**MONITORING REPORT OF TRAINED MASONS**

1. **BACKGROUND**

Theflash rains and flood of 2022 were not less than a catastrophe for the people of Sindh province. It caused large scale displacement of the families and destruction to the development infrastructure as well as the houses all over the province. Damage and complete collapse of the abodes of people necessitated for the corresponding reconstruction activities, as part of the rehabilitation efforts by the Government of Sindh.

In this context, the Government of Sindh moved swiftly and established a company; namely “Sindh Peoples Housing for Flood-Affectees (SPHF)” to lead the owner-driven reconstruction of damaged housing units of the affected families. SPHF adopted the project-based approach and launched “Sindh Flood Emergency Housing Reconstruction (SFEHR) Project”. Implementation of this project was entrusted to the Non- Governmental Organizations (NGOs) having deep roots in carrying out social and economic activities in rural areas of the specified districts as the Implementation Partners (IPs).

In total, the IPs are required to assist with the reconstruction of over 2.1 million resilient housing units in 24 districts of Sindh province, where the focus must be on resilience of the housing units reconstructed. In view of the large size of this resilient reconstruction effort, it was realized that this effort would badly require a sizeable number of skilled/trained manpower (masons). Therefore, the task of providing training on resilient reconstruction techniques to the existing manpower is being implemented by the IPs in all the districts covered under this project.

The role of Monitoring & Evaluation of trained masons is assigned to the Center for Social Research and Development (CSRD), being the M&E Consultants. The CSRD has conducted the first phase of its M&E survey to monitor/evaluate the trained masons during January 2025 and the findings are presented hereby in this report.

1. **METHODOLOGY**

Training of masons conducted by IPs spans over many months due to the large number of the masons to be trained, necessitating for M&E of the masons having completed their training and to evaluate their masonry work done after the training. At the first step, lists of trained masons were requested from all the IPs having all the necessary information required to draw sample for the conduct of M&E survey. This information mainly related to the ID aspects of the trained masons spread all over Sindh province.

**Coverage:** Four IPs supplied the above-mentioned information namely, NRSP, SRSO, TRDP and SAFCO. The fifth IP (HANDS) has not conducted such masons’ training till this time in any of the assigned seven districts (Ghotki, Hyderabad, Karachi, Kashmore, Sukkur, Thatta and Umerkot) therefore the supply of the asked for information was out of the question.

NRSP trained 2,189 masons in total up to November 2024 belonging to the seven assigned districts (658 in Badin, 211 in Matiari, 447 in Mirpur Khas, 589 in Sanghar, 147 in Sujawal, 112 in Tando Allahyar, and 25 in Tando Muhammad Khan district). The total number of masons trained by TRDP up to November 2024 are 640 , out of that 390 were trained in district Dadu and 250 in district Jamshoro, while inTharparkar district masons training program was yet to be started. SAFCO operates only in two districts of upper Sindh and provided training to masons numbering 332 up to November 2024, among those 216 masons belonged to Naushehro Feroze district and 116 to Shaheed Benazirabad districts.

SRSO was for ahead of the other IPs and has completed its masons training program in all of its assigned five districts up to November 2024. Total number of masons trained by SRSO are 5,954, out of those 1,835 belonged to district Khairpur, 1,432 to Larkana, 1,093 to Qambar Shahdadkkot, 762 to Jacobabad and 832 to Shikarpur.

HANDS reported that an agreement in this regard has been signed recently with SPHF and the IP is planning for arranging masons training program in all of its assigned districts.

**Sample Size**: It is clarified that this is a small survey. It is to be followed by a bigger survey to be carried out immediately after this survey. Therefore, six districts were selected to meet the time schedule agreed for submission of the survey report with SPHF, while the remaining districts are to be covered in the follow-up bigger survey.

