers as 163 employees from 14 hotels completed training on hospitality coaching and applied their knowledge in improving their services.
South Asia
Ambitious Ajmayeen - a female in a male-oriented occupation
Agri-business for Trade Competitiveness Project (ATC-P), branded as Katalyst

Benefitting women farmers across Bangladesh

Katalyst is a market development project that assists market actors to implement inclusive business models to reach and benefit millions of poor and marginalised farmers, including women. These inclusive models offer affordable quality inputs, information and need-based skills development training programme to farmers and are constantly adjusted and expanded depending on market dynamics and demand. Katalyst Phase 3 aims to benefit 1.43 million farmers, small enterprises and private companies, increasing their incomes collectively by USD 250 million.
Shonavan is a female prawn farmer from remote village in Shatkhira, Bangladesh, who benefitted from Katalyst’s interventions. She used to farm sweet water prawns in her household pond by applying traditional farming methods. This resulted in limited growth of prawns at her pond, yielding very little harvest and income from sales. Katalyst’s sector analysis revealed several constraints in the market systems, including lack of knowledge about modern farming techniques and feeding methods, availability of quality fish feeds in the vicinity, etc. These constraints in the market system were barring farmers like Shonavan from maximising their yield and thereby profit.

The interventions of Katalyst addressed gender specific constraints, like limited access to quality inputs for women in terms of distance. With assistance from the project, two feed and medicine companies expanded their distribution network. They started to sell quality inputs in remote regions in Shatkhira, including Shonavan’s village. In addition to quality inputs, these companies also provided training to farmers on modern farming techniques of pond preparation, feeding methods, proper use of aqua chemicals, etc. as value-added services.

The interventions helped Shonavan to gain access to better quality inputs and modern farming techniques, reduce the cultivation cycle of her prawns and harvest bigger prawns that met the market standards. Such improvement in the market systems increased Shonavan’s annual income by USD 515. To further her economic benefit, Shonavan went on to lease a neighbouring pond and expanded her farming. Given her increased income level, Shonavan now actively participates in household decision making processes and she significantly contributes towards her children’s education and other needs. On the other hand, the private companies are now able to directly reach a larger number of farmers.

In 2015-16, Katalyst’s interventions benefited 178,235 women farmers across Bangladesh. Hence, this project contributed to a better enabling environment within the market systems. This resulted in the increase in women’s participation in the market system and greater equity through their economic empowerment.
Anjana Rani Das is a trained and qualified CP who hails from Nilphamari, a district that severely lacks adequate skilled healthcare providers in the rural communities. Although men can travel to urban areas to seek healthcare services for themselves, women on the other hand are often left behind to be treated by local quacks. Anjana aspired to become a doctor after completing her Secondary School Certificate examinations. However, having limited financial means it was not possible for her to pursue further education required to become a doctor.

ASTHA has been designed to facilitate the development and integration of Community Paramedic (CP) services. Its focus is to improve access to healthcare services in rural areas in Bangladesh, with special attention to maternal and child health, family planning and basic primary healthcare services. By 2018, ASTHA aims to provide 39,000 deprived community members with direct healthcare services through qualified CPs, while 180,000 community members will be informed about better healthcare services through awareness campaigns. Child delivery by skilled health workforce is expected to increase by 10% in targeted regions.

ASTHA’s interventions has been designed taking into consideration the gender disparity in rural communities’ access to basic healthcare services and the need to create employment opportunities for aspiring youths, particularly women, in their respective communities. The project’s targeted promotional activities at the rural level encouraged more women to enrol into the two-years CP programme and its advocacy at the national level established a policy change that

Project Title: Achieving Sustainability Towards Healthcare Access (ASTHA)

Donor: Novartis, Swiss Agency for Development and Cooperation (SDC), City of Zurich

Duration: January 2015 to December 2018

Country: Bangladesh

Specific Region/Districts: Nilphamari, Patuakhali and Sunamganj

Community Paramedic examining a patient at her own service outlet
now requires all Community Paramedics Training Institutes to have at least 70% enrolled students as female.

ASTHA’s interventions allow women to overcome social barriers, engage in income-earning opportunities as CPs and fulfil their basic rights to healthcare services. These initiatives are also contributing to the strengthening of the healthcare system in rural Bangladesh.

With support from ASTHA, Anjana managed to successfully complete the CP course and has set up a chamber of her own to attend to patients in her community. With hard work and perseverance over the years, she now serves an estimated 18 patients a day and earns over USD 370 a month as fees.

Anjana is now married and expecting. When asked about her journey down this road she said, "It was a fulfilling one indeed. Not only have I been able to become a skilled healthcare services provider and pull my family out of poverty, but have also laid the foundation for a brighter and safer future for my child".

In 2016, 239 female students were enrolled into the CP programme and 45 new female CPs gained access to various trainings on contemporary healthcare issues. In the same year, 36,558 female community members were informed about the importance of seeking healthcare services from qualified service providers such as CPs and 16,378 women directly received healthcare services through trained and qualified CPs.
Making Markets Work for the Jamuna, Padma and Teesta Chars (M4C)

Acknowledging women's contribution in farming

M4C facilitates market systems (crops, livestock and financial services) to reduce poverty and vulnerability of char (riverine island) households of northern Bangladesh that enhances opportunities for income generation. During the extended project period (2017-19), M4C aims to facilitate additional income generation of USD 6 million for 25,000 households residing in chars of three northern districts.

