Study on

Producing Skilled Workforce for Potential Economic Sectors

in Gilgit Baltistan

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List of Acronyms

AAP	Annual Action Plan
ADB	Asian Development Bank
AKRSP	Agha Khan Rural Support Organization
CBTA	Competency Based Training Assessment
COTHIM	College of Tourism & Hotel Management
CPEC	China Pakistan Economic Corridor
DAE	Diploma of Associate Engineer
EU	European Union
GB	Gilgit Baltistan
GBLA	Gilgit Baltistan legislative Assembly
GCT	Government College of Technology
GTZ	Gasellsochaft Technical Zusammenrbeit
HVAC	Heating, Ventilation & Air Conditioning
HEPO	Hydro Electric planning Organization
ITHEM	Institute of Tourism & Hotel Management
KAGB	Kashmir Affairs and Gilgit Baltistan
NAVTTC	National Vocational & Technical Training Commission
NSIS	National Skills Information System
NSS	National Skills Strategy
NVQF	National Vocational Qualification Framework
PMYSDP	Prime Minister's Youth Skills Development Program
STATA	Statistical Software for Analysis
TVET	Technical & Vocational Training
TWG	Technical Working Group
VTC	Vocational Training Center
WAPDA	Water and Power development Authority

Executive Summary

Human resource development and performance merits have remained imperative factors to reduce poverty and play substantial role for economic growth. GB has recently reached to the favourable situation for spread of education among its masses. GB's s net primary enrolment rate and literacy levels are close to leading provinces of the country Sindh and Punjab; and substantially higher than Khyber Pakhtunkhwa and Baluchistan. GB's population is spread thinly across the territory, with 12 people per square kilometre, compared with 359 people per square kilometre in Punjab. The two largest cities of Gilgit and Skardu have less than 100,000 people each, and 86 percent of the population lives in rural areas[1].

Sectors, which have employment potential in GB, were identified through primary data collection carried out in July, 2017 with support of TVET Sector Support Programme. The dynamics of GB are quite different from other province, due to its financial and technical dependency on federal governments and lack of public investment in TVET sector in past several decades.

Although majority of local population of GB depends on agriculture and livestock, GB has a cold and dry climate and is rich in water resources. Fruits such as apricots, apples, grapes, pears and pomegranate are widely produced in this region. Dried fruits and nuts are another source of income. This region is ideal for growth of temperate fruits and vegetable and has a low insect, disease, and pest population. In similar way, the GB has enormous deposit of precious mineral, but it is exporting to other area in raw form. The public investment in mining sector can play important role in employment generation.

The tourism & hospitality sector has a potential for employment generation, but the positive impact of CPEC can surplus the demand of skilled workforce in the region. Similarly, energy and construction sectors are also expecting to rise up the employment opportunities for skilled youth, but the main issue is the skills gap and non-availability of public sector TVET institutes for some demanding trades.

Different employment sectors in GB have enormous potential for skilled youth and in near future it will boost the labour market with different CPEC interventions. However, the less public spending and lack of TVET institutions for some demanding trades needs to be addressed on early basis to provide chance to local skilled workforce. On other hand only one chamber and a few associations currently exist in GB.

Introduction

Gilgit-Baltistan, which previously known as the Northern Areas is a mountainous terrain covering a territory of 72,496 km² that borders Afghanistan Wakhan to the north, Xingjian province of China to the northeast, Indian administered Jammu and Kashmir to the southeast and Pakistani governed territory of Azad Jammu and Kashmir in the south. Home to about a million people, the region is special for its spatial character derived from the presence of three great mountain ranges that include the Himalayas, the Hindukush, and the Karakoram mountains. Five out of the world's fourteen highest peaks, including the second highest peak—the K2—are present in this region. The region also contains the largest perennial glacial deposits outside the polar region. It is this character of the region that has led some to term GB as the 'third pole' of the world.

The region is equally unique because of it legal identity which currently remains undefined, especially with regard to the representation of local people in the national apex institutions of legislation and governance—the National Assembly and the Senate. The promulgation of the Empowerment and Self-Governance Order in September 2009 heralded substantial changes in the administrative arrangements and boosted local autonomy (as discussed in greater detail in Section 3.2 on governance in this report). Previously, the region was administered by the federal government through its Ministry of Kashmir Affairs and Gilgit-Baltistan. The federal minister for KAGB was a cabinet member chosen from amongst the elected members of the National Assembly from Pakistan's four provinces, and chaired Gilgit Baltistan Legislative Assembly, the apex body of locally elected representatives from six districts. Currently, the assembly has 33 local representatives, including 24 directly elected members and 12 indirectly elected women representatives and technocrats. Though the GBLA (formerly known as the Northern Areas Legislative Council) has been awarded a greater authority in recent years to legislate on local matters, the constitutional status of the region remains ambiguous even 70 years after partition[2].

Scope of the Study

The main objective of this study is to support the TVET Sector Support Program in identification of the economic sectors for programme interventions and facilitate the planning in GB. In this study, the high employment potential economic sector trades are identified with respect to local and overseas labour market. The findings will help in identification of organizations which will assist in creating close linkages between labour market demand and appropriate training institutes for better employability opportunities locally. These organizations may include business membership organizations (e.g. trade associations, chambers and training providers).

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[2] Energy & Power policy of GB

Objectives

Main objectives include:

- Identification of sectors having well paid employment potential which may include overseas employment;
- Identification of the required trades, professions;
- Identification of possible skills gap;
- Identification and rating of the relevant training institutions;
- Identification and rating of the relevant chambers/associations; and
- Formulation of recommendations/preparation of future Road Maps.

Deliverables

- Identification of at least four economic sectors/subsectors with high employment potentials and identifying suitable business membership organisations and training establishments in the identified economic sectors.
- Preparing a final report recommending the relevant business organisations and possible training providers.
- Proposing a road map for each selected economic sector, defining the capacity building requirements and stating the TVET qualifications in demand.