Out of the total six districts, three districts of NRSP (Sanghar, Matiari and Tando Allahyar), one district each of SRSO (Khairpur), SAFCO (Shaheed Benazirabad) and TRDP (Jamshoro) were selected. It was also decided to take a sample of 20 masons per district (five masons per goth/village) from four goths/villages.

**Selection of Sample:** Four goths/villages from each district were randomly selected. However, care was observed that only those goths/villages be selected which have atleast five or more number of trained masons as the residents in view to facilitate their availability for the purpose of conducting interview.

A sample of five trained masons was taken as principle sample, while an alternate sample of five trained masons was taken from the remaining trained masons of the goth/village. The size of alternate sample varied due to the varying number of the remaining trained masons residing in that goth/village. List of principle and alternate sample by goth/taluka/district is attached as Annex ---.

**Monitoring Method:** The survey method was adopted as the means of monitoring and evaluation of the trained masons. Face to face interviews of all the selected trained masons from each of the selected goth/village were conducted by the survey teams. Two teams of monitors were formed from amongst the staff of CSRD, each team comprised two members.

**Monitors Training:** All the monitors were given in-depth one day training at the CSRD office by the M&E Specialist on the monitoring checklist (Tool) given as Annex ---. In addition, all the resilient construction techniques/standards given in the “Mason Training Manual”, “Agenda and Guidelines for Mason Training” and the “Learning Outcome” were covered to acquaint the monitors adequately.

IT team of CSRD (comprising of a Data Analyst and a Junior System Analyst) that designed the COBO Select Application, provided training on the Application till the hands-on proficiency of the monitors through Teams Software from CSRD office Lahore. It was ensured that each member of the monitoring team has gained proficiency and become an expert to conduct this survey up to the required standard, independently.

The data from the field was transmitted electronically through the application. For this purpose, the M&EC teams were supported with data packages in the field.

**Survey Checklist (Tool):** A survey checklist (tool) was designed for monitoring & evaluation of each of the trained masons. The checklist (tool) consists of five parts. The title of each part along with their introduction and purpose is given as under:

| **S#** | **Title of Each Part** | **Introduction and Purpose** |
| --- | --- | --- |
| 1. | Identification (ID of the selected trained mason/goth/taluka/district, etc.) | The first three parts, mentioned in the left column, were designed to collect peripheral information required to monitor the selected trained masons. |
| 2. | Training Materials and Logistics Provided |
| 3. | Background of the Trainee |
| 4. | Training Assessment and Evaluation Criteria | |
| 4.1. A | Assessment of Trainees’ Knowledge. | It is the important section and designed to assess the knowledge of the selected trained masons and comprises of 15 questions taken from the “Masons Training Manual, Agenda and Guidelines for Mason Training” and the “Learning Outcome”. Each question is provided with possible answers in juxta position. All the answers may be marked “yes” depending upon the knowledge of the respondent and are designed to assess the extent of knowledge of the trained masons regarding resilient construction techniques covered by the resource persons during the training.  The M&E monitor is advised to give sufficient time to the trained mason to recall and to indicate one or more clues to assist the mason to recall. |
| 4.2. | Assessment of the Quality of Trainings’ Conducted | The parts (4.1, 4.2, 4.3 and 4.4) are to be assessed on likert scale of 1 to 5. One stands for excellent (above 80 percent), two for very good (70 to 80 percent), three for good (60 to 70 percent), four for satisfactory (50 to 60 percent) and five for not satisfactory (below 50 percent). |
| 4.2 B | Effectiveness of the Speakers / Trainers | This part consisted of four questions relating to the effectiveness, usefulness, addition in previous knowledge of mason and training skills of the trainer. |
| 4.2. C | Training Environment | This part also comprised of four questions relating to seating arrangement, general discipline, treatment by IP staff to the trainees and regularity/attendance of trainees. |
| 4.3. | Overall Assessment of the Training Process by the respondent | - |
| 4.4. | Rating of the Quality of Masonry Work Observed by M&E Monitor | - |
| 5. | General Comments | These are to be noted at the specified space provided for the purpose. |