Jotsna Begum is a maize out-grower from Agbohail Char of Bogra, Bangladesh, who benefited from the M4C interventions. River erosion displaced Jotsna and her family from Agbohail char temporarily. However, they returned to Agbohail after receiving one acre of agricultural land as compensation. They cultivated rice, chilli and jute but could not make enough profit. Jotsna had heard about profitable maize cultivation but did not have the confidence to take on the risks on her own.

Women’s economic empowerment is an integral part of M4C’s intervention design and management process encouraging women to take on new roles in the economy as well as similar roles as men by getting required services. As part of its interventions, M4C encouraged and incentivised agro-input companies, traders and
microfinance institutions to offer women-oriented services to improve their capacity and access to services i.e. including women farmers in out-grower groups, ensuring participation of women in farmer trainings, incentivising micro finance institutes (MFIs) for disbursing seasonal loans to women headed households etc. Under M4C, women’s access to opportunities and resources increased due to improved knowledge and skills. The women farmers acquired knowledge from different training and transformed their knowledge into practices in the field.

Jotsna joined the out-grower scheme from 2014 to 2015, subscribing to the seasonal loan of United Finance in the following year. Seasonal loans are 6-month tenured loans specifically designed for small scale (USD 200-600) investment in agriculture and livestock. Jotsna’s husband supported her decision and cooperated throughout. The loan helped her to purchase quality seeds, micronutrients; pay for irrigation and labour costs in time. Making loans available to the women was part of an intervention where M4C selected sectors/value chains to intervene where there is high potential for the involvement of women.

Jotsna’s profits increased to USD 615 which she used to repay the loan interest and renovate her house. She could also keep her goats and sold during Eid-Ul-Azha (a religious festival) at a much higher price. With M4C, 87% char women experienced increased income in 2016 compared to 2015.

M4C contributed in acknowledging women’s contribution in farming in distant rural areas where women were hardly recognised as farmers. With increased knowledge, secured income source and access to services, women of these char areas are establishing their identities as farmers and making themselves empowered.
Youth Employment Project (YEP)

Bringing changes in traditional gender roles

YEP empowers young men and women from Nepal to have access to better jobs and income opportunities through market oriented skills training and employment services. By 2020, YEP will facilitate training of 400 young aspiring entrepreneurs in entrepreneurship development, 2,500 unemployed and underemployed youth in market-oriented skills, and 400 low skilled workers in additional skills to enhance their competency levels.

Anita Shah from rural Hariban of Sarlahi district is one such female graduate, trained to be a beautician through YEP interventions. A victim of child marriage and a school drop-out, Anita defied the social barriers prevalent in her community that prohibit daughters-in-law from earning a living for the family. Instead, she was determined to establish herself as an entrepreneur.

YEP’s women-friendly trainings supported Anita to stand strong in her determination. In YEP, trainings are facilitated by female trainers in flexible and suitable hours for the female trainees. Separate washroom facilities for male and female trainees are also ensured in the institutes. These initiatives by the project made it possible for Anita to get the approval from her in-laws who were sceptical about the training course.
After the training, Anita and a friend from the same course decided to open a beauty parlour in the local market. Encouraged by her determination, her husband managed to get a loan to start-up the parlour. Anita’s parlour is now one of the most successful enterprises in the market. She now earns approximately USD 150 per month. Apart from bearing family expenses, she could also repay the loan in two years.

YEP is also encouraging women to take up male-dominated trades like mobile phone repairing, assert their economic independence and subsequently challenge the existing dogma of traditional gender roles. In 2016, 506 male and 429 female trainees received skills training facilitated by YEP. Of them, job and entrepreneurship opportunities were created for 400 men and 303 women.

Project Title: Youth Employment Project (YEP)

Donor: The Social Entrepreneurs, Symphasis Foundation, Swiss Agency for Development and Cooperation (SDC), Fondation Tibetania, Uniscientia Stiftung, Migros-Genossenschafts-Bund

Duration:
Phase I: January 2013 to December 2016
Phase II: January 2017 to December 2020

Country: Nepal

Specific Region/Districts:
Eastern and Central Terai Region of Nepal, districts: Sunsari, Morang, Sarlahi, Mahottari, Dhankuta, Sindhuli

Anita’s parlour is now one of the most successful enterprises in the market. She now earns approximately USD 150 per month.
Building Skills for Unemployed and Underemployed Labour (B-SkillFUL)

Women stepping up the economic ladder

B-SkillFUL improves the well-being of 40,000 poor and disadvantaged men and women. The project increases their access to labour market and improves income through skills training, while safeguarding their fundamental rights at work. B-SkillFUL targets 22,000 women and aims to bring economic empowerment to their lives through appropriate skills training and employment.

The project focuses on gender issues in quality skills training delivery. Thus, the project developed strategies and guidelines for partners with gender issues embedded in the approach. The project identified that there is a demand for women-friendly training and employment opportunities among women who aspire to join the labour force.

Addressing the demand, the Training Service Providers (TSPs) and their trainers were sensitised on issues of gender and diversity, and Labour Rights and Decent Work (LRDW). To show the local community the benefits of skills training, the project is carrying out campaign activities. Campaigns focusing on how skilled and
employed women bring solvency to families have proved to bring in more women for training enrolment. Champa is one such example.

Champa, orphaned in her childhood, was working as a domestic worker. She earned less than a dollar per day. A leprosy victim Champa struggled with social stigma and remained single. She learned about the training opportunities from the awareness campaigns and got enrolled. Despite her physical condition, she was well accepted by her trainers and other trainees. Along with technical training, Champa received a 50-hour common module on setting life goals, gender issues, sexual harassment and raising voice against it, LRDW issues, and entrepreneurship.