Methodology

The data of workforce for the skills in demand was collected in July 2017. The tracer study will base on both quantitative and qualitative data. Numbers of private sector TVET institutes are playing an important role and majority of them are updating the information for current year. NSIS cell also possess the databank of overseas labour market of last two years. Such information can help in identification of potential economic sector and trades. On the other hand, qualitative data also helped in identification of employable trades in GB.

Quantitative Data

In first phase, the questionnaire was restricted up to three main indicators on the request of employer in Technical Working Group meeting for the purpose of trust building between employers and NSIS cell and in future the revised questionnaire will be shared with TWG for approval.

Following are the indicators against, which data was collected:

- Existing Skilled Workforce
- Current Skills Deficiency
- Future Skilled Workforce requirement

The data was collected from the following economic sectors:

- Construction
- Mining

- Energy & Power
- Services
- Food Processing

The data was collected by the nominated personnel by TVET Cell, education department. The data collection was ensured from the above mentioned economic sectors.

Questionnaire Development

The questionnaire for analysing the demand side of skilled workforce was already developed and approved by the TWG addressing the following three indicators:

- Existing technical staff (Trade, level and gender wise).
- Existing skilled workforce deficiency (Trade & level wise).
- Future skilled workforce requirements (trade and level wise).

The sample questionnaire is attached as annex 2.

Data Quality

The data quality was ensured through comprehensive training of field staff and random spot checking. NSIS was directly involved to ensure data quality and data editing of all questionnaires before data entry.

Data Analysis

Data analysis was carried out at NSIS cell with data analysis software STATA. The main purpose of the analysis was to identify the supply and demand of skilled workforce, through skills gap analysis.

Qualitative approach

For collecting the information of the priority sectors and trades, two consultative workshops were conducted with Business Association in Gilgit and Baltistan, and some key informant interviews were also conducted with Trade Associations and training providers.

Socio-economic parameter

The economy of GB has undergone considerable expansion and diversification. Much of it is in the areas of trade, tourism, transportation, housing and construction, mineral resources and communication, etc.

This region is a distinguished supplier to the country as well as the world of many important minerals in raw form. In the Southern part of the region, it has a major deposit of Nickle, Cobalt, Copper, Lead, Tin, Bismit, Mica, Quartz, Zircon, Coal and Actonolite which are famous for their exceptional quality.

It also has substantial resources of Iron, Silver, Gold, Zinc, Marble, Granite, Sulpher, Calsite, Fluorite, Lime Stone, Arsenic, Spinel, Garmet, Epidot, Topaz, Moon Stone, Pargasite, Tourmoline, Aquamarin, Pyrite and feldspar in the North-eastern, Northern and North-western parts of the area (Hussainabadi, 2003).

It is also one of the country's largest producers of stone jewellery. GB has a broad small industrial base, producing manufactured goods for local and foreign markets. The production of beef and poultry is well-developed and well-known for its quality and taste.

With the improvement of infrastructure, considerable investment is continued in export oriented items or products. On the other hand, the rapid growth of communication has given an ample opportunity to the foreign investors to flourish their deliveries. In recent years, the growth of hotel industry in the area has brought a new dynamism and prosperity to the common man. This seems befitting, since it was the scenic beauty of the GB that has convinced the local and non-local investors to develop tourism industry.

It is tourism only that fills the new province's coffers. Although, the federal government allocates funds in the annual budget, yet, GB makes most of its assets from tourism and minerals. Besides, Northern Areas produce over 70% of dry fruits consumed inside the country and abroad. As per the findings in an Asian Development Bank study, GB produces over 100,000 metric tons of fresh apricots annually.

Another unique component of the region's economy is its capacity to become a hub of energy sector. There has been a slight improvement in the installation of high-tech and heavy industries largely in the rural society. However, the hope is that after obtaining the status of a province, the government will pay more attention to strengthen the economy of GB on modern lines[3].

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[3] Scio-Economic Study GB by Omar Farooq Zain

TVET framework

The National Skills Strategy, which is the basis for ongoing reform in the TVET sector, defined three objectives:

(i)   providing relevant skills for industrial and economic development
(ii)   improving access, equity and employability
(iii) Assuring quality to address the major issues confronting the TVET system. Based on the NSS and the Vision 2025, the Ministry of Federal Education and Professional Training developed a broader national TVET policy with the participation of various stakeholders from public and private sector.

The TVET policy places emphasis on increasing training opportunities for young people, reskilling existing workers, implementing the National Vocational Qualification Framework and the implementation of the Competency-based Training and Assessment approach. Supporting the vision of the national TVET policy, Pakistan has already embarked upon a comprehensive TVET Sector Support Programme in 2011. During the first phase of the Programme, which ended in December 2016, much headway has been achieved in areas of improving TVET governance and creating a paradigm shift in the TVET design and delivery.

The second phase of the Programme has been built on the groundwork, policies and results of the previous phase. It aims at taking the reform to the next development stage; provide extensive access to adequate vocational training and higher involvement of chambers, trade associations and private sector business establishments in TVET design and delivery[4].

With relation to the EU-Pakistan cooperation, the EU support the Government of Pakistan in two priority areas as formulated in the Annual Action Programme 2015:

1. To contribute towards socio-economic growth through development of human resources, enabling people to engage in productive employment
2. To promote full integration of structurally poor and backward regions into the mainstream national development agenda by enhancing opportunities for economic development

Identification of Sectors and sub-sectors (Based on primary data)

Prior to the discussion on the identification of sector and sub-sector, it is important to mention that a due lack of access or awareness of the supply pattern of GB is 90% on traditional base.

The major sectors, which have the employment potential, were identified on the basis of primary data, which was directly collected from the employers of the region. For the selection of demanding trades three types of data were utilized, which is following.

