

# Organizational Profile

ACTION is a capacity building organization with special focus on design and delivery of high standards of professional tools, trainings, research and assessments.



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## WHO WE ARE

**ACTION Consulting** is registered as a Limited Company, licensed under section 32 of the Companies ordinance 1984. The mission of ACTION Consulting is creation of knowledge and applying the created knowledge for the progress of mankind. ACTION does not consider knowledge to be limited in the pages of books only. Its spread is much wider. That is why ACTION's search for knowledge goes much beyond traditional vehicles. In fact, ACTION wishes to put more emphasis on the non-traditional vehicles of knowledge.

## WHAT WE DO

ACTION aims to facilitate companies in the complex task of developing and maintaining competitive advantage, ensuring growth and survival in the market, through the design and delivery of the highest standards of professional Training, Research and Consultancies.

ACTION acts as a change facilitator helping organizations identify their capacity enhancement needs and working in partnership with them to design interventions that will best meet their needs in a flexible and cost effective way aligned to their overall strategic direction.

## OUR APPROACH

We are innovative in our approach, researching the needs of our clients thoroughly, ensuring an in-depth understanding of their training and business needs. Programmes appropriate to the specific context and culture of the organization are designed and then delivered.

ACTION offers a wide range of services on demand which targeted for different types of clientele both in the development and corporate sector.

The organizations should have a clearly defined strategy and set of objectives that direct and drive all the decisions but it only happens when they have trained and competent human resource available. Firms that plan their capacity building processes are more successful than those that do not. Most organizations want to succeed, but do not engage in capacity building design that promise to improve their chances of success. This is where we come in to help and achieve their goals, and make their employees reach their potential.

ACTION has a very sound team of professionals and trainers (in almost every district of Pakistan) with a strong experience and cultural sensitivity to design, conduct and implement projects, trainings and assessments in any required topic.

## ACTION AT A GLANCE



First ever forum for Career Counseling and Vocational Guidance



Regional Working Exposure



First ever Artisan E-Commerce Portal

50+



National Clients

100+



Projects

25+



int'l clients

06+



Thematic Areas

06



Sectors  
(Education, Technical, Labor, Social, Local Govt. & Corporate)

20+



Disciplines/Categories

115+



Training of Trainers (TOTs)

2.5m+



Participants Trained

400+



Trainings

100s



Associate Trainers

Range of



Curriculums Developed

100s



Associated Pool of Experts

## ACTION'S THEMATIC AREAS<sup>1</sup>

ACTION is an organization with end to end solutions with demonstrated experience at national and international level. ACTION has managed more than hundred projects in development, corporate and education sector including gender & governance, enterprise development, career development & management, research and development, agriculture/ horticulture, youth leadership, community/social mobilization, local government, communication & project management, skill trainings, voter education (election), human, women and labor rights.

### OD, Strategy and Policy Development



ACTION has conducted various policy level interventions for national and international organizations, which includes review of laws, gender integration in labor laws, development of gender strategies, designing of policy level self-assessment tools and checklists, etc. ACTION has also established resource centers for L&HRD.

### Gender and Governance



Gender is one of the key focus of ACTION from developing of assessment tools, capacity building of staff and community members. ACTION was also part of the international award winning project by Labor and Human Resource Department (L&HRD) for labor inspection system.

### Capacity Building & Material Development



Building capacities is the key focus of ACTION. Team ACTION has trained various level of participants including department secretaries, doctors, professors, trainers, managers, professionals, students, community members and elected representatives. A range of curriculum and training material was also designed in various disciplines including enterprise development, gender & governance and generic training of trainers (TOTs).

### Youth Empowerment



Empowering youth for right career is passion of ACTION. Team has established the first ever Association of Career Counseling and Vocational Guidance in Pakistan and trained a number of universities, colleges, schools, CSOs and technical institutions to add career planning and management techniques in their existing courses. Team ACTION has also established model CDCs in leading universities of Pakistan.

