



## Small Scale Research on Outcome Harvesting for Resilient Construction Skills Training (Carpenter & Mason Training)

2017

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## 1. Project Background

Building Resilience and Adaptation to Climate Extremes and Disaster Programs is implemented by BRACED consortium Myanmar comprising five INGOs (Action Aid, Plan International, Myanmar Environmental Institute, World Vision, BBC (media Action) and one UN Agency (UN-HABITAT) with the support from Department of International Development (DIFID), UK. The project is currently being implemented in 8 townships of 7 regions/states which are Dagon-Seikan (Yangon), Labutta (Ayeyarwaddy), Meikhtila (Mandalay), Hpa-an (Kayin), Mawlamyine (Mon), Kengtung (Shan), Kyaukphyu and Taungup (Rakhine State).

As a technical partner of the program, UN-HABITAT is also providing support on safer construction practices to address the structural vulnerability to natural hazards. In the past UN-Habitat as part of recovery and reconstruction efforts during Cyclone Nargis, have supported and promoted safer settlements through numerous training of carpenters and it has proposed to undertake carpenters training to build capacity of local carpenters in the pilot townships and also to support prioritized small-scale mitigation activities at the community level. However, in order to sustain and institutionalize skill enhancement on DRR, UN-Habitat has been working with Ministry of Construction, National Skills Standards Authority, Myanmar Engineering Society and other key stakeholders to support refine the curriculum (incorporating DRR, fire safety and environmental aspects), institutionalize the trainings within existing /evolving institutional systems such as NSSA and rollout the trainings in pilot sites.

Under the current BRACED project, UN-Habitat conducted 6 National Training (3 Carpenters and 3 Masons Training) and 7 township level carpenter training to build the safer construction skills of artisans across the country. While national level training was scheduled for 35 days while township level training ran through 15 days. National level training was also followed by evaluation exam conducted by National Skill Standard Authority. Successful participants were awarded NSSA certification which allow them to work across ASEAN region.

### 1.1 NSSA Certification and Training of Trainers

Under the National Skills Standards Authority certification program there are four levels of certifications,

Level 1- Semi-skilled labor

Level 2- Skilled labor

Level 3- Advanced skilled labor

Level 4: Supervisor

Since most construction labor in villages are semi or skilled with or without adequate formal training, the focus of carpenters training will be to enhance their skill to Level 2 (Skilled Labor).

However, the process depends on various factors (availability of carpenters, level of knowledge, interest to take a more professional training etc.). The certification process will be through competency test conducted done by National Skills Standard Authority and followed by training. It was initially desired to have experienced or skilled carpenters (preferably meeting to the knowledge of level 2) for the training in Yangon, however, Level 1 certification was decided to award in case of having trainees crafted with no construction skills or proper carpentry or masonry training.

## 1.2 For Carpenter Training

### **Recommended or Desired Criteria's**

#### **Technical:**

1. Has undertaken prior carpentry or woodwork for construction (houses or any)
2. Has basic knowledge on calculations and measurements (secondary level education)
3. Can undertake leveling and its basic procedures for carpentry / construction
4. Handling of carpentry and hand tools for woodwork.

#### **General / Project related criteria:**

1. Resides in the village and has been working in carpentry or construction
2. Interest to be part of the project activities
3. Preferably nominated by the communities as the participant for the training is a beneficiary
4. Has interest, motivation and commitment to learn and disseminate knowledge on safer construction practices after the training in the community.
5. Women members are encouraged

Participants from target State / Region:

We will train the person below target area who have relevant skills and work experience on carpenter work.

1. Mawlamyine
2. Kengtung
3. Hpa-an
4. Labutta
5. Dagon-Seikan
6. Taungup
7. Kyaukphyu
8. Meikhtila

## 1.3 For Mason Training

### **Recommended or Desired Criteria's**

#### **Technical:**

1. Has undertaken prior masonry or brick and concrete work for construction (houses or any)
2. Has basic knowledge on calculations and measurements (secondary level education)
3. Can undertake leveling and its basic procedures for masonry / construction
4. Handling of masonry and hand tools for brick / concrete work.

#### **General / Project related criteria:**

1. Resides in the village and has been working in masonry or construction
2. Interest to be part of the project activities

3. Preferably nominated by the communities as the participant for the training is a beneficiary
4. Has interest, motivation and commitment to learn and disseminate knowledge on safer construction practices after the training in the community
5. Women members are encouraged

Participants from target State / Region:

We will train the person below target area who have relevant skills and work experience on mason work.

1. Kengtung
2. Mawlamyine
3. Hpa-an
4. Labutta
5. Dagon Seikan
6. Meikhtila
7. Kyaukphyu
8. Taungup

## 2. Methodology

A total 173 trainees participated in National level Mason and Carpenter training conducted at MOC training center located at Thuwana, Yangon. In township level carpenter training, a total of 116 participants have been trained in 5 different townships – Labutta, Dagon Seikan, Taungup, Kyaukphyu and Kengtung. Among those participants, only 230 were included in the survey as the rest of participants (trainees of Taungup, Kyaukphyu and Kengtung) completed the training less than two months ago before the assessment was rolled out. It was decided to conduct this assessment for trainees who have completed the training at least 6 months before. A sample of 68 participants were interviewed through simple random selection.

Small Population or Universe

Total Universe	230
Confidence interval (use 90%, 95%, or 99%):	95
Width of Confidence Interval (e.g. + or - 5%):	10
Expected value of Attribute (e.g. p=50%):	50
 REQUIRED SAMPLE SIZE IS	 68



### 3. Executive Summary

More than one-third of the trainees (65%) are at the age between 18 to 35 and only a few (3%) are above 55. Nearly one-fifth (18%) of the trainees were not construction worker when they joined the training, however, it is reported that a few of them started working in construction sites after the training. Lessons about building materials are most likely to be recalled and applied in their work, while, a mere one-tenth of the respondents mentioned they remembered about disaster resistant and also applied the knowledge in practice. On the other hand, a quarter (25%) of mason trainees and 16% of carpenter trainees can recall occupational safety and almost of all of them applied the practices in their work.

Nearly three-quarter (71%) are reportedly to be highly absorbed trainees, while a mere 9% can recall few lessons they learned in the training. It is also reported that only 4% of trainees applied few lessons in their actual work. When asked about how much extent certificates awarded or skills learned can help them to get employed or work as construction workers, a total of 64% agreed it helped them to some degree, while 35% were not sure that it was the main factor enabling them to get employed.