- Primary demand side data of NSIS
- Daily jobs data of local and international labour market
- Emigration bureau data

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[4] TVET SSP Project document

Primary data was collected on the basis of local economy of GB, from the following sectors and sub-sectors. In case of GB, primary data have been collected from five economic sectors, out of which two sectors (Mining and Food processing) have been dropped due to unavailability of training facilities and insignificant demand. The said trend is due to its traditional pattern. These sectors can prove to have a high potential in future, if the government of GB attracts investment.

Services Sector

The services sector has the highest employment potential, which is around 48% (1670 per annum) of total employment potential. The scope of services sector in GB is valuable due to several reasons like its distance from other area and supply of skilled workforce by the local TVET institutions. GB is being a tourism paradise; it is expecting to boost the tourism industries through CPEC related projects for its connection to others parts of Pakistan. The current figure of domestic visitors is around one million; the number will be increased by five times after CPEC project. Tourism industry is growing faster and the only gap remained is the shortage of skilled workforce (formal sector)[5].

Tourism sector has the potential contribution to the economic growth and improvement of the livelihoods of the local communities. This is mainly through the sale of local goods and services and local employment generation of the skilled and semi-skilled workforce. An integrated planning and development approach will complement between the long term ecological, cultural and development goals[6].

Construction Sector

The construction sector is also having high employment potential due to its number of on-going and future projects (CPEC & Energy). Under the CPEC project, over the next several years 3,218 kilometre route will connect Kashghar in China to port Gawadar. In second phase of CPEC, the rail link between Pakistan and China will be built during 2018 to 2022. On the other side, several major power projects are in construction phase and some are in planning process. All these initiatives will ensure the employment of the local skilled youth. The annual employment potential of construction sector is around 1,061, which is 31% of the total demand whereas, the construction sector is going through and upheave trend with the growing timespan.

Energy and Power Sector

GB is the catchment area of river Indus, in 1992-1996 a study was conducted by collaboration by Hydro Electric Planning Organization of WAPDA with the support GTZ- Germany on tributaries and sub-tributaries of river Indus. As per the results the estimated hydro power potential is around 40,000 MW[7]. GB has sufficient potential of hydro power generation, which will helps in boosting economic activities like cottage industries, tourism promotion and all other business and commercial prospects. Availability of cheap energy will open new avenues for self-employment and business opportunities in GB. The energy sector has

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[5] CPEC & Its benefits to GB, by defence.pk
[6] Tourism Policy GB by USAID
[7] Hydro power and Renewable energy policy GB

employment potential for (more than 1,000 jobs per year) skilled workforce of the area, which will directly contribute to household economy.

According to ADB, GB has potential to produce nearly 50,000 MW of energy. Only Bunji Dan can generate 7,100 MW of electricity upon its completion. However, the government is almost ready to review the Diamer-Bhasha dam, a gravity dam on the Indus River in GB, in second phase of CPEC. Once completed, it is estimated to generate 4,500 MW of electricity, besides serving as a huge water reservoir for the country, power generation is the will be the main economic sector of GB for employment of skilled youth in near future.

Table 1: Summary of Potential Sector

Sector/Sub Sector	Chamber/Association	Training Establishment
Services (Tourism & Hospitality)	Pakistan Association of Tour Operators GB Alpine Association Trade Development Association of Pakistan	AKRSP Hashoo Foundation Gothm Ithm VTC Nagar VTC Gojal
Energy & Power	CCI GB Trade Association GB Department of water & Power	AKRSP GCT Swat Advance TTC Hayatabad VTC Ziaban VTC Al-Sakina
Construction	CCI GB List attached with Annex-III	VTC Al-Sakana AKRSP GPI Gilgit

Matrix: 1 Services Sector (Artisan/Craft)

Geographical area, cluster location	Sector/subsector	Rationale	Trades/Profession	Employment potentials[8]	Business Membership Organisation	Training Establishment
		The Services sector has the highest demand of skilled workforce. Services sector has good potential for employment in local and overseas labour market and improve the livelihood of the local communities.	Auto Mechanic	152		
			Motor Cycle Mechanic	90		
			Carpenter	144		
			Wood Carving Technician	98		
			Furniture Designing	60		
			Furniture Polishing	82	GB CCI Trade Development Association of Pakistan	
			Mobil repairing	67		
			Painter	85		VTC-Nagar VTC- Gojal
All District of GB	Services/Craft		Heating & Ventilation	75		
Key Potential	Sufficient number of households economy depend on craft sector Craft sectors high potential for employment of skilled youth Craft sector have strong linkages with other sector (Hospitality & power)					
Key weaknesses/Risk	Traditional pattern TVET system, non-availability of Institute are main issue There is a missing link between labour market demand and skilled workforce supply					
CBTA packages available	NVQF Level-2: Heat , Ventilation & Air-Conditioning NVQF Level-4: Fine & Arts (Painting) NVQF Level-2: Plumbing cum solar water heating technology					

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[8] National Skills Information System, Demand side Survey

Matrix: 2 Tourism & Hospitality Sector

Table 2: Hospitality Sector

Geographical area, cluster location	Sector/subsector	Rationale	Trades/Profession	Employment potentials[9]	Business Membership Organisation	Training Establishment
Sakrdu, Gilgit, Hunza Districts of GB	Tourism & Hospitality	The Tourism & Hospitality sector has the highest demand of skilled workforce. The hospitality sector has potential to contribute to economic growth and improve the livelihood of the local communities.	Waiter Cook Receptionist Tour Guide House Keeper IT Technician Electrician Plumber	105 160 120 186 98 96 75 125	Pakistan Association for Tour Operators Trade Development Association of Pakistan Gilgit Baltistan Alpine Association	Hashoo Foundation AKRSP GOTHM ITHEM VTC-Nagar VTC- Gojal
Key Potential	Tourism & Hospitality sector is growing rapidly in GB due to its natural land scape Around 1 million local tourist visited GB, a huge number of local population was directly or indirectly involved in Tourism related activities Hospitality sector trades have high demand and are increasing with improvement of access under CPEC GB is the home of world's second highest peak K2 and Nanga Parbat and lots of other tourist spots					
Key weaknesses/Risk	Lack of Public sector TVET institutes for tourism related trades and lack of development of relevant curricula There is a missing link between labour market demand and skilled workforce supply					
CBTA packages available	NVQF Level-2: Hospitality (Cook) NVQF Level-3: Hospitality (Chef de Parties) NVQF Level-2: Hospitality (Waiter) NVQF Level-4: Hospitality (Sous Chef)					