### E-Commerce (Social Enterprise)



Technology is the need of the day. Based on the years of community development experience and realization that the rural community artisans of Pakistan need a support to reach end users/consumers. VCEELA is the answer of all these questions. VCEELA is the social enterprise of ACTION Consulting to link the local artisans to the national and international marketing with maximum profitability.

### Assessments and Evaluations



Team ACTION has demonstrated experience of all stages of project cycle from baseline surveys, planning, market assessments, midline surveys and end of project evaluation with productive findings for the continuation or replication of the projects.

<sup>1</sup> A detail about each thematic area can be downloaded from ....  
[https://action.org.pk/updata/files/files/28\\_20180803095714.pdf](https://action.org.pk/updata/files/files/28_20180803095714.pdf)

VCEELA is an e-Commerce Platform for Artisans. It is an initiative of a team of young students and professionals mentor and supported by ACTION Consulting. Based on the years of community development experience and realization that the artisans (especially female) of rural community in Pakistan need a support to reach end users/consumer to market their product. These artisans are not get the right price of their products due to lack of marketing skills, exposure and economic trends.

VCEELA is the answer of all these questions. VCEELA is the social enterprise to link the local artisans to the national and international marketing with maximum profitability. VCEELA has registered and supported hundreds of artisans in thousands of categories from all over the Pakistan to have their e-presence and trained them to manager their sky shops. [www.VCEELA.com](http://www.VCEELA.com).

VCEELA is also the winner of USAID Ambassador grant winner for year 2018. Under this grant, VCEELA is expected promote a number of artisans, SMEs and their products to reach out national and international markets and consumers.

## اڑان | Uran

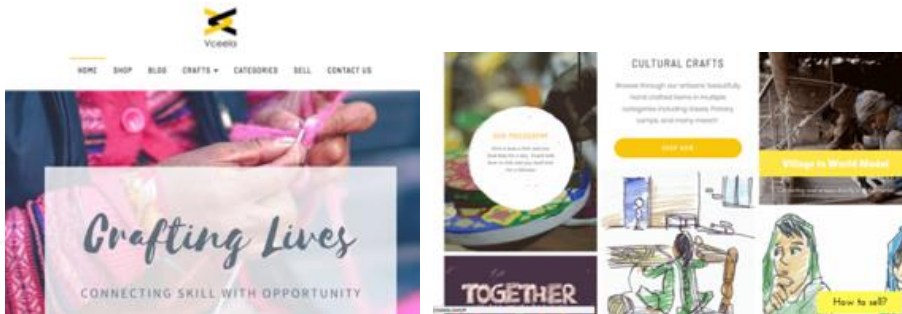
A project of Action-VCEELA for the promotion of e-commerce businesses in Pakistan

روایتی کاروبار کی  
ای-کامرس تک منتقلی

**A transition from  
traditional Entrepreneurship  
to e-Commerce**

The concept of sky shop - اڑان will help the Artisans to .....

- ...access to local and international markets,
- ...sell their own products from their door step
- ...have the ability and skills in packing and packaging of their own products as per international standards
- ...become a part of a market (physical or virtual) to understand the dynamics
- ...overcome their mobility issue by selling across the globe while sitting at home
- ...make them and their work visible thru case studies and stories



## MEET ARTISANS AT VCEELA

### Rural Female Artisans



Rural female community who has mobility, product marketing & selling issues.

### Rural Male Artisans



Male artists with excellent skill but lacking in selling and promotion of their product and services.

### Special (PWD) Artisans



Person with functional limitation which is hurdle in access to market for raw material, marketing, selling of products.

### Violence Survivor Female



Women with limited communication and confidence with affected livelihood and economic activities.

### Acid Survivor Female



Women who has excellent skills but due to physical conditions and outlook facing acceptability issues in society.

### Trans Artisan



Transgender who want to adopt a respectable livelihood but facing communication and acceptability issues in society.

### Male Prisoners Artisans



Male community in the prison with skills, who can product but cannot access to market to sell their art work.

### Female Prisoner Artisans



Female in the prison with skills, who can product but cannot access to market to sell their art work.

### Unreachable Artisans



Female artisans of northern areas and Baluchistan's whose geographical location is a hurdle to promote their business and products..