More than two-third of the trainees (67%) said that there are about 10 to 20 working days a month, while only 2% said they have working days of less than 10 in a month. A minority of 4% are paid 15000-30000 MMK per day on average, whereas 71% said their average daily wages stand between 10000 and 15000 MMK. The vast majority (92%) was involved in building individual houses. While more than half (55%), in building community projects such as schools, monasteries, merely 14% and 12% mentioned that they have worked for community infrastructure. A quarter (23%) mentioned they have involved in BRACED construction projects, while 17%, in government projects.

When asked whether their daily wages increased, two-third (65%) of trainees said wages increased, while the rest said wages were more or less the same. Among those who said increased daily wages, a majority of 67% agreed the increase is due to the support of the training, while the rest mentioned that training is not the main contributing factor of wage increment. When asked about how they have spent their income in the last six months, a vast majority (81%) said they saved some money. Another majority is reported that they have bought devices for information access (67%) and renovated their houses by imparting skills learned in the training to make them resilient for any future disaster (69%).

It is also reported that a vast majority (88%) of trainees mentioned that the training is very useful to them and none has described the training useless.

#### 2.1 Quotes

*“Although I do not work as a carpenter, I now have the knowledge to supervise the carpenters, when I had my house repaired.” – a woman trainee from Kengtung*

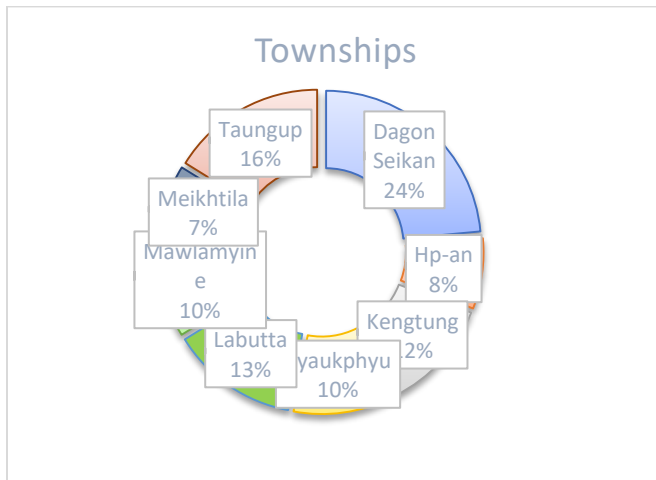
*“I was once a daily wager in construction work, However I now become the mason leader and earn much more.” – a trainee from Taungup*

*I can now repair the shelters for my livestock. No need to hire anyone. – a woman trainee from Kengtung*

## 4. Key Findings

### 4.1 Location distribution

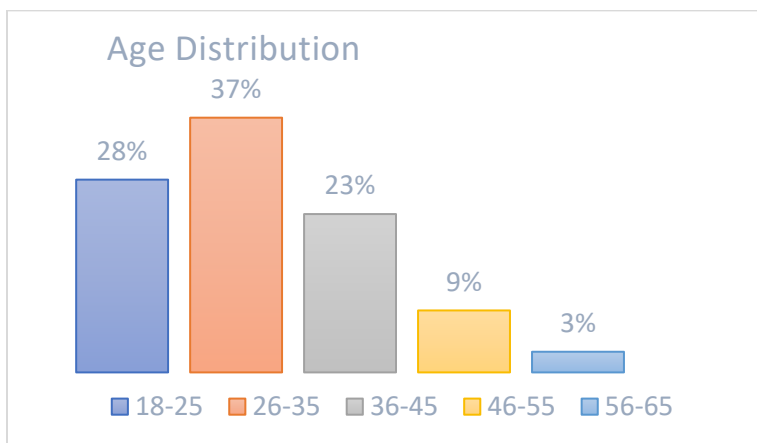
As only 8 training were included in the assessment – 6 national level training and 2 township level training in Dagon Seikan township and Labutta township, the distribution across targeted townships is not balanced, however, the random selection created a chance of inclusiveness in the assessment. 24% of the trainees are more likely to be from Dagon Seikan township, rather than in Meikhtila (7%). During the data collection process, there were substitutions due to the facts that respondents cannot be reached, which means those with higher percentage in the townships are said to be easier to reach.



**Fig – Distribution of trainees in townships**

### 4.2 Age distribution

It is reported that more than one-third (37%) are more likely to be at the age between 26-35 and 65% trainees are young people who are age between 18-25. A total of 60% are people of middle-aged (age between 26-45), however, a mere 12% represented the trainees of older age (46+). A higher participation of young people in the training is a good indication that they can be ambassador to their own communities to spread awareness and knowledge on learned skills. They surely have potential to upgrade into better skilled construction with more such opportunities in future.



**Fig – Age distribution across training**

### 4.3 Careers of the trainees

A vast majority (82%) of the trainees were construction workers before they joined the training, however it is interesting that 14% abandoned their former career after the training for some reasons. The most mentioned reason why they quit carpentry or masonry is due to newly-established business after the training (mentioned by 75% of the respondents who dropped the profession) and the second most mentioned one is that construction work was not their main income source but farming (mentioned by 13%).

On the other hand, nearly one-fifth (18%) of the trainees were not construction workers before they were trained. It is also reported that one-fifth of them (18% who were not construction workers) have become construction workers after the training.