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[9] National Skills Information System, Demand side Survey

Matrix: 3 Energy & Power

Table 3: Energy & Power

Geographical area, cluster location	Sector/subsector	Rationale	Trades/Profession	Employment potentials	Business Membership Organisation	Training Establishment
All Districts of GB	Energy & Power	Capacity of hydro power generation is around 40,000 MW, 126 small unit generation around 132 MW, 211.79 MW project are under completion and around 2 big project will be completed under CPEC	Turbine operator DAE Electrical Turbine machine mechanic Foreman Hydro Electrician Welder Solar technician Computer Technician	126 53 88 102 78 73 85 60 56	CCI GB Trade Association GB Department water & Power	AKRSP GCT Swat Advance TTC, Hayatabad VTC Ziaban VTC Al-Sakina
Key Potential	Hydro power sector is growing rapidly under CPEC There is a high demand in the on-going and planned power projects Demand of Solar energy generation is high in hilly area of GB due to lack of access					
Key weaknesses/Risk	TVET institute does not exists in the area for some demanding trades Missing Link between labour market demand & skilled workforce demand Lack of private sector involvement in energy sector in GB					
CBTA Packages available	NVQF Level-1-3: Plumbing cum Solar Water Heating Technology NVQF Level-1-4: Micro Hydro Power Plant Technology NVQF Level-2: HAVC NVQF Level-3: Building electrician, plumber & pipe fitting					

Matrix-4: Construction

Table 4: Construction

Geographical area, cluster location	Sector/subsector	Rationale	Trades/Profession	Employment potentials	Business Membership Organisation	Training Establishment
			Mason	147		
			DAE Civil	93		
			Architecture	27		
			Welder	125		
			Paint Polish	75		
		The construction sector skilled workforce demand is increased due the on-going CPEC related projects	Plumber	125		
			Shuttering Carpenter	148		
			Draftsman	78		
			Quantity Surveyor	60	CCI GB	
			Auto CAD	52	List attached Annex:1	VTC-Alsakana
			Tile Fixer	56		AKRSP
All District of GB	Construction		Aluminium fabricator	75		GPI Gilgit
Key Potential	Increasing trend of skilled manpower in Construction sector					
	High employment potential due on-going and future CPEC projects					
Key weaknesses/Risk	Lack of Public TVET institute in construction sector					
	Lack of Trades Association of construction industries					
CBTA Packages available	NVQF Level-1-3: Plumbing cum Solar Water Heating Technology					
	NVQF Level-1-4: Micro Hydro Power Plant Technology					
	NVQF Level-2: HAVC					
	NVQF Level-3: Building electrician, plumber & pipe fitting					

Overseas Employment trend from Gilgit Baltistan

Remittances have been a significant drive behind international migration to meet sustained and contented livelihoods. People seek better economic opportunities in ship of remittance[10]. The rate of overseas employment from all other provinces of Pakistan is significant; however, skilled workforce from GB has low access to the overseas employment opportunities. The reasons for scarce participation in the overseas employment opportunities will be identified in a separate study. The highest number of overseas migrant from GB is only 3,000 in 2016. This trend is increasing, but awareness and counselling can increase the share of overseas migrant from GB.

Figure 1: Overseas Employment trend
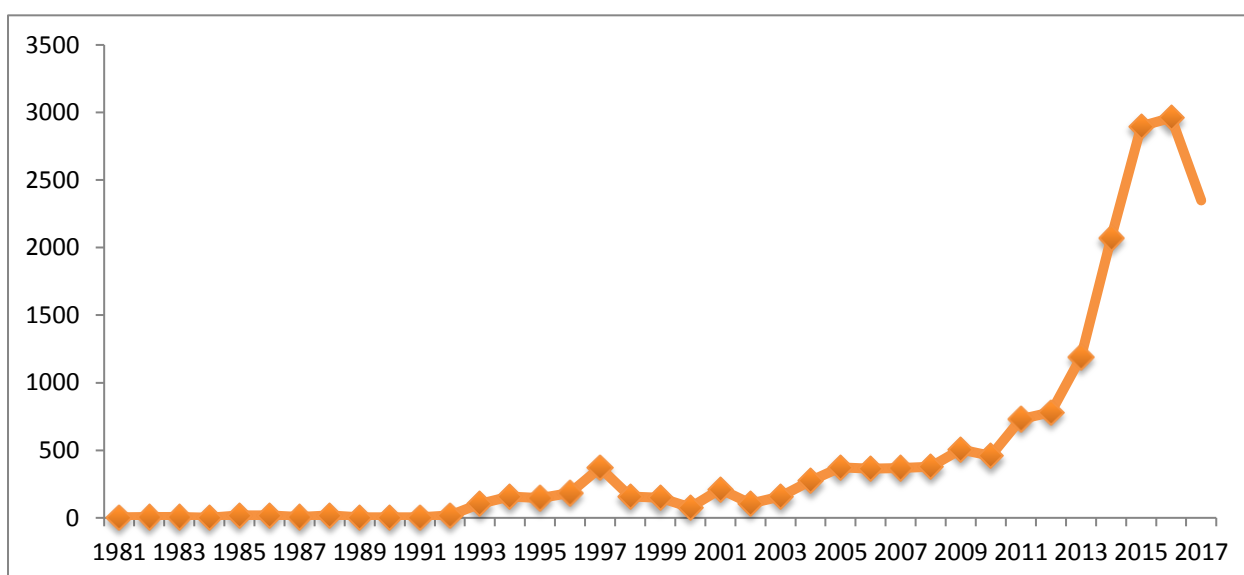
Province Wise Overseas Employment Trend

Table 4 shows information about the distribution of overseas employment trend since 1981 to 2017[11]. Punjab has the highest proportion 51.4 percent, followed by Khyber Pakhtunkhwa 25.4 percent, 9.6 percent from Sindh, 6.5 percent from AJK and around 5 percent from FATA. The GB and Baluchistan have the lowest proportion in overseas employment 0.2 percent and 1.1 percent respectively. This depicts that around 99 percent households of GB depends upon the domestic economic activities.