### Deaf-Mute Community



People with talking hands but facing difficulties in communicating with real world to explain their work and stories.

### Young Boys



Young boys with excellent startups and innovative products with limited encouragement.

### Youth Girls



Young girls with excellent startups and innovative products with limited encouragement.

## ACTION'S CLIENTELE

International				
				
				
				
				
				
				
				

National				
				
				
				
				
				
				
				



Corporate Sector				
				
				
				
				
				
				
				





SECURITIES AND EXCHANGE COMMISSION OF PAKISTAN

COMPANY REGISTRATION OFFICE  
LAHORE

**CERTIFICATE OF INCORPORATION**

[Under section 32 of the Companies Ordinance, 1984 (XLVII of 1984)]

Corporate Universal Identification No 0072992

I hereby certify that **ACTION CONSULTING (PRIVATE) LIMITED** is  
this day incorporated under the Companies Ordinance, 1984 (XLVII of 1984) and that  
the company is Limited by Shares.

Given under my hand at Lahore this Thirtieth day of June, Two Thousand  
and Ten.

Fee Rs. 4,500/-

SECP

(SHAHBAZ SARWAR)  
JOINT REGISTRAR (INCHARGE)





Federal Board of Revenue  
Revenue Division - Government of Pakistan

ONLINE  
VERIFICATION  
SYSTEM

Online NTN/STRN Inquiry

Printed On: 8/29/2019 2:58:23 PM

Registration No 3610074  
Reference No 3610074-9  
STRN  
Name ACTION CONSULTING (PRIVATE) LIMITED  
Category Company  
PP/REG/INC No. 0072992  
Email \*\*\*\*\*  
Cell \*\*\*\*  
Address 263-N, MODEL TOWN EXTENSION,  
Registered On 02-AUG-2010  
Tax Office RTO (CORPORATE) LAHORE

Registration Status Income Tax: Active

Sr.	Business/ Branch Name	Business/ Branch Address	Principal Activity
1	ACTION CONSULTING (PVT) LTD		960900-Other service activities/Other personal service activities/Other personal service activities n.e.c.



Date : 29-08-2019

Time : 15:13:35

PNTN 3610074-9 Category COMPANY  
Name ACTION CONSULTING (PVT) LTD

Sr.	Business Name
1.	ACTION CONSULTING (PVT) LTD

Business Name  
CNIC/Reg No. 0072992  
Address 263-N,MODEL TOWN,MODEL TOWN EXTENTION, LAHORE  
Block/Sector/Road MODEL TOWN EXTENTION City LAHORE  
Service Category WORKSHOPS FOR INDUSTRIAL MACHINERY, CONSTRUCTION AND EARTH-MOVING MACHINERY OR OTHER SPECIAL PURPOSE MACHINERY, ETC. ,9820.2000  
Date of Registration with PRA 1/9/2018 12:00:00 AM  
Operational Status at PRA Active

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### Strategy & Policy Development