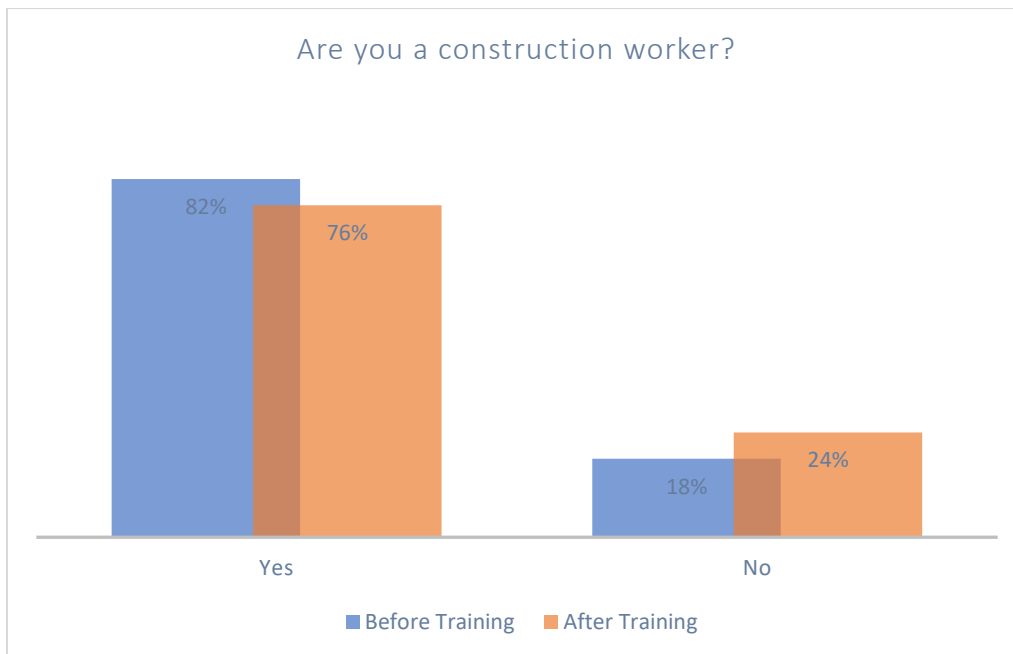


Fig – Career as construction workers before and after the training

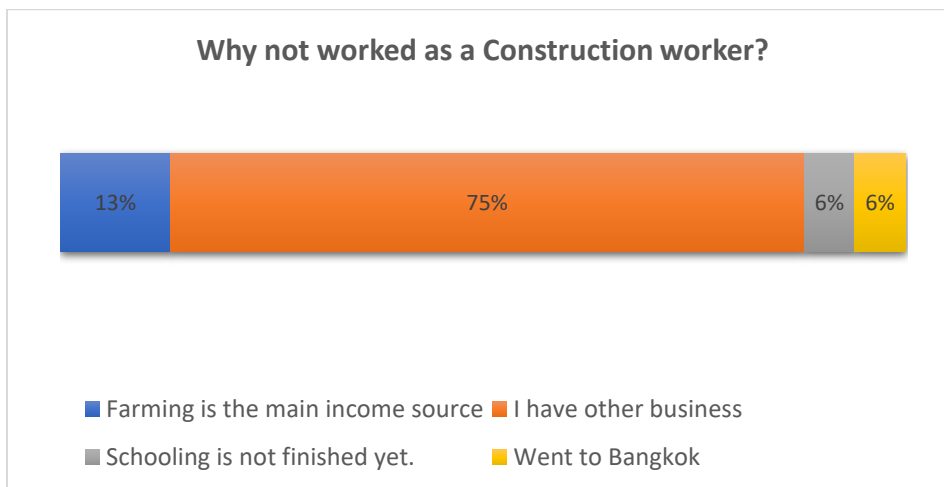


Fig – Reasons for not working as construction workers



#### 4.4 Training Effectiveness

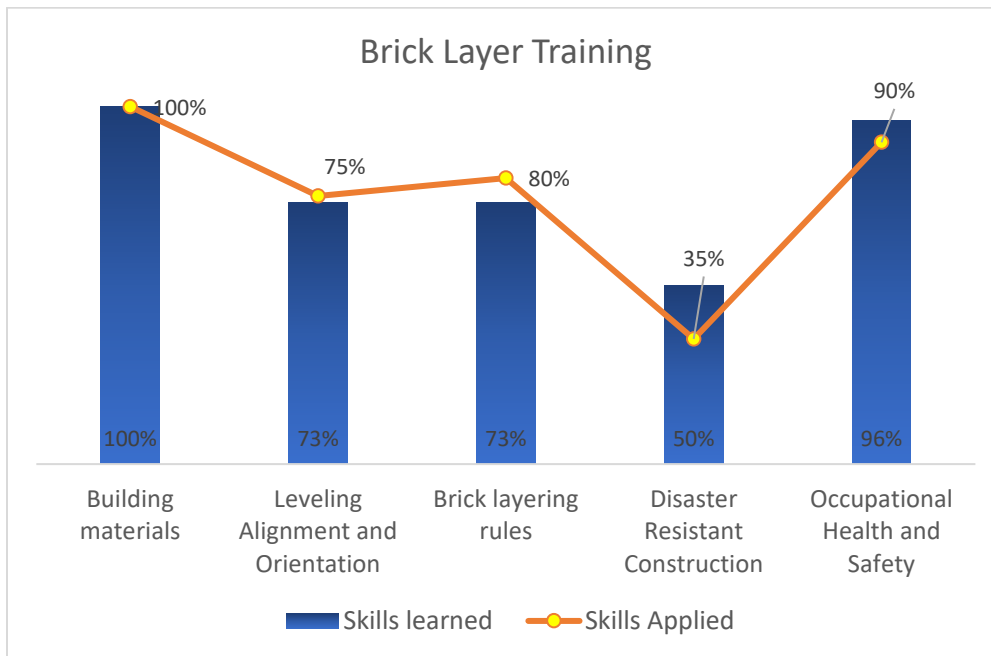
There are five categories of skills taught in Brick layer training and seven, in carpenter training, which are as below;

##### Key Skills for Brick layer/ Mason training

1. Building materials.
2. Leveling Alignment and Orientation
3. Brick layering rules
4. Disaster Resistant Construction
5. Occupational Health and Safety