In B-SkillFUL, pre- and post-training counselling supports are ensured for all trainees. The project ensures that trainees learn in classroom but also in workplaces. Champa also received training at her workplace, a tailoring shop in Joypurhat District of Bangladesh. Her performance during the workplace-based training has led to her full-time employment.

B-SkillFUL advocates for female employment at the enterprise level by raising awareness of informal sector employers through LRDW workshops. Champa’s employer participated in such workshops and has been working to make his workplace more conducive to women employees. Champa’s performance and presence in the shop brings in a lot of female customers. Her new occupation has led to about seven-fold increase in Champa’s income. The project strongly encourage women to participate in occupations which are traditionally male-dominated.
Sanjida, being trained as Mobile Phone Technician
Working Area Map

South Asia and South East Asia
Legends

- Skills Development
- Enterprise Promotion
- Climate-Smart Economy
- Inclusive Finance
Women farmers actively participating in different steps of farming
South East Asia
Hospitality Coaching Programme ensuring better management and services in local tourism business
Tourism Development for Selected Destinations in Indonesia (WISATA)

Women to lead local tourism industry

WISATA is a tourism destination development project in Indonesia that aims to strengthen local tourism businesses, improve their tourism products and service quality besides linking them to the national and international tourism market.

**Project Title:** Tourism Development for Selected Destinations in Indonesia (WISATA)

**Donor:** State Secretariat for Economic Affairs SECO

**Duration:** June 2014-June 2018

**Country:** Indonesia

WISATA has identified lack of quality service and skilled workforce as the main challenges for the local hospitality sector in the target destinations. To respond to the challenges, WISATA has designed service quality improvement offers that are implemented together with local tourism associations. Hospitality Coaching (HoCo) programme is one such offer with intense training and coaching to improve the service quality of small locally-owned and managed hotels and guesthouses in the target destinations. The training and coaching sessions run alongside three major themes, namely Improving Workplace Cooperation, Service Quality and Human Resource Management. Further, they enhanced Good Environmental Practices and Community Engagement in the local establishments. The HoCo Programme was designed applying a gender lens to be able to act as a vehicle for women empowerment.

Leni, the manager of Hotel Pison, a small family-run business with 25 rooms in Toraja, South Sulawesi of Indonesia, has benefitted from WISATA’s interventions. Leni and her family realised that management systems, enforcing standards and operating procedures, and skills in hospitality are the major challenges to successfully run a small hotel. Leni welcomed the HoCo Programme to guide and assist her in improving the management of their establishment and enhancing service quality standards.

Leni and her staff learned the importance of strong cooperation between managers and staff and how to undertake participative improvement efforts. They have formed a hotel improvement team, represented by management and male and female staff, that sets out to plan and implement own improvement initiatives to enhance operations within the hotel.

Guided by the HoCo trainers, Leni and her team have implemented 42 improvement initiatives in their hotel over the course of five months. The efforts included introduction of weekly and monthly meetings between management and staff, provision for employee suggestions to management, introduction of logbooks for the Front Office and Housekeeping departments, and employee work (shift) schedules. Standard and Operational Procedures for the Front Office and Housekeeping departments and house rules
have been developed and introduced and staff were trained. Leni says, "Our guest service is enhanced as we are better prepared both in terms of service skills and the general hotel environment. The everyday work and tasks feel much easier."

Leni and her team have learned about the importance of and how to collect, analyse and respond to guest feedback, and have introduced feedback forms in their hotel. To improve their environmental footprint, the team has learned to sort waste and reduce water and electricity usage in the hotel. Hotel Pison is also offering locally made products in their menu and produces homemade jam for breakfast.

Working relation between Leni and her staff has improved significantly since the initiatives were taken.

In 2015-2016, 14 hotels with 163 employees participated in WISATA’s HoCo Programme. As a result, hotels have received increasingly positive feedback from guests and positive guests’ experiences have the potential to increase their lengths of stay and spending. Since the HoCo Programme promotes equal participation in workplace management decisions, it is contributing significantly in enhancing the decision-making power of the women participating in the project.
Vocational Skills Development Programme (VSDP)

Paving the path of empowerment

The Vocational Skills Development Programme (VSDP) offers vocational training to more than 6,000 disadvantaged women and men in Myanmar so that they can be integrated in the labour market as skilled labourers. Though the deeply rooted cultural norms in Myanmar restrict women’s access to paid occupations, the project ensures that 50% of the selected learners are women and given an opportunity to earn a living for themselves.

Through local NGOs and Community-based Organisations, VSDP explicitly encourages women to enrol in training courses and join in professions which are more suitable given the social context such as beauty care, tailoring, and hospitality. The project’s strategy also ensures that women trainees get preferential treatment during the selection process and receive post-training support, including business start-up support.

*Project Title:* Vocational Skills Development Programme (VSDP)

*Donor:* Swiss Agency for Development and Cooperation (SDC)

*Duration:* February 2014 to January 2018

*Country:* Myanmar

*Specific Region/Districts:* Mon State, Kayin State and Yangon Region
Eh Moe is one of the graduates who completed a 12-week tailoring course supported by VSDP. Her parents separated when she was young and circumstances forced her to go and live with her grandmother. She had to drop out from school and start working to support her family. Moe worked in bottle making and chilli processing factories, which was not conducive to her health conditions. Moe learned about VSDP and the tailoring course from her neighbour and enrolled herself. Within a week of completion of the training course, Moe was hired as an assistant tailor at a shop and her monthly income increased from USD 30 to USD 74.