1. **Redesigning of Training Program, Better Brick Nepal, Global Fund Initiatives (GFI), Nepal – 2018.** Conduct project (training) evaluation of Better Brick Nepal, conduct field assessment and developed findings, revised the training program, conduct ToMT & TOTs for project staff and implementing organizations. The material was translated initially in Nepali and later in 04 local languages for the coverage in entire Nepal.
  2. **Gender Equality Strategy & Action Plan for Community Based Disaster Risk Management (CBDRM) Component of Building Disaster Resilience in Pakistan (BDRP), February, 2017.** Development of Project Specific Gender Strategy and Action Plan for CBDRM in two provinces (Sindh & Punjab) of Punjab. Project is implement by a consortium of IRs, ACTED, DFID and HelpAge led by CONCERN WorldWide.
  3. **District Level Model Inspection System, ILO, 2016:** Design a district labor inspection model to be implemented by the departments of labors (DOLs), Pakistan. The model is adopted by ILO/EU labor inspection reform project to be implemented at national level.
  4. **National Gender Strategy, Save the Children, Islamabad, 2014:** Development of national gender mainstreaming strategy and resourced action plan is developed to mainstream gender in all project and process of STC in Pakistan.
  5. **Project Specific Gender Strategy (Community Improvement Program, Swabi), Save the Children, Islamabad, 2014:** Development of Project Specific Gender Strategy for Integrated Community Health Project, Swabi, KPK, Save the Children, Pakistan
  6. **Gender Assessment and Strategy for CIDA funded Community Infrastructure Improvement Program (CIIP), Care International, 2010:** Conducted a pre-project gender assessment and developed a gender strategy for CIDA funded Community Infrastructure Improvement Program (CIIP) in Southern Punjab and Interior Sindh for Care International. The gender strategy is a part of Project Implementation Program (PIP).
  7. **National Communication Strategy, Mari Stops Society, Karachi, 2014.** Development of national communication strategy for Mari Stops Society. The new communication strategy is to accommodate the need of its rapid growth in programs in staff across Pakistan.
  8. **Gender Mainstreaming in Labor Inspection Procedure, Gender Equity for Decent Employment (GE4DE), ILO - 2011:** Gender Mainstreaming in labor inspection procedures and conduct of 05 training in Punjab and Khyber Pakhtoonkhwa.
  9. **National Gender Strategy, Save the Children, Islamabad, 2014:** Development of national gender mainstreaming strategy and resourced action plan is developed to mainstream gender in all project and process of STC in Pakistan.
- a. Institutional Development**
10. **Establishment of Resource Center, GIZ-ISSSP, Lahore - 2015-2016:** Establish the project secretariat, resource center and capacity building of the staff of Industrial Relation Institute (IRI) for smooth running of center in L&HRD, Lahore. The center is to look after the project activities and provide support to stakeholders after the completion of the project.
  11. **Technical Support to Migrant Workers Resource & Information Center, Punjab, ILO - 2015-2016:** Establish the first ever Migrant Support Center (MRC) and provide technical support to the staff, stakeholders and donor.