##### Key skills for Carpenter training

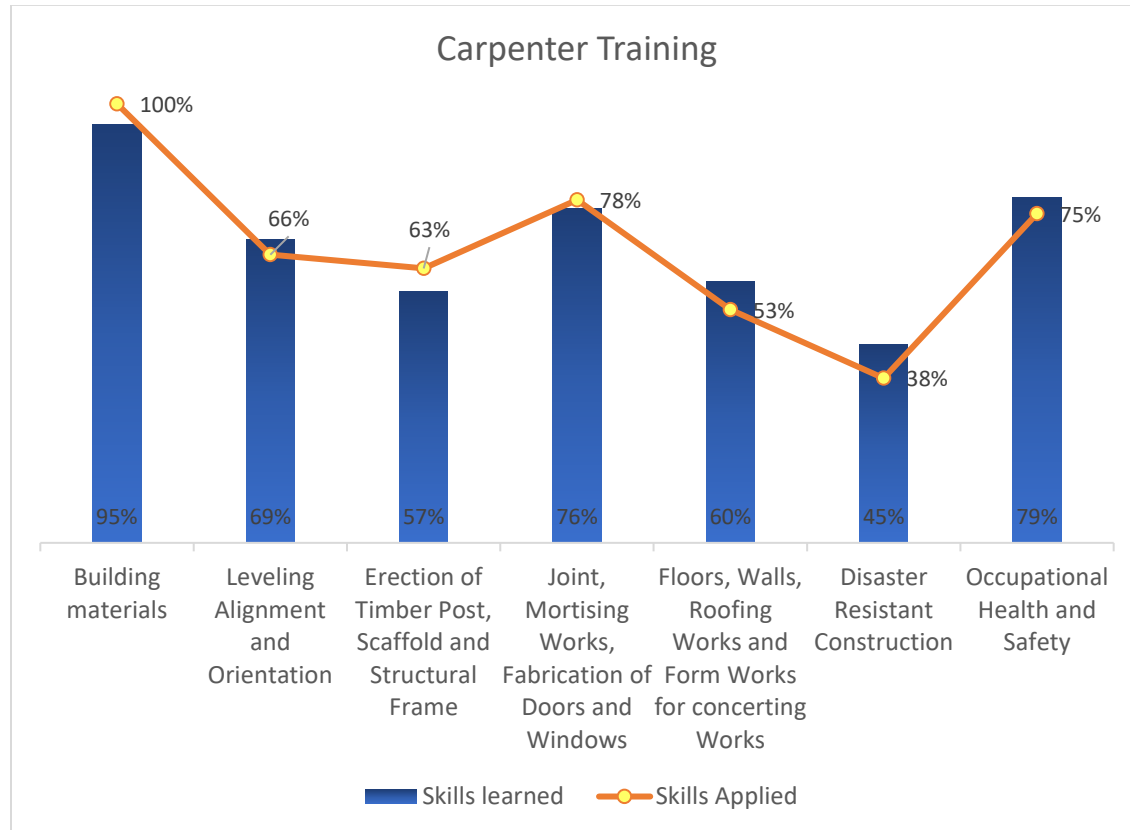
1. Building materials.
2. Leveling Alignment and Orientation
3. Erection of Timber Post, Scaffold and Structural Frame
4. Joint, Mortising Works, Fabrication of Doors and Windows.
5. Floors, Walls, Roofing Works and Form Works for concerting Works.
6. Disaster Resistant Construction
7. Occupational Health and Safety



**Fig – Skills recalled and applied in their work for Brick Layer Training (masons)**

The figures show that almost all trainees remembered about the material used in construction work, while 96% of them vividly memorized about the occupational health and safety. Three-quarter of masons (73%) can recall building rules and measurement, however, only half of them (50%) could call to mind about disaster resistant construction. When asked whether they applied what they learned in the training, the

knowledge of building material, measurement and rules are applied in practices by majority of them (at least 75%), whereas those who applied safety rules decreased by 6%, saying that some safety measures are hard to follow or no safety material was supported. Surprisingly, there are only 35% masons who voluntarily said they follow rules for disaster resistant.



**Fig - Skills recalled and applied in their work for carpenter training**

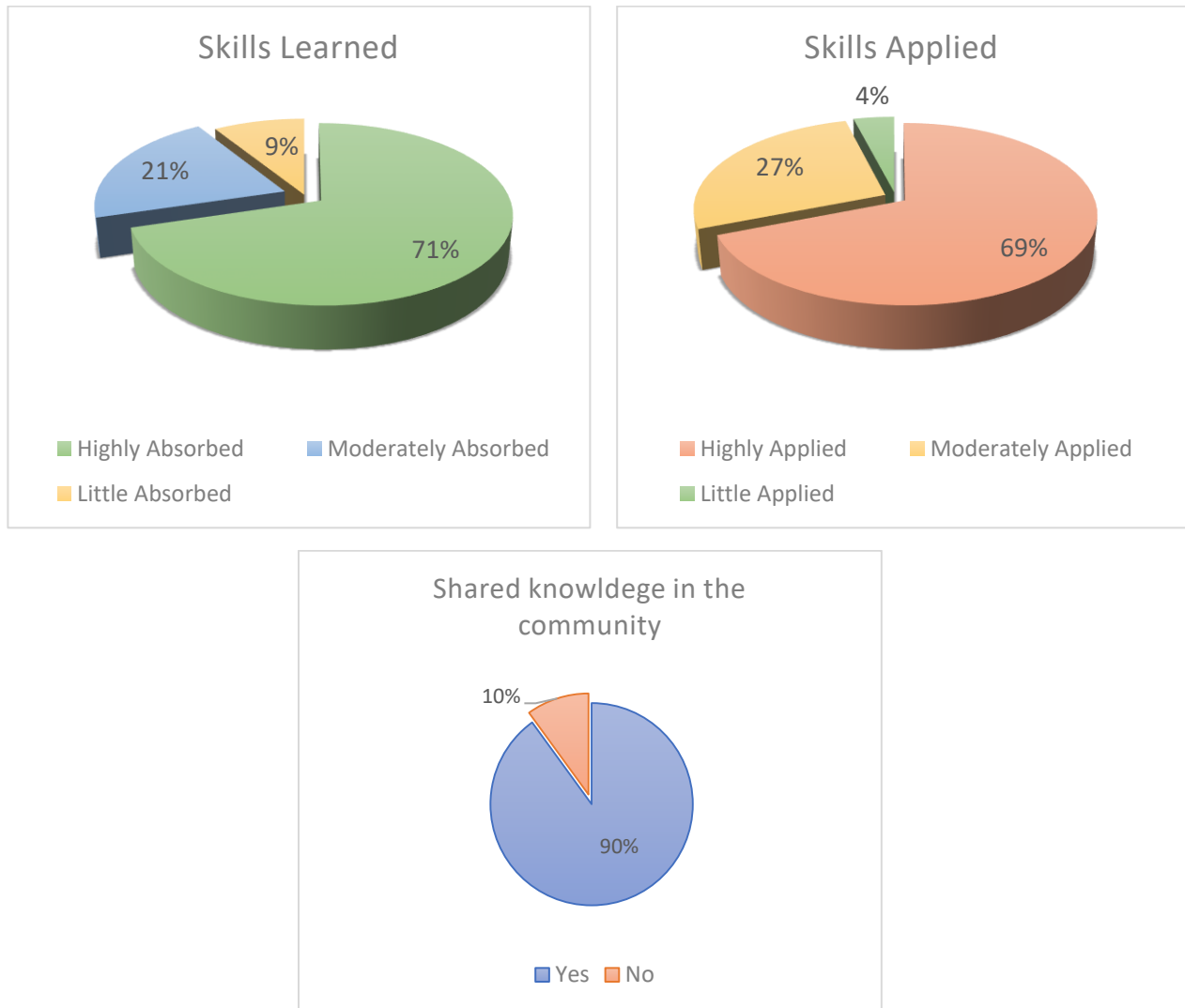
As for the carpenters, all of them can also reiterated about the building materials 100 percent, and there is no skill recalled by less than one-third of the trainees, except for one, Disaster Resistant Construction – recalled by 45% of carpenters. Satisfactorily, occupational health and safety is voluntarily mentioned by a vast majority of 79%.