Table 5: Province wise Overseas Employment

Province	No.	Percent
Punjab	4,758,327	51.4
Sindh	889,446	9.6
KP	2,353,039	25.4
Baluchistan	105,162	1.1

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[10] Emigration Bureau of Pakistan
[11] Emigration Bureau of Pakistan

GB	17,640	0.2
AJK	603,526	6.5
FATA	467,129	5.0
ICT	70,677	0.8
Total	9,264,946	100

Figure 2 indicates information about the overseas employment trend during year 2017 in the similar pattern GB and Baluchistan have lowest number who got overseas employment. Although the literacy rate in GB is much higher than other provinces, it is a question to identify the real factors contributing to the low overseas employment rate from GB.

Figure 2: Province wise overseas employment (In thousand)
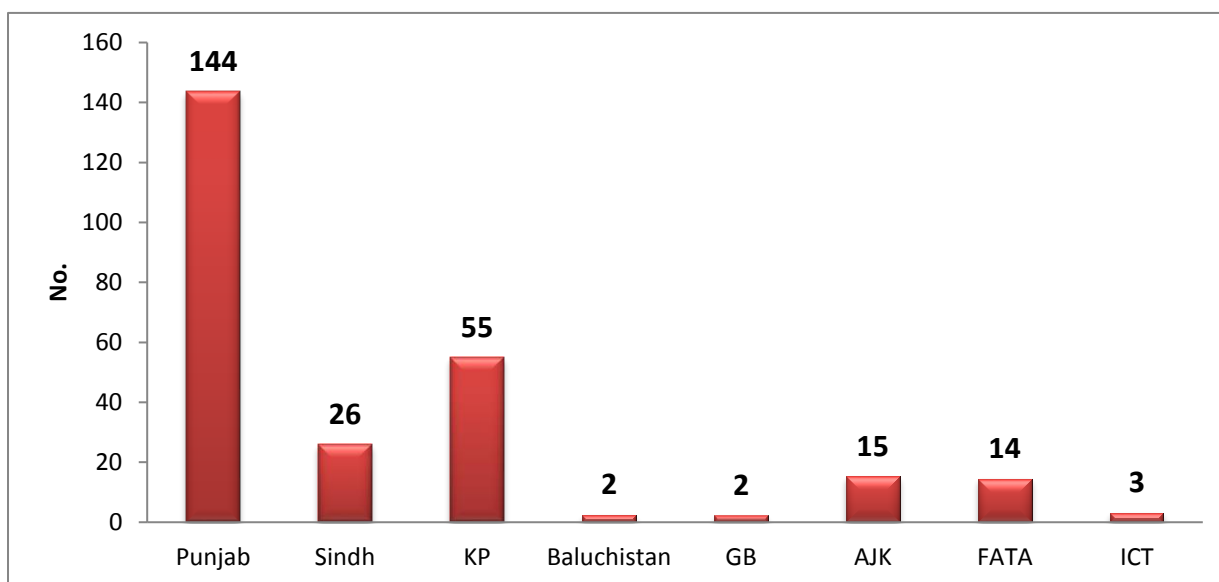
District Wise Overseas Employment Trend

The figure 3 depicts information about district wise trend (Since 1981-2017) of overseas employment from GB. The highest trend from Gilgit (12,848), followed by Ghizar (2,729) and Ghanchi (1,544) and all other district have few number.

Figure 3: District trend of overseas employment
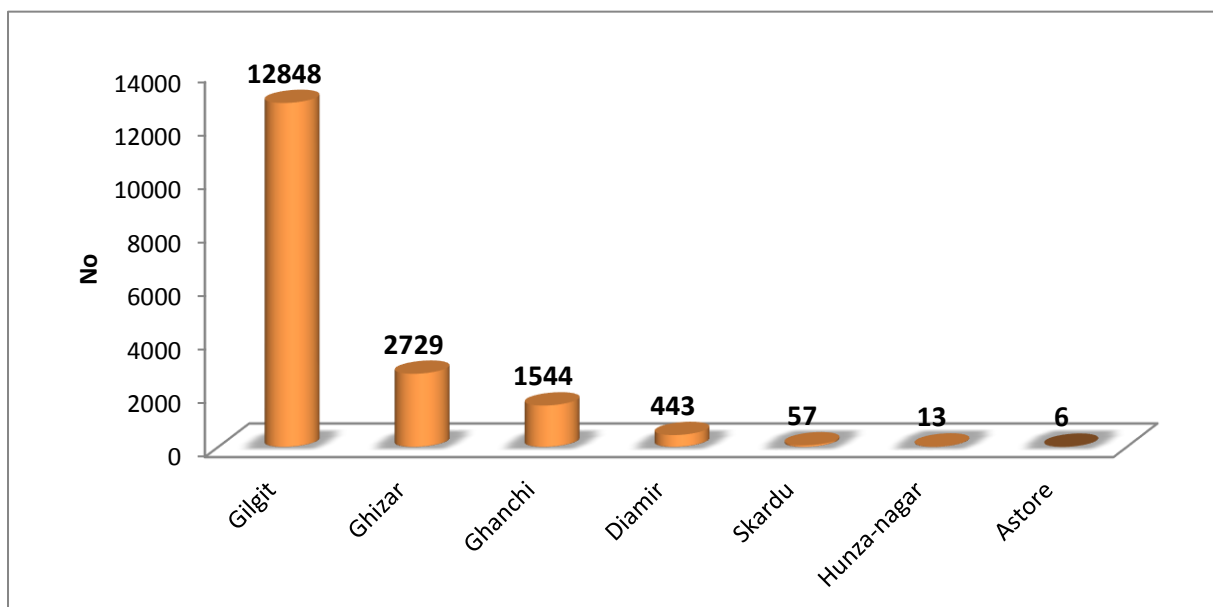
Source of Existing Workforce

The graph depicts the source of existing skilled workforce in manufacturing, services, mining and other sectors. In construction sector, the workforce from the formal sector is 24%[12], followed by energy and power 17%, services 10% and mining only 3%. The proportion of informal sector is very high as compared to the other provinces, especially in food processing and manufacturing sector (only few units). In-short, the reason may be public spending on technical and vocational education and awareness about TVET. It is evident from the supply side data that the major proportion si carried by the private TVET institutes offering training in domestic trades.