12. **Institutionalizing Career Counseling in Aman Tech, Korangi, Karachi, 2014:** Designed and conduct four, two days capacity Building workshop in AmanTech for 90 trainers to incorporate career guidance in their technical courses.
13. **Employees Centerd Counseling & Vocational Center, Mectar Pharma, Karachi, Pakistan, 2014:** Established an employee centered counseling and vocational guidance center for Macter Pharma. The staff of two (male and female) counselors and a center mangers was trained in basic counseling techniques, development of system and procedures for the cnter, development of IEC material for the staff and employees, development of database and development of linkages with concerned stakeholders for the vocational and educational linkages.
14. **Managing a Career Development Center, Gender Reform Action Plan (GRAP), Lahore – 2012:** Designed and conduct an orientation workshop for career development professionals of GRAP from 35 districts.
15. **Institutional Capacity Development of GRAP Stakeholders – Support to Implementation of GRAP, ADB – 2009:** The project was to strengthen the GRAP agenda and effectively build capacities of GRAP stakeholders and Social Welfare Directorate and Women Development Departments. **Provided** skills training to 60 trainers of 20 institutions to mainstream gender in their existing curriculums; and helped provide conceptual clarity and enhance their training and facilitation skills to conduct 3-day gender mainstreaming for GRAP stakeholders. Two (2) TOTs, Four (4) Gender Mainstreaming Workshop and Twenty (20) rollouts were conducted under this component. **The aim** was to build the capacity of 155 Industrial Trade Centers (ITCs) by providing technical trainings to for product improvement and enhancement; and business trainings for the self-sustainability of the ITCs in NWFP province. Four (4) TNAs and four (4) 15-day skill and business trainings were held under this component **To build** the capacity of Social Welfare and Women Development Departments in Balochistan, a 5-day management module was designed and two 5-day trainings for 60 officials were conducted. A TNA was conducted Prior to design
16. **Development of Gender Sensitive Toolkit for L&HRD/ ILO 2012.** The Gender Responsive Labor Inspection Toolkit was developed to address various labor laws especially women related issued in the world of work in Pakistan. The one of the key law reviewed and sensitized was the Equal and minimum legal wages, which is directly relate to women economic empowerment (MDG Goal 3 and CEDAW Convention). This component will be a landmark to respect and respond ILO convention C100 i.e. Equal Remuneration (1951).
17. **Gender Responsive Budgeting, United Nations Development Programme (UNDP), Lahore – 2011-12:** Redesigning of GRB training module for TOT and rollout in Punjab,04-Day ToT on Gender Responsive Budget in Lahore, Conduct of GRBI orientation session in MPDD (Lahore) for government officers of Grade 17-19, Conduct of three (3) 02-Days training workshops for EDOs, DPOs, Commissioners, Economists and government officials of Punjab in Lahore, Faisalabad and Bhurban (Murree) & an orientation session on GRB for Department of Finance, Punjab
18. **Institutionalizing Career Counselling & Vocational Guidance (CC-VG) in Pakistan, International Labour Office (ILO) – 2012:** Designed a conceptual framework work for the institutionalization of CC in Pakistan. Conduct two (2) dissemination workshop, two (2) Capacity Building workshops for professional and intuitional from Punjab and Sindh. The project will lead to establish a CC-VG institution in Pakistan.
19. **Institutionalizing Career Counselling & Vocational Guidance in Sindh Technical Education and Vocational Training Association (STEVTA) and International Labour Office (ILO) – 2011:** Design and organized provincial level awareness session with key stakeholder and duty bearers for the importance of Career Counseling and Vocation Guidance for youth in Pakistan.
20. **Institutionalization of Jafakash Aurat Project, Khushali Bank Gwadar, 2007:** Conceptualized, designed and developed eight (8) 3-months curriculums (Beautician, Stitching and Embroidery, Computer Training, Office Management, Teacher Training, and Cooking and Baking) for Vocational Training Center (VTC) in Gwadar, as part of the Jafakash Aurat Project. Eight (8) TOT workshops were conducted for local (32) trainers to conduct 3-month diploma courses at Women’s Vocational Training Center, Gwadar.
21. **Enterprise Activist Program (EAP), Mansehra, Vehari, Chakwal and Islamabad, Plan Pakistan - 2005-08:** Three (3) years Enterprise Activist Program (EAP) in Mansehra, Vehari, Chakwal and Islamabad. The

cascade enterprise and institutional development program aimed to create entrepreneurial culture and establish 4 regional BDSPs in four districts of Plan as program built-in strategy. Four forums were established and registered in respective districts. Two out of four forums are fully functional in their respective regions.

22. **Strengthening the Industrial Training Centers in NWFP, ADB, 2010:** To strengthen the GRAP agenda in NWFP, a capacity building interventions was designed and implemented for Industrial Training Centers (ITCS) in NWFP. The project was aimed to build the NCI's (Needle Craft Instructors) capacity so that they can provide skills as well as business concepts to their trainees to improve their livelihood using these skills. A total of 155 ITCs were invited and four 15-day skill/business training workshops were conducted in Islamabad. A mega exhibition/mela was also conducted after the completion of workshop, where these artisans exhibit their newly developed products for sale.