Thus far, 1,857 women have completed the training courses supported by VSDP and within 6 months of completing their respective training courses, 1208 women have either found jobs or started their own enterprises.

Before attending the courses supported by VSDP, 73% of the women trainees were economically inactive. Upon completion of the training courses, more than 500 women increased their income sufficiently, more than four times on an average, and rose above the national poverty line of USD 316 per year. With VSDP’s contribution, the women of Myanmar are becoming economically independent while adhering to social contexts.
Sustainable Cocoa Production Program (SCPP)

Promoting women leadership in the cocoa sector

The Sustainable Cocoa Production Program (SCPP) is a collaborative effort between public and private sector partners, focused on increasing farmer household income from cocoa by 75% and reducing greenhouse gas emissions from the cocoa sector by 30%. SCPP has reached 77,976 cocoa farmer households in Indonesia and targets 130,000 by 2020.

**Project Title:** Sustainable Cocoa Production Program (SCPP)

**Donors:** State Secretariat for Economic Affairs SECO, Millennium Challenge Account - Indonesia, International Fund for Agricultural Development & private sector partners

**Duration:** January 2012 - 2020

**Country:** Indonesia

**Specific Region/Districts:** Aceh, North Sumatra, West Sumatra, Lampung, Bali, East Nusa Tenggara, South-East Sulawesi, South Sulawesi, West Sulawesi, Central Sulawesi, and Gorontalo

Agriculture in Indonesia is often perceived as a male-dominated sector, because men are more visible and usually do the heavier work. However, cocoa production is a family business, with about 50% of the activities performed by women. SCPP, by providing equal opportunity for women to increase their knowledge, encourages women to participate in farming and village groups and promotes women leadership in the sector. Novalinda from the district of Tanah Datar, Sumatra is one such example of women leadership.

Novalinda and her husband, Jaaman, have been cocoa farmers since 2007. However, the family reaped limited success from their 1.5 hectare farm for the first seven years. In 2014, Novalinda enrolled in SCPP’s 10-day Farmer Field School on Good Agricultural Practices (GAP). Equipped with the appropriate knowledge and skills, Novalinda was able to increase their cocoa production from one ton in 2014 to five tons in 2016. In addition to GAP, Novalinda also received training on Good Nutritional Practices (GNP) and Good Financial Practices (GFP).
Data from 2016 showed that female farmers in SCPP have experienced 76% increase in farm productivity from an average of 402 kg per hectare per year to 706 kg per hectare per year after they attended training and applied GAP. Novalinda transferred her GAP knowledge to her husband, Jamaan, so that he can equally support their farm. Novalinda and Jamaan fairly divide the work on their farm. Jamaan focuses on maintaining their farm to a high standard and Novalinda is responsible for post-harvest handling activities, such as fermentation and drying, until the beans are sold to the next off-taker in the supply chain. Novalinda loves to teach, so her husband built an outdoor classroom area on her farm where she volunteers to train other farmers in her village. Many fellow farmers come to her farm for advice and free budwood (for grafting) so they can also improve their own farms.

“We hope that the programme can continue to support smallholder farmers like us, because there are still many farmers who are eager to learn and achieve higher productivity,” said Novalinda.

SCPP is consistently putting effort into involving women in training activities. Since 2012, the Programme has trained 16,900 women household members in GAP; 36,070 in GNP; 24,984 in GFP; and 3,453 in Good Environmental Practices (GEP). In total, 61,036 training days have been delivered to women in 2016 alone.

In relation to community development activities, the average female participation in the programme is relatively high. Several key topics such as leadership skills, facilitation, and negotiation are targeted towards women and the participation rate reaches above 80%. In terms of increasing gender awareness, 60% of participants in the gender training and gender assessment sessions are men, implying that men in the community have received the information and are more aware about gender issues. This concerted effort will lead to greater women empowerment.

Meaningful engagement of women in every level of programme intervention to achieve sustainable results are shown in the programme’s women economic empowerment strategy diagram.

The programme encourages women to take important roles in Farmer Groups as group head, treasurer, or secretary. At present, 390 Farmer Groups, nine Farmer Organisations, and four cooperatives (board members) have women in decision-making positions. This promotes female visibility and participation in decision-making processes in their communities and will encourage other women to take active roles in key positions to influence community life.
Skills Development Programme (SDP)

Creating economic opportunities for rural women

Skills Development Programme (SDP) targets to increase the income and employment opportunities for young disadvantaged women and men in three rural provinces of Cambodia. It contributes to creating an inclusive, relevant, high quality and well-coordinated Technical and Vocational Education & Training system nationwide.

Rural women getting access to high quality skills development training

SDP ensures that 50% of the beneficiaries of the project are women and that all training activities include the most disadvantaged people of the community.

The project identifies and analyses social constraints and monitors its output and outcomes through specific indicators. In 2016, it concentrated on developing tools to support staff and sub-contractors in inclusive training delivery.

Project Title: Skills Development Programme (SDP)

Donor: Swiss Agency for Development and Cooperation (SDC)

Duration: July 2016 - June 2020

Country: Cambodia
so that they too are aware of the project’s goal of gender equality and social inclusion.

To achieve women’s economic empowerment, the project is also selecting and testing suitability of occupation for women considering the social context of the communities. Thus, SDP is providing access for women and disadvantaged groups to high quality technical, business and life skill trainings. Learner’s employability is increased and improved through new knowledge, market-relevant skills and post-training linkages with gainful employment. Soft skills trainings improve the beneficiary’s decision making abilities. Also, to keep the workload of the trainees under control, qualitative and quantitative indicators within the training programmes are being monitored.