Regarding the application of lessons learned, more than 60% carpenters applied the leveling alignment and orientation and erection of posts, scaffolds and frame. In the meanwhile, more than 75% applied the safety measures and joint mortising works. Similar to masons, only one-third (38%) of carpenters can be voluntarily aware of that they build disaster-resilient constructions.

Trainees are less likely to be able to recall about disaster resistant construction, compared to other topics, which may be due to that they have too much concentration on the work of carpentry and masonry, rather than on how to build in adaptation to different disasters.

Following Pie charts show that how many are good learners and how many lessons are to be applied in actual work. It is reported that the training is, to a great extent, effective that 71% can be categorized as

highly-absorbed trainees. There are merely 9% who are reported to be little-absorbed participants – those who can recall less than 2 lessons.



**Fig - Sharing knowledge in the community**

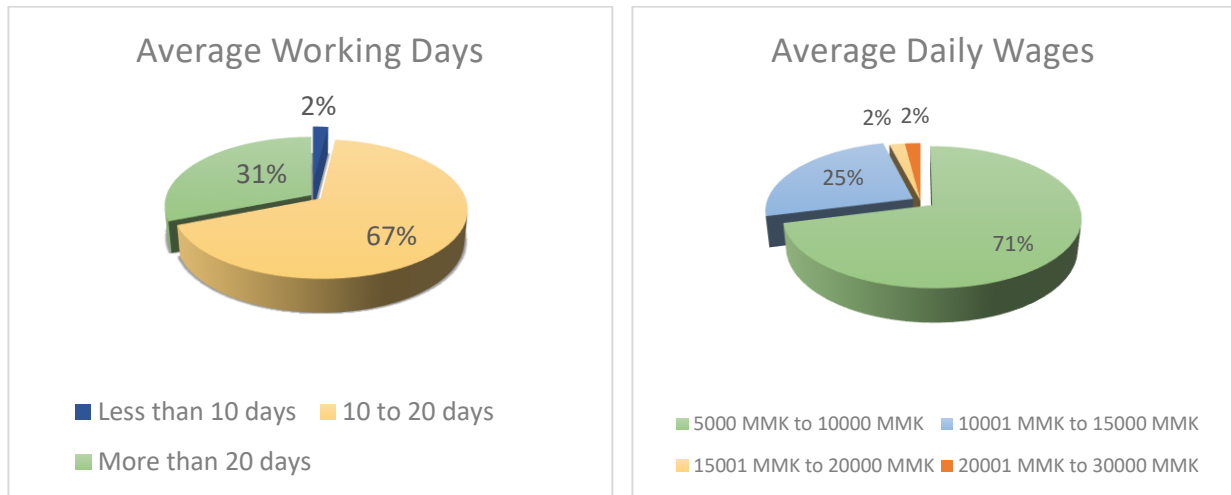
When asked about if they shared what they have learned to their communities, the majority (90%) mentioned they do share to the members of community. It is described that they like to share what people are not aware of in regards to construction rules and safety measures in their communities.

#### 4.5 Average Working Days and Daily Wages

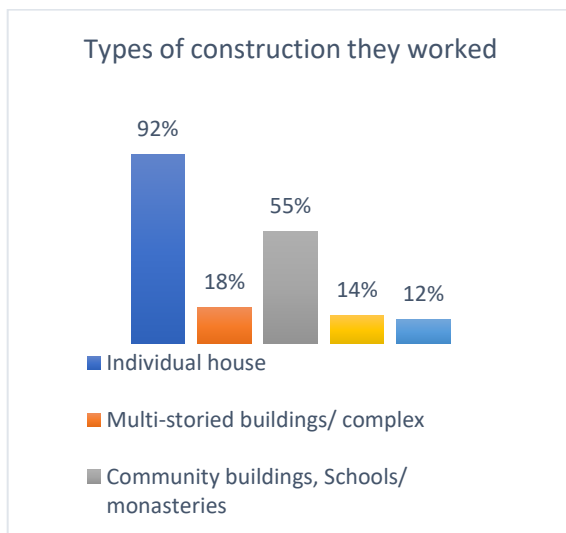
For those who work as construction workers after the training, the least amount of average working days in a month is 4 and there are merely 2% of trainees who mentioned that. A majority of 67% asserted that there are more than 20 working days in a month and nearly one-third (31%) said they have work for 10-20 days a month.

A vast majority (71%) responded that they get paid between 5000 and 10000 MMK, while a mere 4% was paid higher than 15000 MMK. It is also reported that a quarter of construction workers (25%) are paid

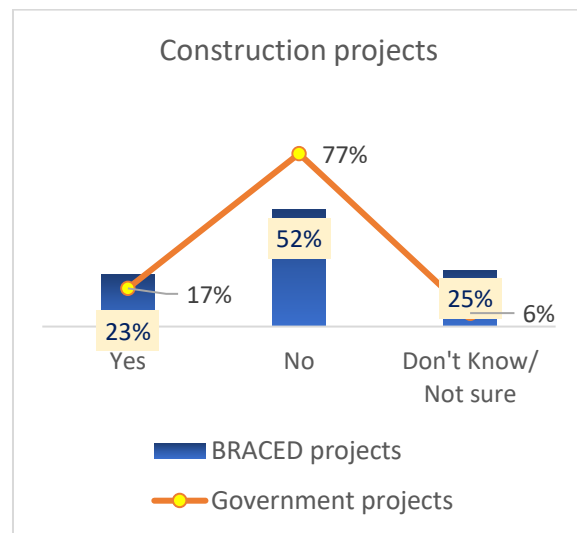
between 10000 to 15000 MMK. Those who are paid less than 10000 MMK are reported to be general workers, the followers, and those who are paid higher than 10000 MMK are lead carpenter or masons.