#### **b. Staff Development**

23. **TOT on Gender Mainstreaming for World Vision's, Islamabad, 2012:** Design a 2 day training module on Gender Mainstreaming and conduct a 04-Day Training of Trainers (TOT) for World Vision Regional Staff to build in-house capacity to conduct trainings at regional level.
24. **Strategic Level Gender Training Workshop for Water Environment and Sanitation (WES) Staff, Plan Pakistan, 2011:** Design and conduct a 3-day advanced level training on gender sensitization in WES. Training also included staff assessment and understanding on the importance of gender mainstreaming in Water and Sanitation and identification of gaps in action plans and program outputs. Training contributed to developing a follow up and action plan for future, that is, a gender matrix for WES in regions covered by Plan.
25. **Capacity Building of WWF Staff and Partners in Business and Proposal Development. World Wildlife Fund (WWF), Hyderabad, Sindh – 2011:** Designed and conducted a 3-day training workshop for WWF staff and partner organizations under Indus Forever project. One of the key objectives of the assignment was to build the capacity of civil society organizations (WWF partners) to advocate effectively for the NRM and environmental related issues in their areas. In particular, building the capacity of women group in formation of CCB and enhance their conceptualization skills in designing a project for the betterment of the community, environment and their sustainability.
26. **Capacity Building of Managers in Project Management, Human Resource Development Network (HRDM), 2010:** Designed and conducted a 3-day training workshop in "Managing Development Sector Projects" for social sector professionals.
27. **Prevention and control of Avian Influenza (Bird Flu) in Pakistan (AED, Washington) in collaboration with National Project for Control and Prevention of Avian Influenza in Pakistan (NPCPAI, Ministry of Dairy and Livestock) – 2009:** Communicating, thru Interpersonal Communication, the sensitive Bird Flu message to the respective audience including farmers, government staff, vaccine staff, public health doctors and health administrators, etc. Six (6) TOT workshops were facilitated for 120 medical and veterinary doctors across Pakistan. The trainers were trained to conduct further IPC training session in their respective communities. Seven (7) Job Aids with key prevention and safety messages were developed and communicated amongst 12,000 individuals (approx.).
28. **Capacity Building of Managers in Project Management, Indus Resource Center (IRC) / PPAF, Khairpur, Sindh – 2011:** Designed and conducted a 3-day training workshop for the staff and managers of 07 key projects of IRC. The capacity building workshop was especially designed for trainees to learn how to manage a project. LFA, gender, resource management, documentation, monitoring and team building were the key topics of the training workshop.
29. **Gender Sensitive LFA & Proposal writing, AKFP, 2007-08:** Conducted Result Based Management, Logical Framework, Project Proposal Writing and Branding for Non-Profit Organizations of Pakistan.
30. **Building Sales Champions for PATTa, USAID, 2018:** Designed and conducted 05 sales trainings for Supply Side Partners Organizations for Pakistan Agricultural Technology Transfer Activity (PATTa) a national level USAID Funded project.



### Gender and Development

1. **TOT on Gender Mainstreaming for World Vision's, Islamabad, 2012:** Design a 2 day training module on Gender Mainstreaming and conduct a 04-Day Training of Trainers (TOT) for World Vision Regional Staff to build in-house capacity to conduct trainings at regional level.
2. **Institutional Capacity Development of GRAP Stakeholders – Support to Implementation of GRAP, ADB – 2009:** The project was to strengthen the GRAP agenda and effectively build capacities of GRAP stakeholders and Social Welfare Directorate and Women Development Departments. Capacity building of 60 trainers of 20 institutions to mainstream gender in their existing curriculums; and helped provide conceptual clarity and enhance their training and facilitation skills to conduct 3-day gender mainstreaming for GRAP stakeholders. Two (2) TOTs, Four (4) Gender Mainstreaming Workshop and Twenty (20) rollouts were conducted under this component. Capacity building of 155 Industrial Trade Centers (ITCs) by providing technical trainings to for product improvement and enhancement; and business trainings for the self-sustainability of the ITCs in NWFP province. Four (4) TNAs and four (4) 15-day skill and business trainings were held under this component.
3. **Linkage Building Exercise for Female HBWs, SYCOP/Save The Children, Muzafargarh, 2012:** Design a implemented an exposure visit and linkage building exercise for the beneficiaries of CHAON (Save the Children Project) to help 300 female to assess and improve their skills and products to meet market demands. Raw linakges were also established during the exposure visit.
4. **Enterprise Development Trainings (120), DevCon/Save The Children, Sanghar, 2012-13:** Design a 05 Days EDT to train approx 3000 (m1400/f1600) individual including male and female. The incubation of best businesses was one of the key deliverable of the project.
5. **Enterprise Development Trainings (113), SYCOP/Save The Children, Muzafargarh, 2012-13:** Design a 04 Days EDT to train approx 2500 (m1500/1000f) individual including male and female in 06 union councils of district Muzaffargarh
6. **Enterprise Development Trainings (EDTs) for Waseela-e-Haq Program, Benazir Income Support Program (BISP), Pakistan Poverty Alleviation Fund (PPAF) – 2011:** Designed and currently conducting 10-Days EDTs for 4,000 (approx) the beneficiaries of Waseela-e-Haq program under BISP. The purpose of the program is to help BISP beneficiaries to understand business concepts, identify a viable business by developing feasibilities, gain practical experience during 3-day apprenticeship (ustad-shagird arrangement) and finalize their individual business plans for their own business, for which an interest free loan will be provide by BISP to implement their business plans.
7. **Gender Review and Audit of Primary Text Books, Baluchistan, United Nations International Children Education Fund (UNICEF), 2011:** Reviewed the public schools textbooks (grades 1 to 5) to identify gender gaps, biases, gender division of labor, usage of technology and preferences for career path/ professions exits in the textbooks at the primary level. Identification of key areas to be addressed for the removal of gender biases from textbooks and suggest appropriate recommendations were the key inputs of the assignment. The findings of the report were presented in Baluchistan cabinet for approval to make textbooks gender-sensitive.
8. **Proposal Development and Gender Mainstreaming in Integration of SRH & HIV Aids Services Programs, IPPF, South Asia – Colombo, Sri Lanka – 2011:** National consultant to attend TOTs and conduct series of Gender Mainstreaming and Proposal Development trainings for local CSOs under Integration of SRH & HIV Aids Services Program. The CSOs will also be provided support in various stages of proposal development (technical and financial) for Global Fund and other donors.
9. **Empowerment and Recognition of HBWs under Pakistan Labour Laws, Baidarie/ILO, Sialkot, 2012** Design a 2 days training module on HBWs empowerment and possibilities to be recognized under Pakistan's labour Laws. Four (4) trainings were conducted for 200 female football stitchers in Sialkot.
10. **Gender Audit of Labour Statistics in Pakistan, ILO, 2010:** Conducted a gender audit of Labor Statistics