To assess employment status and income of graduates, a study will assess the employment status of graduates three, six and 24 months after completion of training. Thus, SDP opts for empowerment of rural women and disadvantaged people by creating income and employment opportunities and improved working conditions.

The programme follows a Gender Equality and Social Inclusion (GESI) Framework shown in the diagram.
Creating greater livelihood opportunities

PRISMA is a market development project that offers win-win solutions for private sector co-investors, while benefiting farmers at the same time. Aiming for a mutually sustainable growth by involving the market system, innovative business models introduced by PRISMA offer more affordable quality inputs, information, and embedded services. It is designed to enable greater opportunities for farmers, including women, to improve their livelihood. PRISMA aims to reach 300,000 farmers and improve their income by at least 30%.

Fabiola was 32 years old when her husband left her. Now 51, she lives with her elderly parents in Sarasedu village, on Flores Island. Fabiola is a smallholder farmer cultivating corn, rice and candlenut on a hectare of land. She also raises pigs, an important commodity in Flores - but only one pig in a year.
"Raising pigs is hard work. It takes between 18 months to two years to get a pig fat enough to sell it. It is exhaustive and demanding to feed it," explains Fabiola. She and her fellow farmers use food scraps, but these are not enough for the pigs. So, they forage for banana trees to feed the pigs. Often, the competition for getting banana trees as pig feed turns into social conflicts.

In order to address the above issue, PRISMA partnered with feed mill companies and local pig breeders. Farmers now have improved access to better quality piglets, specialised advice on high nutrient fodder and fattening practices. The project is also helping farmers to access credit for purchasing these inputs, if needed. With this support, it is estimated that small scale farmers can now rear and sell pigs up to three times a year due to significant reduction of rearing time from 18 months to four months. This will increase farmer’s income with better manageable workload, while at the same time meeting the high demand for pigs in Flores and other islands.

Fabiola and the other 28 female farmers from Sarasedu village participating in PRISMA are now close to reaping the reward from their hard work. "I am aiming to have 20 pigs eventually. The breeder tells me that this will make me a business woman", says Fabiola.

In total, 6,638 farmer households have accessed and used better feed and rearing practices through PRISMA’s interventions to date. Moreover, before 5,738 farmer households benefitted with an attributable increase of income by 438%. Until the end of 2018, at least 28,800 farmers like Fabiola will benefit from the project.
## South Asia Project Overview

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<th>Project name</th>
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<td><strong>Skills Development</strong></td>
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<td>Uttoron</td>
<td>Bangladesh</td>
<td>Chevron</td>
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<td>Achieving Sustainability Towards Healthcare Access (ASTHA)</td>
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<td>Swiss Agency for Development and Cooperation (SDC)</td>
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<tr>
<td>Building Skills for Unemployed and Underemployed Labour (B-SkillFUL) Phase I</td>
<td>Bangladesh</td>
<td>Swiss Agency for Development and Cooperation (SDC)</td>
<td>2015 - 2019</td>
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<tr>
<td>Sudokkho, the Skills and Employment Programme in Bangladesh</td>
<td>Bangladesh</td>
<td>Department for International Development (DFID) Swiss Agency for Development and Cooperation (SDC) Palladium British Council</td>
<td>2015 - 2020</td>
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</table>
The project started its inception phase in August 2016. Implementation of project activities started from January 2017.

Market assessment conducted in Sylhet division. Trades demanded by the industries in Sylhet division and suitable for the community youths identified.

- Signed contract with 25 Private Training Providers (PTPs)
- These TSPs provided training on 15 occupations; trained 1,354 poor and disadvantaged people (Male: 746, Female: 608). Out of these graduates, 133 (Male 73, Female 60) were employed as of 31 December 2016.
- Raised awareness of 356 informal enterprises on issues of Labour Rights and Decent Work.

- Signed contract with 2 Industries for training under Industry Based Training (IBT)
- Enrolled 4,163 plus 4,027 trainees under PTP-led and IBT-led trainings respectively
- Of these, 3,568 and 3,024 trainees successfully completed training under PTP-led and IBT-led trainings respectively
- Approximately, 34 (16 RMG; 18 Construction) skills assessors received training
- 442 trainers received ToT under the project
- Trained 82 Instructors on Soft Skills
- Trained 122 Instructors on Basic Instructional Skills
## South Asia Project Overview

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<td>Youth Development Project (YEP)</td>
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<td>Phase II</td>
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<tr>
<td>Nepal Vocational Qualifications System (NVQS) Project</td>
<td>Nepal</td>
<td>Swiss Agency for Development and Cooperation (SDC)</td>
<td>2015 - 2019</td>
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</table>
3231 youths completed skills training of which 37% were women and 85% from disadvantaged groups
2779 youth undertook skills testing Level -1 from National Skills Testing Board, pass rate 72%
69% total employment rate achieved (of 3231 youth), 34% for women, 66% for men
USD 76/month average income per employee achieved, USD 61 for women, USD 84 for men
USD 70/month average income increase per employee achieved, USDCHF 55 for women, USD 78 for men
293 graduates linked with Micro Financial Institutions
283 youths (30% women) received orientation on skills and youth employment issues through District Level Multi Stakeholder Policy Dialogue
129 instructors (26% women) from institutional and industry training partners received Training of Trainers
8 Master Craft Persons from Motorcycle Service Businesses were trained on trainee supervision and coaching
74 instructors and training coordinators (38% women) received training on Life Skills.
3 curricula developed for Jute Spinner, Jute Weaver, Sales Persons
Competency based Skill Logbook developed for apprenticeship as Motorcycle Service Mechanic
For 13 different trades visual curricula outlines (mind maps) developed
Project worked with 12 training partners.