Figure 4: Source of Existing Skilled workforce

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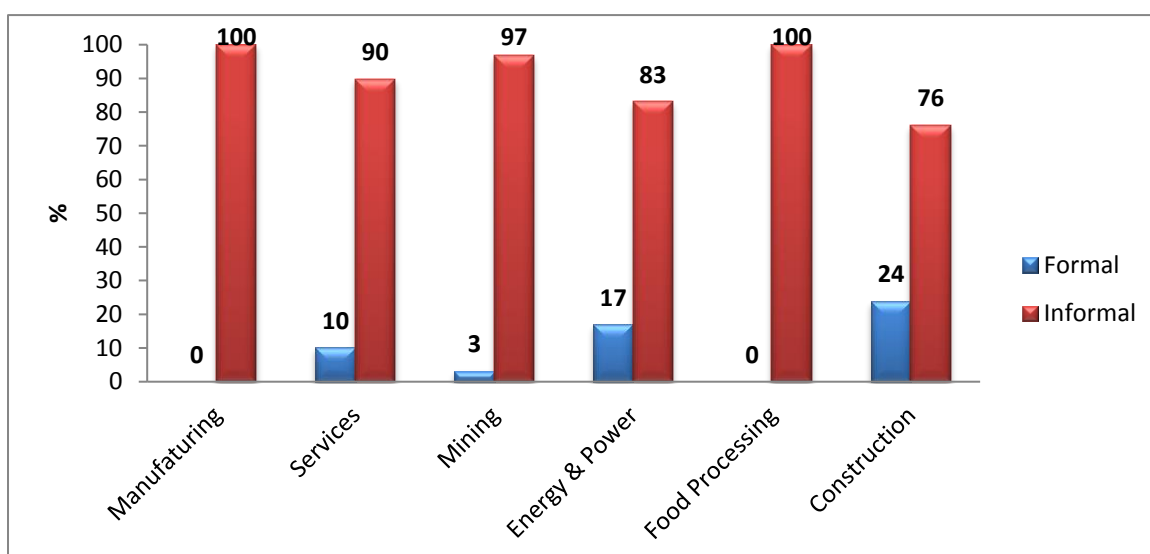
[12] National Skills Information System

Skills Gap Analysis

The data in table (Annex-1) demonstrates comparison between supply and demand of skilled workforce in GB. The finding shows that around 40 trades out of 64 are on demand, but has no skilled labour supply. On contrary, the supply of skilled workforce in remaining trades is pretty high with low demand. This is clear evidence that the highest supply and demand mismatch exist in GB, which must be reduced in future to ensure domestic and overseas employment.

The NAVTTC has played significant role in skills gap reduction through PM Youth Skills Development Program, but the supply of skilled workforce is further saturated in the local labour market.

Recommendations

1. The sectors and sub sector were identified on the basis of local labour market demand, and recommended to align the skilled workforce supply with demand.
2. The highest skills gap (supply vs. demand) was observed in GB as compared to others provinces.
3. More public spending is recommended in TVET sector to ensure sustainable contribution to household economy.
4. The ratio of domestic trades is very high in GB, which need to link with labour market demand or to convert it into local enterprises, which will ensure the rise in household income.
5.   Awareness campaign is suggested for employers, job seekers, potential job seekers and training provider in GB.
6. The overseas employment has a positive impact on province and household economy, but GB has the lowest share in foreign remittances and overseas employment. The actual causes will be identified through independent research.
7. The contribution of private sector in preparation of skilled workforce is remarkable, but continuous coordination through joint working group for the development of skilled workforce as per the demand of local, national and international labour market is suggested.
8. Missing NVQF level need to be addressed on urgent basis.

Annex-I: Skills Gap Analysis

Trade	Supply	Demand	Gaps
Adult Literacy	88	0	88
Diploma in IT	77	75	2
Aluminium Fabricator	0	75	(75)
Architecture	0	27	(27)
Auto CAD	112	52	60
Auto Electrician	0	48	(48)
Auto Mechanic	0	152	(152)
Bag, Purse Making	120	0	120
Baskets Making	51	12	39
Battery Repairer	0	40	(40)
Beautician	489	0	489
Building Electrician	46	24	22
Carpenter	237	144	93
Chara-Bafi	8	0	8
Civil Surveyor	75	10	65
Cloth Sewing	30	0	30
Computerized Accountant	0	18	(18)
Computer Course	2033	83	1,950
Computer Hardware & software Courses	55	0	55
Cook	0	160	(160)
Cultural Heritage	15	0	15
Curtin Making	26	0	26
DAE Civil	0	93	(93)

Trade	Supply	Demand	Gaps
DAE Electrical	0	50	(50)
DIT	25	20	5
Draftsman	0	78	(78)
Dress Designing	55	0	55
Dying	21	0	21
Electrician	30	86	(56)
E-Marketing	100	0	100
Embroidery	1932	11	1,921
English Language	480	0	480
E-Publishing	33	0	33
Fashion Designing	36	0	36
Fashion Jewellery	6	12	(6)
Fire fighter	0	8	(8)
Fitter	0	16	(16)
Foreman Hydro	0	26	(26)
Fruit Processing	19	12	7
Furniture Designing	0	60	(60)
Furniture Polishing	0	82	(82)
General Electrician	101	26	75
Gems Cutting	20	54	(34)
Generator Mechanic	0	27	(27)
Graphic Designer	44	45	(1)
Hotel management	43	0	43
Hand Embroidery	430	11	419
Handicraft	1272	0	1,272
Heating & Ventilation	0	91	(91)