It is reported that types of construction work they have involved, is predominantly in building or repairing individual houses, mentioned by 92% and second to it is community buildings such as schools and monasteries (55%). About a quarter (26%) stated that they also involved in infrastructure building such as roads, bridges, irrigation canals, etc. There are also trainees who said they worked for multi-storied buildings (18%). When it comes to construction projects by BRACED or the government, 23% was involved in BRACED projects and 17%, in government projects, while 31% in total were not so sure whether the projects are of BRACED or the Government.



**Fig – Types of constructions they worked**



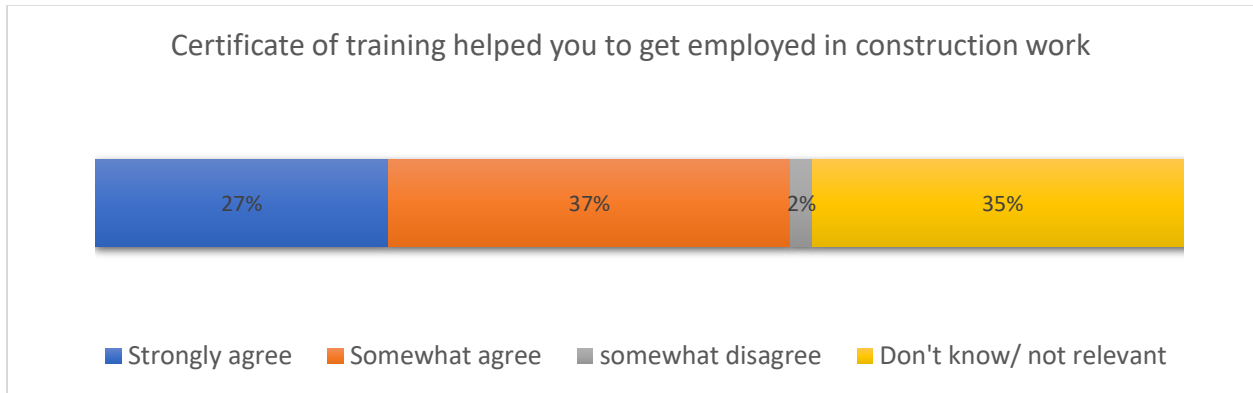
**Fig – Types of construction projects**

## 4.6 Impact of the Training

### Perception on Employability

When the respondents were asked about how much extend they felt the training helped them to get employed, a total of 64% stated their agreement that skills or certificate awarded in the training helped them to get employed in construction work. However, the rest of the trainees (37%) tended to disagree

with the statement, believing that there is no relation between certificates or skills learned with their employability. There are also some respondents who want to have NSSA award as they acknowledged that it is a ticket for them to be able to work, even abroad and therefore they would like to be enlisted to attend the training at National Level.

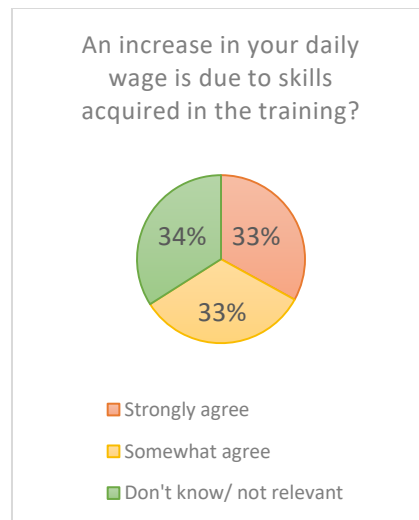
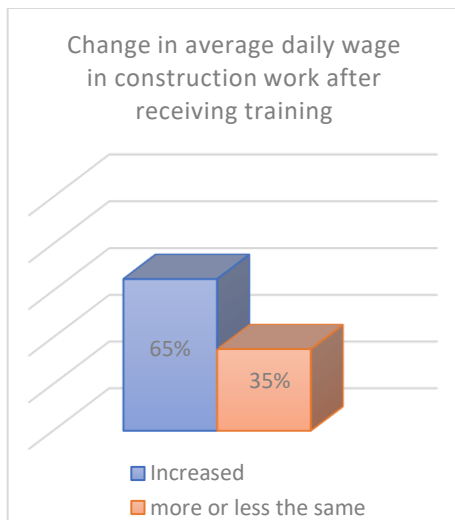


**Fig – Perception on certificate and employability**

Perception on Wage Increment

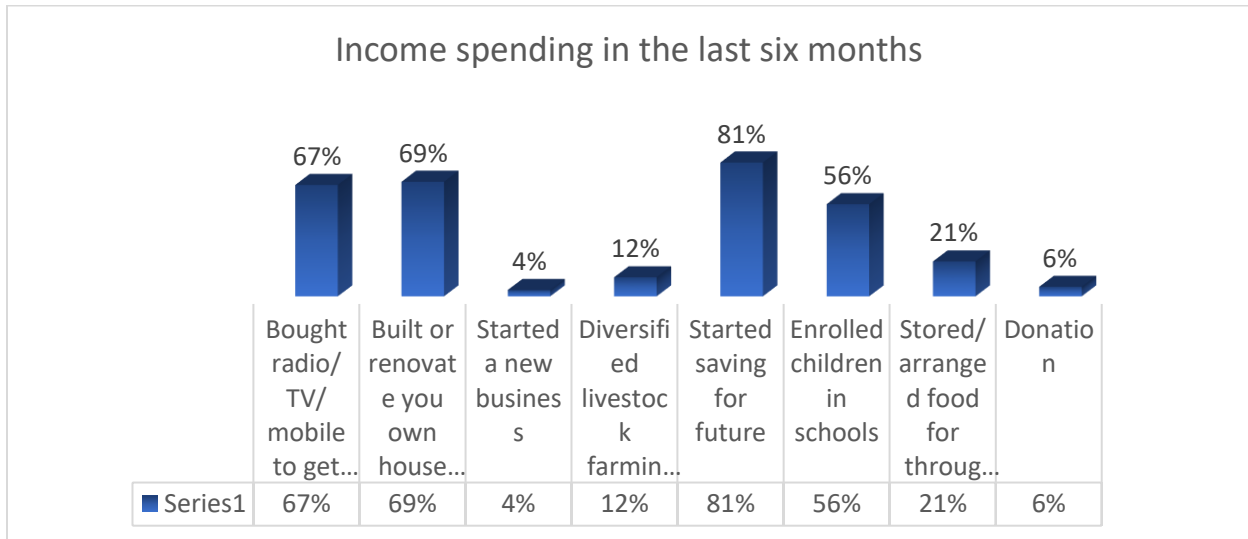
To find out how the construction skill training helps to increase income of each trainees, they are asked if there is an increment in their daily wages after the training and this increment depends on the skill set trained. Then, 65% of the trainees are likely to say that their daily wages increase after the training, while the rest 35% said wages are more or less the same as before the training.