The project started its inception phase in October 2015. The following key achievements can be reported till date:

- Project Steering Committee, Project Advisory Committee, and Project Coordination Committee are established and functional.
- Roadmaps for the development of the National Vocational Qualifications Authority (NVQA) and for the National Vocational Qualification Framework (NVQF) are available.
- The Sector Skill Committee for Hospitality is established and is functional.
- The final draft of the National Vocational Qualifications Framework is developed and the consensus building processes is in progress.
- Awareness about the NVQF is widely communicated through media, meetings, and workshops.
- A project video with the title "Skills Testing and Recognition for a better Future" has been developed.
- A guidebook on Recognition of Prior Learning has been prepared.
- Five core staffs of the National Skills Testing Board (NSTB) have received a two months’ training in the Philippines.
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<td>Skills for Safe Reconstruction Project (SSRP)</td>
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<td>Swiss Solidarity</td>
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<td><strong>Enterprise Promotion</strong></td>
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<td>Katalyst</td>
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<td>Department for International Development (DFID)</td>
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<td>Ministry of Commerce, Government of Bangladesh (GoB)</td>
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<tr>
<td>Making Markets Work for the Jamuna, Padma and Teesta Chars (M4C)</td>
<td>Bangladesh</td>
<td>Swiss Agency for Development and Cooperation (SDC)</td>
<td>2011 - 2019</td>
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<td>Ministry of Local Government, Rural Development (LGRD) and Cooperatives, Government of Bangladesh (GoB)</td>
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<td>Rural Development Academy (RDA), Bogra</td>
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<td>Practical Action Bangladesh</td>
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<td>Supplier Qualification Programme (SQP)</td>
<td>Bangladesh</td>
<td>Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH - International Services</td>
<td>Phase 6 2014 - 2016 (Phase 1 started in 2008)</td>
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</tbody>
</table>
Results to date

The project started on November 2016 and therefore no major results can be reported yet. The following achievements can be reported till date:

- The project approval was obtained from the National Reconstruction Authority (NRA).
- The geographical coverage was agreed upon with the District Disaster & Recovery Committee.
- The selection of 3 implementing partners was also completed.

- Benefit Outreach: 1,593,482 farmers and small enterprises
- Income increased: USD 254,298,923

- Income of 92,000 households increased by USD 13 million (USD 141 per household) due to use of quality inputs supply, improved production services, improved output market and post-harvest services facilitated by the project.

- Training workshops on various topics conducted at 13 factories
- Experts carried out 250 factory visits
- Delivered 126 hotline support
- Trained 6,069 workers in factories on health, safety and rights issues
- Trained 1,477 attendees of CMT in factories
- Trained 7,444 workers on firefighting, rescue and first aid issues
# South Asia Project Overview

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<td><strong>Enterprise Promotion</strong></td>
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<td>Samarth - Nepal Market Development Programme (NMDP)</td>
<td>Nepal</td>
<td>Department for International Development (DFID)</td>
<td>2012 - 2017 One year no cost extension till March 2018 has been approved by DFID</td>
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<td>Adam Smith International</td>
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<td>The Springfield Centre</td>
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<td>Ministry of Industry; Ministry of Agriculture; Ministry of Tourism, Government of Nepal</td>
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<td><strong>Climate-Smart Economy</strong></td>
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<tr>
<td>Household Solid Waste Management Project (HSWMP)</td>
<td>Bangladesh</td>
<td>Swiss Agency for Development and Cooperation (SDC)</td>
<td>2013 - 2016</td>
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<tr>
<td><strong>Inclusive Finance</strong></td>
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<tr>
<td>Financial Inclusion for RMG Workers in Bangladesh (Sarathi)</td>
<td>Bangladesh</td>
<td>Swiss Agency for Development and Cooperation (SDC)</td>
<td>Pilot Phase: 2016 -2017</td>
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<td>MetLife Foundation</td>
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</table>
Results to date

- 11 (Pigs, Dairy, Fish, Feed, Ginger, Vegetable, CPI, Mechanisation, Media, Tourism, Agriculture Reconstruction) sectors demonstrated evidence of progress towards systemic change
- 6 (Pigs, Dairy, Fish, Ginger, CPI, Mechanization) sectors demonstrated evidence of replication
- 14 key stakeholders made strategy, policy and funding decisions which reflected a pro-poor market development approach
- 183,463 farmers and small-scale entrepreneurs experienced positive change in annual real income
- An average increase of USD 139 in annual real income is seen among farmers and small-scale entrepreneurs
- 50% of farmers and small-scale entrepreneurs who experienced positive changes in annual real incomes are women

- Regularised waste collection service benefitting 2,340 slum dwellers
- 22,630 beneficiaries practicing improved waste management
- 3,123 tons of waste handled with improved management
- 22 tons of recyclables diverted from landfilling and wild dumping to the recycling industry
- 16 waste collectors benefitting from improved working conditions and average additional incomes of USD 170 /waste collector/year.