Trade	Supply	Demand	Gaps
House Keeper	0	98	(98)
knitting & Cutting	277	0	277
Koresha	39	0	39
Laboratory Technician	0	9	(9)
Lattice Making	4	0	4
LHV	0	10	(10)
Machine operator Cutting	6	23	(17)
Mason	0	147	(147)
Meter Reader	0	21	(21)
Mobile Repairing	20	67	(47)
Motor Bike Mechanic	0	90	(90)
Nurses	0	18	(18)
OT Technician	0	8	(8)
Over Lock & Peeko	40	13	27
Painting	25	75	(50)
Pattu Weaving	20	0	20
Photography	5	0	5
Plumber/Pipe fitter	82	125	(43)
Polishing	9	60	(51)
Press Designing	13	0	13
Quantity Surveyor	0	60	(60)
Radio Mechanic	67	0	67
Receptionist	0	120	(120)
Rug Weaving	10	0	10
Safety Engineer	0	5	(5)

Trade	Supply	Demand	Gaps
Shorthand	69	0	69
Shuttering Carpenter	0	148	(148)
Solar Installation	19	45	(26)
Spinning	5	0	5
Steel Fixer	0	41	(41)
Stitching	18	0	18
Tailoring, Sewing	4834	41	4,793
Tile Fixer	0	56	(56)
Tour Guide	0	186	(186)
Traditional Cap Making	91	0	91
Turbine Mechanic	0	69	(69)
Turbine operator	0	56	(56)
UPS	32	23	9
Waiter	0	127	(127)
Weaving Shawl	51	0	51
Web Developing	10	0	10
Welder	0	125	(125)
Wood Carving Technician	0	150	(150)
Wood Work	0	37	(37)
X-ray Technician	0	16	(16)

Annex-II: Questionnaire

Skills Workforce Demand Side Questionnaires

This information supplied on this format will kept strictly confidential and will be used for research & Planning of National Skills Information System, NAVTTC, Government of Pakistan

Name of organization: _____

Dated: _____ for the Year: _____ Organization Contact No: _____

Email: _____ Address of the establishment
_____

Name of focal person: _____
Designation: _____ Contact no: _____.

1. Existing Skilled Workers (Only Skilled workers)

S.N	Trade, name	No. of workers		Source (use codes)	
		Male	**Female**	**Male**	**Female**
1					
2					
3					
4					
5					
6					
7					
8					
9					

10						
11						
12						

Code: 1- TVET Graduate, 2- Work based learner, 3- Informal sector, 77- Others (Specify)

2. Skills deficiencies

2.1: Do you face skilled workforce deficiencies?   1= Yes   2= No

S.N	Trade name	Level (use codes)	Number
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			

Codes: 1: B. Tech, 2: DAE, 3= Diploma, 4= Certificate, 5= short course, 6= others (Specify)

3. Future Skills requirement

S.N	Trade, name	Level (use codes)		Number/Annum	
		Male	Female	Male	Female
1					
2					
3					

4					
5					
6					
7					
8					
9					
10					
11					
12					

Codes: 1: B. Tech, 2: DAE, 3= Diploma, 4= Certificate, 5= short course, 6= others (Specify)

3.1: What is your level of satisfaction from the TVET graduate? 1= Satisfied, **2**= Not Satisfied, 3=Don't Know

3.2: What is your Suggestion improvement: _____

_____

_____

_____

Name of Enumerator: _____Signature: _____

Name of Data entry operator: _____ Status: _____ _____(Enter/Rejected)

Annex-III: List of Chamber/Trade Association & Potential employer

Tourism and Hospitality/ General Sector

No	Name of Organization	Location	Contact	E-mail
1	Pakistan Association for Tour Operators	Gilgit		info@pato.org.pk
2	Pakistan Gems and Minerals Association	Gilgit	3122233186	
3	Gilgit Baltistan Chamber of Commerce and Industries	Gilgit	581920673	
4	Trade Development Association of Pakistan	Gilgit	572491290	gil.helpdesk@tdap.gov.pk
5	Gilgit Baltistan Alpine Association	Gilgit/Skardu		G2kp@yahoo.com

Construction Sector

S.N	Name	District	Contact	email
1	Shaheen & Sons	Gilgit	5811453081	shaheenandsons@gamail.com
2	Muhammad Ghayour	Gilgit	5811452323	aliminto @ hotmail.com
3	Sultan Mehmood & Sons	Gilgit	3239914810	NA
4	Sahib Aman & Sons	Gilgit		NA
5	Afsar Jan & Sons Builders	Gilgit	3465417804	ajsbuilders@gmail.com
6	Wazir Imtiaz Haider & Sons	Skardu	3225353303	
7	S & Sons GB (Pvt) ltd	Gilgit		
8	Seven Star Khinar Traders & Builders (Pvt) Limited	Chilas		
9	Shaukat Ali & Sons Birgals	Gilgit		NA
10	Niamatullah & Brothers	Astore	581155038	NA