and its process in Pakistan. Developed tools to assess gender sensitivity in labour statistics and conducted research on gender disaggregated labour statistics.

#### a. Local Development

11. **Capacity Building of Lady Councilors of Punjab on Women Empowerment Initiatives (PWEI), Department of women Development, Punjab – 2018.** Design and implementation of capacity building program across Punjab (36 districts) to train all lady councilors in each Union Council of Punjab on Women Empowerment Initiatives (2012, 2014, 2016 and 20 17). The objective of the program is to disseminate the information regarding special initiatives for women at grass root level.
12. **Gender Based UC Management, Gender Based Governance System, UNDP -2008:** Capacity building of Union Council Secretaries to Mainstreaming Gender in Union Council and Administration Functions. A 6-day training package was designed and four (4) TOT workshops were conducted for 80 trainers from all four provinces of Pakistan. Trainings were conducted by the trainers to train 6000 UC Secretaries across country.
13. **CCB training for CCB Officials in Punjab, JICA, 2007:** Assisted in designing a Module on CCB training for CCB Officials in Punjab, for JICA and Local Government Department, Punjab.
14. **Gender Mainstreaming in Planning and Development, Planning and Development Division and Department, UNDP/ P&DD, 2006:** Assisted in conceptualization, designing of the S1 & S2 (sensitization-1) Module for grade 18 and 19 officials. The Module was institutionalized in all NIPAs (now NIMs) to mainstream in regular courses.
15. **Local Government Budget Rules – 2003, ADB/ DSP, 2004:** Conceptualization and designing of training module for government of Sindh official for Local Government Budget Rules 2003.
16. **Capacity Building of 2nd Generation of LG Elected Representatives, Decentralization Support Program (DSP), 2004, Asian Development Bank, 2005:** As team member, conceptualized, designed and rolled-out master trainings of 4-day Module for District and Tehsil Nazims, 4-day Module for District and Tehsil Naib Nazims, and 4-day Module for Union Councilors.