- Partnership agreements signed with two local commercial banks (NRB Commercial Bank Limited and Bank Asia Limited) to implement the project.
- 02 new financial products developed by NRB Commercial Bank and 1 existing product modified by Bank Asia for the RMG workers.
- Agreements signed with 10 factories for providing financial literacy to RMG workers.
- 5000 RMG workers trained on Financial Management Tools of which 69% RMG workers reported improved knowledge on financial literacy.
- 387 bank accounts opened by the RMG workers.
## South East Asia Project Overview

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<td><strong>Skills Development</strong></td>
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<td>Linking Labutta to Markets (LLM)</td>
<td>Myanmar</td>
<td>Livelihoods and Food Security Trust Fund (LIFT)</td>
<td>2015 - 2018</td>
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<tr>
<td>Vocational Skills Development Programme (VSDP)</td>
<td>Myanmar</td>
<td>Swiss Agency for Development and Cooperation (SDC)</td>
<td>2014 - 2019</td>
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<td>Institute for Vocational Training, Labour Market and Social Policy (INBAS) GmbH</td>
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<tr>
<td>SDP Cambodia (Phase 1)</td>
<td>Cambodia</td>
<td>Swiss Agency for Development and Cooperation (SDC)</td>
<td>2016 - 2020</td>
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<tr>
<td><strong>Enterprise Promotion</strong></td>
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<tr>
<td>Cambodia Horticulture Advancing Nutrition and Income (CHAIN)</td>
<td>Cambodia</td>
<td>Swiss Agency for Development and Cooperation (SDC)</td>
<td>2014 - 2018</td>
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<td>Stichting Nederlandse Vrijwilligers (SNV)</td>
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</table>
### Results to date

- Trained 200 participants in 2016 and an additional 145 participants until the end of March 2017.
- 72% of training graduates placed in jobs in Yangon, Myaungmya, Pathein, Labutta or self-employed at village level.
- Carried out Jobs fair on March 15th. 74% of training graduates and trainees attending the fair signed up for jobs or gave their consent.
- Created additional pool of Trainers- both that for Technical Skills and Life skills.
- Revised Life skills curriculum in Migration and Nutrition. Updated Mechanics and Carpentry/Mason curriculum
- 319 instructors trained in pedagogical skills (43% women)
- 4,520 participants graduated from training courses in 11 occupations (46% women)
- 71% of graduates (68% women) found some form of employment within 6 months of graduation
- The average income of graduates that found employment rose from USD 217 to USD 664.5 per year (more than triple their previous income)
- 1,124 candidates assessed in 11 occupations by the National Skills Standard Authority, directly and indirectly supported by the VSDP

The project started from the mid of 2016. Since then, the project has developed action plan for four components and two cross-cutting areas which was accepted by the SDP steering committee. The project developed its Implementation Manual, SDP MRM system and tools, project branding strategy and action plan to integrate Gender Mainstreaming and Social Inclusion. The project commenced its administrative functions through head office and three provincial offices.

- Supported piloting of the Market Production and Promotion Planning (MPPP) and Business Information Card (BIC) system that increased the flow of vegetable supply and demand information between 175 farmer groups (roughly 2,700 farmers), 14 vegetable traders, and 40 province-level staff of the government’s agriculture department.
- Supported deal-making between 140 project-supported farmer groups (over 3,000 farmers) and 14 vegetable traders.
- Provided technical assistance to project team on inclusive markets development areas such as results chain development, intervention design and course correction, MRM systems, business-to-business facilitation, business modeling, and deal-making.
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<tr>
<td>Champasak Tourism Business Promotion (CTBP)</td>
<td>Lao PDR</td>
<td>Swiss Agency for Development and Cooperation (SDC)</td>
<td>2013 - 2016</td>
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<td>Mercy Corps</td>
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<td>East-West-Seeds International</td>
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<tr>
<td>Technical Assistance to Promoting Rural Income through Support for Markets in Agriculture (PRISMA)</td>
<td>Indonesia</td>
<td>Department for Foreign Affairs and Trade (DFAT) a project of the Australian Government implemented by Palladium</td>
<td>2013-2018</td>
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</table>
Results to date

- 82 staff members from 14 different hotels have been trained on at least 1 of the Lanith Passport to Success modules in hospitality skill.
- Amongst 15 Junior Passport to Success (JPS) industry trainers 8 have proven to be competent trainers and are able to deliver trainings in the areas of food and beverage services, housekeeping, food production, front office and bakery.
- 219 staff members from 58 different hotels, guesthouses and restaurants have received training on a block of at least 10 modules of the JPS Programme. 90% of SME owners mention that they perceive a clear improvement of staff performance after the JPS training.
- 5 English training volunteers were built up through the Lao Vida Language Centre
- 50 people have been trained on English for Tourism Programme
- 2 Master trainers have been trained on practical tour guiding skills modules and are ready to cater to demand from the labour market
- 91 private tour guides working for 34 different companies have been trained on practical tour guide modules.
- Developed River Life Excursions (RLE) on the 4000 islands that involved 20 households and 6 different enterprises. The product has certainly incentivized people on the 4000 islands to offer better and different products which are in high demand amongst a higher spending tourism market.
- A participatory branding process has resulted in the successful launch of a destination webpage (www.southern-laos.com), a brand logo and several promotional materials
- The CTBP destination management model has been adopted by the national government and is being replicated in all major tourism locations in the country

Since 2013:

- 178 groups were formed with 3,336 members
- 8,905 farmers participated in Agricultural training
- 11 savings and credits groups were formed
- 123 members joined Farmer Hub Centre
- Hosted Agriculture Trade Fair in Shan State (Vegetables and Avocado)