11	Haji Hamid Hussain & Sons	Skardu	3455088035	shabbirhussain113@gmail.com
12	Mohammad Yousuf & Sons	Gilgit	3005269646	NA
13	Afzal Usman Associates	Astore	5811457402	
14	Haji Muhammad Ali & Sons	Skardu	0312-9555177	NA
15	Business Link Traders & Builders	Gilgit	31559331414	summaira.afzal@gmail.com
16	Hussain Abad Enterprises	Skardu	3155685095	NA
17	New Zam Traders	Skardu	3459888316	NA
18	Shahid Hussain	Skardu	0346-9555797	NA
19	Ghulam Abbas & Brothers	Skardu	3465333614	NA
20	Ghulam Mehdi	Skardu	3125221400	NA
21	Nothern Engineering & Trading co	Skardu	3454138903	neat.skd@gmail.com
22	Haji Umar Yar & Sons	Gilgit	3345166665	NA
23	Hussain Ali & Sons	Gilgit		hussainaliandsons@gmail.com
24	Maqsood Ahmed	Gilgit	3335977014	NA
25	Wazir Mohammad Yousaf Ghandus	Skardu	NA	NA
26	Muhammad Naseem Khan	Gilgit		
27	Ali Surmo & Sons	Skardu	3473259786	NA
28	Bireno Associates	Gilgit	3455886680	NA
29	Maqsood Alam	Gilgit	3129444100	NA
30	Liaqat Aali and Arothers	Diamer		NA
31	Falcon Associates (Pvt) Ltd.	Gilgit	514850213	QURBANALIGB@GMAIL.COM

32	Murtaza Ali & Sons	Gilgit	3445404741	NA
33	Saeed-ur-Rehman	Diamer	3135665500	NA
34	Muhammad Kafil & Brothers	Gilgit	3461057257	NA
35	Rahmat Gul Khan & Sons	Diamer	3155132270	NA
36	Muhammad Akhtar Mayourdo	Skardu	NA	NA
37	Iqbal Naseer	Diamer	3455311635	NA
38	Mohammad Jaffar & Sons	Diamer	3465214939	NA
39	Abdul Karim and Sons	Skardu	3008150808	NA
40	M.T. Jan Traders	Chilas	50389-50510	NA
41	M. Shafa & Sons	Astore	3555119142	NA
42	Haji Muhammad Ibrahim & Sons	Skardu		
43	Fida Trading Company	Skardu	3412966634	NA
44	Mehdi Abad Builders	Skardu	3438957722	NA
45	Muhammad Yousuf Sons	Astore	581751139	
46	Muhammad Safdar Abbas	Gilgit	581155953	NA
47	Iqbal Enterprises Engineer & Constructors	Gilgit	3455107256	iqbalchak2003@yahoo.com
48	Firdous Ahmed	Gilgit	3555602802	NA
49	Jamal ud Din & Sons Sonikot	Gilgit	3449482220	NA
50	Haji Ghulam Muhammad & Sons	Skardu	3441519942	NA
51	Haji Fazal Ahmed & Sons	Gilgit	3465464400	NA
52	Habib ur Rehman	Gilgit		NA

53	Juma Khan & Sons	Astore		NA
54	Ghulam Abbas	Ghanche	3554109999	NA
55	Indus Trading Construction Co	Ghanche	3465451511	NA
56	Sihat Aali Khan	Ghizer	3129854417	NA
57	Kh. Mohammad Qasim & Sons	Skardu	3469556660	NA
58	Sultan Ali Khan Chhorbat	Ghanche		
59	M. Hussain & Brothers	Skardu	3445500043	shabbir_c376@hotmail.com
60	Ghulam Muhammad Sath	Ghanche	3455403077	NA
61	Rakaposhi Construction Co.	Gilgit	NA	NA
62	Mushtaq Ali	Gilgit	3318982621	NA
63	Amir Taimoor & Sons	Gilgit	3469236399	NA
64	Lal Jawar & Brothers	Diamer	NA	NA
65	Ghulam Abbas & Sons	Skardu	3445907106	NA
66	Faqir Muhammad & Sons	Gilgit	3111777544	NA
67	Karakuram Associates	Gilgit	3135968333	ISSA_PK@YAHOO.COM
68	Sang Ali & Sons	Ghizer	3555208411	NA
69	Faqir Mohammad & Sons	Gilgit	3469552872	NA
70	Lal Wali	Diamer	3555201206	NA
71	Haji Sabihaq	Diamer	3445050535	NA
72	Almar Gul Bittani	Gilgit	3005795968	NA
73	Fazal Malik	Diamer	3155906965	NA
74	Suleman & Sons Bar Enterprises Pvt. Ltd.	Gilgit	3166680629	NA
75	Bilal & Brothers	Gilgit	03462185984-9	bilal_brusha@yahoo.com
76	Safdar Ali Butt & Sons	Skardu	3355145586	NA
77	Janan Enterprises	Diamer	3448855883	NA

78	Kasiri Enterprises Pvt. Ltd.	Skardu	3420770755	samrozkasiri@gmail.com
79	Aurangzeb	Gilgit	3469212727	NA
80	Raja Ahmad Ali	Gilgit	581155964	3469749973
81	Ahmed Ali & Brothers Khaplu	Ghanche	058164-50355	
82	Mohammad Ali Jinnah	Gilgit	3127555606	NA
83	Manzoor Hussain	Gilgit	3229494544	Mrmanzoor512@gmail.com
84	Fida Ali & Co	Gilgit		NA
85	Haji Ghulam Mehdi	Skardu	3425955597	NA
86	Muhammad Jaffar Ali Khan	Skardu	3449539096	NA
87	Mohammad Ibrahim & Brothers	Skardu	652908	NA
88	Mohammad Ayub & Sons	Skardu		
89	Abdullah & Company (Pvt) Ltd.	Gilgit	5811450037	ABDULLAH_PROJECT@YAHOO.COM
90	AA Construction Private Limited	Gilgit	3465748814	ashfaqhk@gmail.com
91	Alam Shari Enterprises Pvt. Limited	Gilgit	3463234136	alamshari.enterprises@gmail.com
92	Ahmed Saeed Associates	Gilgit	5811455527	ahmadsaeed.associates@gmail.com
93	Haji Ghulam Ali (Gilgit)	Gilgit	3129728979	NA
94	Kifayatullah & Brothers	Diamer		
95	Habib-ur-Rehman	Diamer	3555222451	
96	Abdul Wahab	Diamer		NA