



Project Name: **A Chance to Learn**

Category: Education

Project Leader: Li Guanghai

Project Team: Xinjiang Operation, Y. L. Yang Education Foundation

Labels Of Uyghur Women



- Limited education
- Early marriage & Young mother
- Housewife
- No voice within the family
- Very limited social connection



- Chance to have education
- Chance to have decent job
- Chance to chase dreams

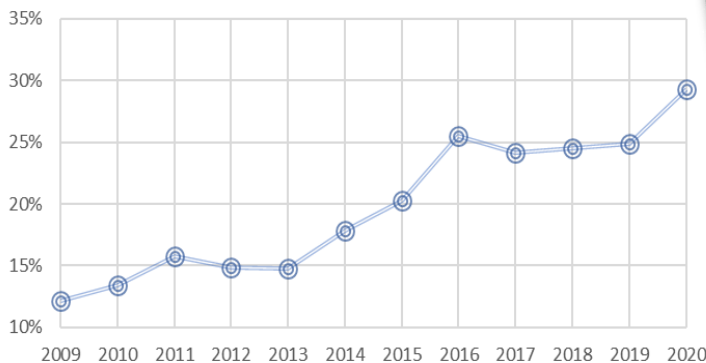
START FROM A CHANCE TO LEARN

Story with Mary Gadams

- Together with Mary Gadams, we provided scholarships to 9 young Uyghur women since 2012 to assist them in entering tertiary and higher education.
- Up to now, 8 of them have graduated and show their passion and competency across industries.
- Heart of appreciation let them contribute more to the society. The picture on the right showed 阿依沙吾列·蒙拜依 who benefited from our project volunteered at primary school at her hometown.
- According to data of TPE, about 30% of Uyghur female staff having high school diploma or above which is more than doubled comparing 2009.



Propotion of Uyghur Female Staff with High School Diploma or above





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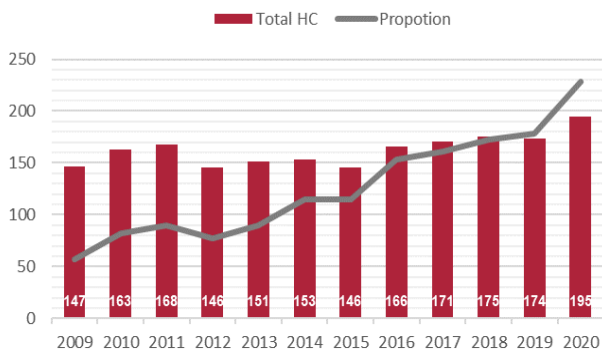
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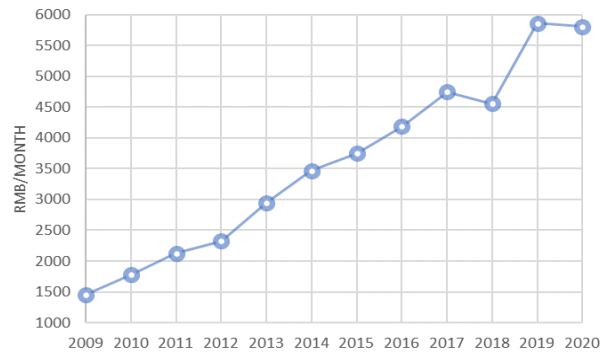
On-the-Job Learning

- Esquel provide various professional training for all employee and encourage spirit of craftsmanship
- Besides professional skills, we pay more attention on soft skills learning like team spirit, communication skill, etc.
- Decent job bring them more self-confidence in personnel life

HC & Propotion of Uyghur Female Staff



Take-Home Pay of Uyghur Female Staff



In 2020, 58% of TPE employee are Uyghur female

Average monthly Take-Home Pay of Uyghur female employee is over RMB 5,500 with an increment of 300% comparing 2009



吐鲁番溢达纺织有限公司把厂子建到了家门口，公司员工96%来自本地周边社区乡镇，员工平时上班，到了农忙季节，还能照顾家里的葡萄地。

古丽加乃提已经在溢达纺织有限公司生产部工作了7年多，家里新买了房子和汽车。“我出力比较多，因为我工资比老公高。”古丽加乃提自豪地说。



团结和谐的画卷在新疆大地展开



吐鲁番溢达纺织有限公司员工古丽加乃提·阿不都热依木原先是吐鲁番市葡萄镇的一位农民，来到企业工作后，在师傅段金梅的帮助下，她迅速成长为乙班落纱班班长。“在这里工作让我收获很多，每月有5000多元的收入，还买了房、买了车。”她笑着说。

Creativity



Self-Confidence

Star of Professional Skill

Independence

Open Minded

Love Life

Stronger Voice within family

- Extension of the meaning of education
- Change mindset instead of only providing material help
- Valuable mutual learning experience
- Contribute to improving social status of Uyghur women in local society