

Partnership Snapshot: Nepal Yarn Manufacturers' Association Enabling growth of yarn manufacturing industries through market driven skilling

The partnership between UKaid Skills for Employment Programme (सीप) and Nepal Yarn Manufacturers' Association (NYMA) has supported the yarn manufacturing industries in Nepal to expand their production and export capabilities by integrating skilling initiatives to address skill gaps and enable the industries' quality workforce.

The manufacturing sector in Nepal is crucial for the country's economic prosperity and the sector continues to be integral to the government's growth priorities. The capacity of this sector to consume skilled workers in various job roles is abundant. However, the sectoral Skills Gap Analysis conducted by UKaid सीप in 2018 - 2019 reveals that skill-related challenges affected productivity and growth of 56% of the firm-level survey respondents, mainly the manufacturing industrialists. Typical examples of skills gaps that were highlighted by the respondents included lack of marketing knowledge; lack of skills in plant and machine operation; lack of communications, among other soft skills.

To bridge these bottlenecks and enable growth of the yarn manufacturing industry—one of Nepal's top exporters—UKaid सीप forged partnership with NYMA in December 2019. The yarn sector leads Nepal's export portfolio, and the skilling initiatives leading to industrial growth supported by the UKaid सीप-NYMA partnership forms an integral part of this progressive industry's push to structurally transform the sector through modernization and expansion efforts; diversification of its exports to new geographies through improved quality and price competitiveness; and improved organizational capability of firms. With catalytic technical and co-investment support from the सीप, NYMA led a multi-factory skills development initiative designed to address skill gaps and workforce demands of the yarn and knit-wear industry.

KEY FACTS:

Duration: December 2019 - April 2021

Geographic coverage: Province 2 and Lumbini Province

Key Outcomes:

- 3,753 people skilled and placed, in various yarn production job roles, 84% of them are DAGs and 33% women.
- Co-developed and introduced market-aligned industry-led curriculum, covering five key job roles being adopted by five industries within NYMA; standardized NYMA certification for the skilled trainees.
- Developed, enhanced and expanded skilling infrastructure as well as women-focused infrastructures such as childcare facilities to motivate working mothers.
- Integrated GESI into skilling and employment initiatives to avail skilling-linked gainful employment for more women, as well as to on board more people from DAGs across all partner industries.
- Developed and introduced safeguarding guideline, being adopted by five factories.



This collaborative partnership upgraded the skilling infrastructure and capacity at factories and generated gainful employment. The five key partner industries skilled and placed a total of 3,753 people in various yarn production job roles, within the pilot phase that came to an end in April 2021. Overall, 3,135 out of the total employed hail from disadvantaged communities while 1,219 (33% of the total employed) are women. Through this partnership, NYMA has introduced apprenticeship-based skilling models, capacity building of instructors and developed industry-aligned curricula in collaboration with the public and private sectors. These have increased availability of skilled workforce bridging the skill gaps and enabling the industry to increase productivity, and quality of the products that can meet not only local but international market demands. Followed by a strong Gender and Social Inclusion (GESI) approach introduced by the partnership—coupled with improved and gender friendly infrastructures, standardized curricula, commitment towards safeguarding, and streamlined processes at the factories—industries under NYMA led sustained job creation, leading to more inclusive and productive workforce. The industry-led curriculum developed by NYMA to standardize five key job roles is being uniformly executed across the firms in the industry, including the introduction of soft skills that are equipping workers with interpersonal skills.

Key Activities

- Collaboratively develop market-aligned industry-led curriculum and standardized NYMA certification.
- Forge collaborations with other system-stakeholders such as local government, NGOs, and Employment Service Centres (ECs).
- Introduce marketing and communications campaigns to inform and influence key stakeholders through local media mobilization, advertisements in national and local newspapers, pamphlet distribution, among others.
- Develop, enhance and expand the infrastructure specially to underserved regions – structured skilling infrastructures as well as women-focused infrastructures to motivate working mothers.
- Integrate GESI into skilling and employment initiatives to avail skilling-linked gainful employment for more women, as well as to on board more people from Disadvantaged Groups (DAGs) across all partner industries.

Key Achievements

- A total of 3,753 people were skilled and placed in various yarn production job roles, over the period of pilot phase; 3,135 out of the total employed hail from disadvantaged communities while 1,219 (33% of the total employed) are women.
- Collaboratively developed and introduced market-aligned industry-led curriculum, covering five key job roles under the industry along with soft skilling components, and standardized NYMA certification.
- Established, expanded, and enhanced infrastructure especially targeting the underserved regions, thanks to which more structured skilling infrastructures are in place. In order to create a more enabling environment for the women, women-focused hostels were renovated; childcare facilities were established, and separate women's restroom areas have been allocated.
- Through a focused GESI approach, more women employees are skilled and placed. Women trainees are recruited for the first time in Triveni Spinning Mills' 20 years' operation history.
- To safeguard the employees, mainly the disadvantaged groups and women, safeguarding guideline against Sexual Exploitation, Abuse and Harassment (SEAH) has been rolled out by NYMA.