- 44,088 farming households have benefitted from an additional net income impact of USD 9,184,086 by accessing new markets, better inputs, know-how, technology, irrigation, and small loans. (Of these households and income increases, 20,909 households are below the USD 2 Purchase Power Parity (PPP) line, specifically receiving an additional net income impact of USD 5,486,055)
- This benefit has been achieved via 70 innovations delivered through 849 Intermediate Service Providers (which now have an attributable increased turnover of USD 3,841,115), working with 65 Intervention Partners (in both the public and private sector) (which now have an attributable increased turnover of USD 1,319,479) and 7 Government of Indonesia initiatives to improve the Business Enabling Environment
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<td>Sustainable Cocoa Production Program (SCPP)</td>
<td>Indonesia</td>
<td>Swiss State Secretariat for Economic Affairs (SECO)</td>
<td>2012-2020</td>
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<td>The Millennium Challenge Account Indonesia (MCA-Indonesia)</td>
<td>SECO, IDH, EKN (2012 - 2015)</td>
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<td>Sustainable Trade Initiative (IDH)</td>
<td>IFAD (2015 - 2016)</td>
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<td>Technical Assistance to Sustainable Regional Economic Growth and Investment Programme (SREGIP)</td>
<td>Indonesia</td>
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<td>Ministry of National Development Planning (BAPPENAS)</td>
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<td>Technical Assistance to Tertiary Irrigation Technical Assistance (TIRTA)</td>
<td>Indonesia</td>
<td>Department for Foreign Affairs and Trade (DFAT) a project of the Australian Government implemented by Palladium</td>
<td>2015-2018</td>
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</table>
Program targets increased to 130,000 cocoa farmer households due to further private sector and donor commitment, thus making SCPP a USD 50 million program over ten years

Since 2010, 77,976 smallholder cocoa farmer households received training on Good Agricultural Practices (GAP) and post-harvest handling, with women constituting 19% of participants

Overall, 38% of smallholder cocoa farmer households have increased their annual income from cocoa farming by 75% compared to the baseline data

Since 2012, 45,285 cocoa farmer household members have received training on Good Nutritional Practices (GNP), with women constituting 76% of participants

Since June 2016, 10,372 cocoa farmers have received training on Good Environmental Practices, with women constituting 15% of participants

9 standardised farmer training modules were developed incl. technical aspects of rubber/pepper cultivation, organizational development and farmer group management

200 rubber farmers in West Kalimantan strengthened in collective marketing/joint selling model to trade their rubber products directly to crumb rubber companies for a higher price

Pepper productivity increased by 38% from 288 kg/ha to 394 kg/ha

35 hotels and tour operators participated in an E-Marketing Training and were coached intensively on trade fair participation in Lombok in collaboration with CBI

Business model on waste recycled products developed on Gili Trawangan (NTB), establishing a more diversified recycling system on the island, capacitating waste banks in managing recyclables and conducting shipping and selling trials

Since 2015:

354 households have benefitted from irrigation and crop improvement measures

MoUs signed with 3 irrigation entrepreneurs to showcase best practices in irrigation that allow farmers to gain one additional paddy production cycle (from one season to two), leading to a 148% income increase for those households

USD 163878 in private sector investments in irrigation stimulated, 70% of which is in fixed-assets

2 private sector partners have gained a cumulative additional attributable annual turnover of IDR 670,000,000
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<td>WISATA II - Tourism Development for Selected Destination in Indonesia</td>
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<td><strong>Inclusive Finance</strong></td>
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<tr>
<td>Agribusiness Financing Facility (AFF)</td>
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<tr>
<td>Technical Assistance to Strengthening Agricultural Finance in Rural Areas (SAFIRA)</td>
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<td>Department for Foreign Affairs and Trade (DFAT) a project of the Australian Government implemented by Palladium</td>
<td>2015-2018</td>
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</tbody>
</table>
In 4 different tourism destinations, a Destination Management Organisations is established with an own unique brand, as well as on- and offline marketing presence

New capacity building tools are now available to be implemented including 10 modules Destination Management for Practitioners, 6 modules for Tourism Skills Training, Hospitality Coaching cycle and 2 Community Coaching Modules

In 4 local resource networks 85 trainers train which implemented 3 Hospitality Coaching cycles with 14 businesses and 18 short trainings with 251 beneficiaries

11 villages in the 4 destinations introduced or improved Community Based Tourism with 298 direct beneficiaries. They improved their internal organization and tourism offers, e.g. in Waturaka 18 homestays are available which hosted more than 200 guests in 2016

SWM improvement program has been newly introduced in 3 villages and 4 schools in Flores

Trained 40,809 cocoa farmer households in financial literacy

Saving Pilot project with 3,029 farmers with median saving increase of 19.5%. Cocoa Bean traders are used as branchless banking agents, account possession increased significantly

Published the Updated AFF Baseline Report on the financial situation of cocoa farmers in Indonesia

Published 2 brochures Collateral in Cocoa Farmer Financing and Overdraft Facility

Supported 200 farmers in obtaining formal land certificates

Since 2015:

Agreements signed with 5 large financial institutions in relation to embedding agricultural value chain finance (VCF), and loans made to 12 farmers

Given that Value Chain Financing is relatively new to Indonesia, 7 introductory trainings have been provided to a total of 296 participants (including farmers’ groups, cooperatives and staff of financial institutions)
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Cover Photo: Farmer displaying maize harvest and stock
Project: PRISMA
Inner Back Cover Photo: Farmer from remote chur area exhibiting successful maize harvest
Photo: M4C

Layout: Color Horizon, Dhaka, Bangladesh

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(Source: ZEWO)

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