When asked them increased wages relate to the skills they learned during the training, a total of 66% agreed the statement that wages increase due to the training (33% strongly agree and 33% somewhat agree), whereas, the rest of 34% were not sure that the reason behind wage increment is due to the training.



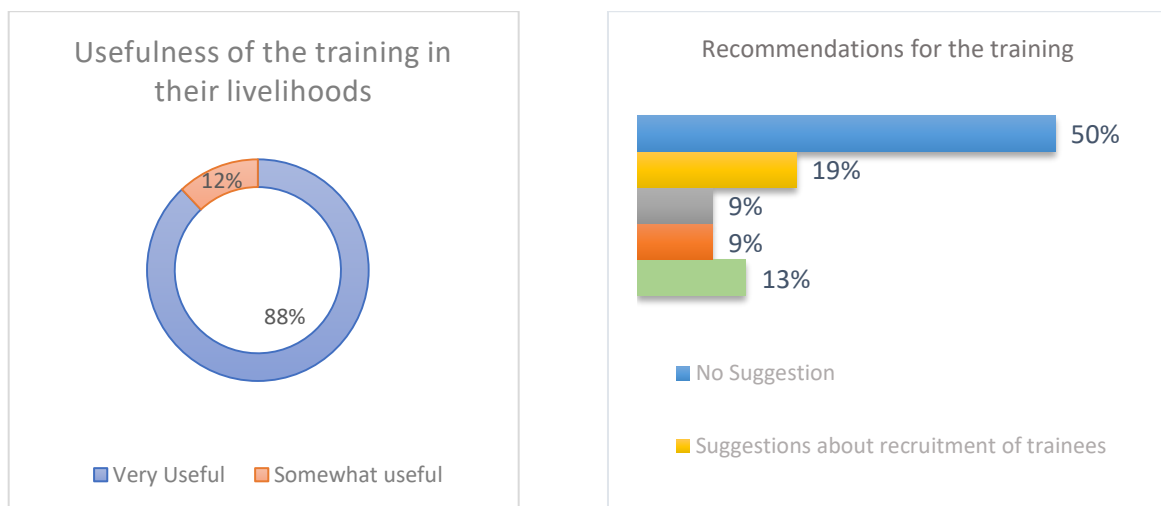
#### 4.7 Income Spending and Resilience Building

The surveyed respondents are also asked about the way they have spent their income in the last six months in order to find out how resilient they have become to disasters compared to the past. By asking so, a vast majority said they saved money for the future (81%), while 69% said they have built or renovated their properties. Another 67% of the trainees stated they have bought devices for better information access. Only a total of 16% said that they have diversified a new business in crop farming or livestock farming, 6% of them, on the other hand, did some donation to charity fairs. In addition, about one-fifth (21%) have reportedly been arranging or storing food for emergency.



#### 4.8 General Perception on the Construction Skill Training

All the surveyed respondents were asked their perception on the training and a vast majority, 88% of them described that the training is very useful to them for their daily lives and the rest of 12%, describe the training as somewhat useful. The most common underlying reason why it is useful to them is that they were trained for a skill set of livelihoods (vocational training) and it generates income for them.



The respondents also had a chance to suggest some recommendation for a better implementation of the training in the future. One-fifth (19%) of the trainees made suggestion about training recruitments – to



recruit more young people, to recruit those who have at least basic knowledge on construction work, etc., while 13% suggested they want to have more advanced training and more practical work. Moreover, 9% of respondents suggested National Level training should be held in other townships other than Yangon and length or frequency of the training should be increased so that they would be able to learn better. On the other hand, half of respondents made no suggestion but a gratitude for the training.

## 5. Challenges and Limitations

There are challenges and limitations while implementing the training. Finding the participants with set criteria is one of the challenges, faced since the beginning of the intervention. Owing to the fact that there is no UN-Habitat fellow or staff in targeted townships, recruitment of trainees is solely relied on partner organizations and Township General Administrative Departments. As consequences, quality control over recruitment was undermined. On top of that, being delayed in finalizing training schedules exacerbates the effectiveness of the recruitment process, which resulted to have recruited one-fifth of trainees with no experience of construction work. On the other hands, the criteria set for the trainees is somewhat too rigid to meet, which made recruiter difficult to find the eligible ones. Finding women participants who already have construction skills is another challenging factor, which makes the training being highly gender imbalance. In some townships, daily allowances for the trainees is not incentivizing them enough to join the training for a 15-day period.

During training days, trainees seemed to prefer hands-on training to theoretical concepts through papers as some of them are illiterate. The curriculum for township level carpenters is designed for a duration of 45 days, however, it was a 15-day period to execute the training. Shortening and prioritizing the curriculum was not effective enough for those who were new to construction skills. It is also costly to invite trainees to Yangon for National level trainings, which is why the respondents asked to hold future training in their local townships.

## 6. Conclusion

Overall, as carpenters and masons are more likely to be men rather than women in Myanmar construction industries, male trainees are predominantly more than female. As per complaints from partner organizations for recruitment, eligibility criteria should be reconsidered to make sure there is more space for women and unskilled participants. Referring to the findings, the topics of disaster resistant building should be emphasized so that trainees have wider knowledge how to adapt their constructions to different disasters for safer settlement. Some participants suggested younger people should be included, as they believe younger generation have greater potential to be able to contribute to their communities. To make the training more effective, recruiting the right participants is crucial. As there were some trainees who were not construction workers before and after, sifting trainees who not only have basic knowledge about construction but also show interest should be enhanced with close quality control. As one-third of the trainees are not sure about that the use of NSSA certificates or completion certificates can help them getting employed, there should be a better introduction about the certificates to the trainees.

However, amidst multiple challenges in these trainings, it is evident that training has been helpful for carpenters and masons to not only increase the daily wages (especially those who got NSSA certificates) but also apply disaster resilient safe construction skills in their own houses and in their work. Trained carpenters and masons are also a good messenger to their own communities and provides motivation to

other construction workers to join such training in future. It is also planned to share the list of trained carpenters and masons with township GAD, regional RRD and national RRD so that skilled manpower can be utilized in upcoming infrastructure/ public housing projects which will also increase the morale of the people trained for being recognized by the government.

## 7. Gallery



## 8. Annex

### Annex 1 Questionnaire

**Introduction:** Good morning/ afternoon, Mr. ... I am ... from UNH that facilitated Carpenter/Manson training you attended in ... tsp. I would like to have an interview with you about how was your carpenter/mason training and what is its impact on your income and resilience to disasters. You are selected randomly and one of 65 people we are going to conduct the same interview.

It will take about 10 minutes and your identity is guaranteed to be kept confidential.

### Do you agree to participate?

1. Yes 2. No

No.	Questions	Response
C1B2	Type of training	1. Carpenter 2. Brick layer
D1	Name	
D2	Sex	1. Male 2. Female
D3	Age	
D4	Township	1. Dagon Seiknan 2. Hp-an 3. Kengtung 4. Kyaukphyu 5. Labutta 6. Mawlamyine 7. Meikhtila 8. Taungup 98. Other .....
T1	Did you get involved in any construction work before you got this training?	1. Yes 2. No
T2	Have you got involved in any construction work, paid or unpaid, after this training?	1. Yes >>> <b>skip to Q1.</b> 2. No
T3	If no, why?	
Q1	Was the participant selection notice for construction skills training advertised across the village informing all the potential construction workers/carpenters?	1. Yes 2. No 99. Don't know/ not sure
Q2	Can you please tell us the key skills that you learnt during construction skills training?	
	<p><b>Key Skills for Brick layer training (DO NOT READ OUT)</b></p> <p>1. Building materials. 2. Leveling Alignment and Orientation 3. Brick layering rules 4. Disaster Resistant Construction</p>	<p><b>Key Skills for Carpenter training (DO NOT READ OUT)</b></p> <p>1. Building materials. 2. Leveling Alignment and Orientation 3. Erection of Timber Post, Scaffold and Structural Frame</p>

	5. Occupational Health and Safety <b>(TERMINATE HERE if T2 is 2)</b>	4. Joint, Mortising Works, Fabrication of Doors and Windows 5. Floors, Walls, Roofing Works and Form Works for concreting Works 6. Disaster Resistant Construction 7. Occupational Health and Safety <b>(TERMINATE HERE if T2 is 2)</b>
Q3a	What are the key skills of this training that have been used in your daily profession?	
	<b>Key Skills for Brick layer training (DO NOT READ OUT)</b> 6. Building materials. 7. Leveling Alignment and Orientation 8. Brick layering rules 9. Disaster Resistant Construction 10. Occupational Health and Safety <b>(TERMINATE HERE if T2 is 2)</b>	<b>Key Skills for Carpenter training (DO NOT READ OUT)</b> 8. Building materials. 9. Leveling Alignment and Orientation 10. Erection of Timber Post, Scaffold and Structural Frame 11. Joint, Mortising Works, Fabrication of Doors and Windows 12. Floors, Walls, Roofing Works and Form Works for concreting Works 13. Disaster Resistant Construction 14. Occupational Health and Safety <b>(TERMINATE HERE if T2 is 2)</b>
Q3b	Have you ever shared knowledge you learned through the training to the others in your community? 1. Yes 2. No	
Q4a	How far do you agree that skills that you learned or NSSA certificate that you were awarded in the training helped you to get employed in the construction works?	1. Strongly agree 2. Agree 3. Disagree 4. Strongly disagree 99. Don't know/ not relevant
Q4b	What is your average working days in construction in a month?	
Q5	What type of constructions have you been involved in? <b>Multiple and read out</b>	1. Individual house 2. Multi storied buildings/complex 3. Community building/Schools/Monasteries 4. Roads/bridges/culverts 5. Water system (tanks, irrigation channels etc.) 88. Other .....
Q6	Have you worked in construction projects implemented with <b>BRACED</b> support after receiving the training?	1. Yes 2. No
Q7	Have you worked in construction projects implemented with <b>Government</b> support after you received the training?	1. Yes 2. No

Q8	What is your average daily wage in construction work?	
Q9	Has your average daily wage in construction work changed after receiving training?	1. Increased 2. More or less the same 3. Decreased >> <b>skip to Q11.</b> 99. Don't know/ not sure
Q10	How far do you agree that an increase in your daily wage is due to skills acquired in the training?	1. Strongly agree 2. Agree 3. Disagree 4. Strongly disagree 99. Don't know/ not sure
Q11	Have you ever spent your income in following; <b>READ OUT</b> 1. Bought radio/ TV/ mobile to get access to information 2. Built or renovate you own house in order to make it stronger 3. Started a new business 4. Diversified livestock farming oneself or family members 5. Diversified agricultural productions oneself or family members 6. Started saving for future 7. Enrolled children in schools 8. Stored/arranged food for through year 88. Other .....	
Q12	Overall, how much do you think the construction skill training you received is useful in your daily life? Why?	1. Very useful 2. Somewhat useful 3. Not very useful 4. No useful totally 99. Don't know/ not sure
Q13	If similar training is conducted in the future, what will be your suggestions to make it improved and what were your difficulties in attending the training?	
W1a	<b>To ask women participants</b> Did you feel you had as equal opportunity as men to join the training?	1. Yes >> skip to W2a 2. No
W1b	Why do you say no?	
W2a	Do you find it difficult for women to get employed in construction work?	1. Yes 2. No >> skip to W3
W2b	If Yes, why do you say so?	
W3a	Would you recommend other women in your community to participate in similar training in the future?	1. Yes 2. No
W3b	Why would you say yes/ no?	

RECORD THE LENGTH OF THE INTERVIEW.

..... MINUTES