#### b. Labor Compliance

17. **Evaluation and Redesigning of Training Program, Better Brick Nepal, Global Fund Initiatives (GFI), Nepal – 2018.** Conduct project (training) evaluation of Better Brick Nepal, conduct field assessment and developed findings, revised the training program, conduct ToMT & TOTs for project staff and implementing organizations. The material was translated initially in Nepali and later in 04 local languages for the coverage in entire Nepal.
18. **Dialogue Approach Workshops, GIZ-ISSSP, Lahore - 2015-2016:** Design and facilitate 08 policy level partners' dialogue approach workshop (Labor Inspection System, GSP+ & ILS Reporting, Mapping of the informal economy of textile and garment industry, Terms and conditions of employment, OSH implementation, Role and mandate of trade unions, The Dialogue Approach for Social Compliance – work ethics and motivation, productivity and efficiency and gender and discrimination)
19. **Livelihood Improvement to Reduce Child Labor, Labor Education Foundation for SOLIDAR-Switzerland, Islamabad, 2016:** Mapping study of the project beneficiaries and design livelihood intervention for the parents of working children in Lahore. The key objective of the initiative was to reduce the child labor.
20. **Enterprise Development Training for the parents of Working Children, Labor Education Foundation, Lahore, 2016.** Design, conduct and train 215 families in business / enterprise development to improve their livelihood and spar their children for education.
21. **TOT Manual for Child Protection and Child Labor, IRI/UNICEF - 2015-2016:** Design a 03 days curriculum on Child Protection and Child Labor. Training of Labor inspector to replicate the Child Protection training in their respective regions.
22. **Gender Review of 06 Key Labor Laws for Department of Labour, Punjab, 2014:** A gender review of 06 key labor laws will be conducted for DoL, Punjab in consultation of all stakeholders, a findings will then

be submitted to ILO for their review and an approval from the department will be obtained to implement the law as per suggestions.

23. **Digitalization of Labor Inspection System - Gender Sensitive Inspection System (GSIS), IRI/ILO - 2014:** Designing a digital inspection system for Department of Labors, Pakistan. The online inspection system will be implemented and used by all four provinces of Pakistan. A national level reporting system in line with national and international labor standard will be developed, shared and published.
24. **Training of Trade Unions for Migrant from Pakistan, ILO - 2014:** Design a 02 days curriculum on the Role of Trade Unions for Migrant Workers in Pakistan. The curriculum will be adopted by the trade unions to advocate the rights of migrant workers and their capacity building.
25. **Training of Homebased Workers on Women and Labor Rights, HomeNet, Pakistan, Lahore - 2014:** Design a 03 days curriculum on Women and Labor Rights for HomeNet Pakistan and and conduct a TOT for USAID/GEP project.
26. **Gender Review of 06 Key Labor Laws for Department of Labour, Punjab, 2014:** A gender review of 06 key labor laws will be conducted for DoL, Punjab in consultation of all stakeholders, a findings will then be submitted to ILO for their review and an approval from the department will be obtained to implement the law as per suggestions.
27. **Facilitation of Stakeholder Workshop on Bonded Labour, Human Rights Commission of Pakistan, ILO. 2013:** Conducted a one day working for partners and stakeholdes to develop a proposal to respond bonded labour issues across Pakistan. The proposal was submitted to ILO to launch as a separate project in future.
28. **Development of Gender Sensitive Toolkit for DoL, IRI/ILO, 2013:** The Gender Responsive Labor Inspection Toolkit was developed to address various labor laws especially women related issued in the world of work in Pakistan. The one of the key law reviewed and sensitized was the Equal and minimum legal wages, which is directly relate to women economic empowerment (MDG Goal 3 and CEDAW Convention). This component will be a landmark to respect and respond ILO convention C100 i.e. Equal Remuneration (1951).
29. **Development IEC Material, Baidarie, UNWomen, Sialkot – 2013:** Design a project brochure and HBWs rights awareness pamphlet. Development of a pocket book for HBWs on Occupational Safety and Health. Safety posters were also designed for project campaign.
30. **Training Need Assessment (TNA), Baidarie, ILO, Sialkot – 2013:** Design and conduct a TNA for HBWs to identify training needs to enhance or their livelihood and alternate economic activities due to the downfall of football industry in Sialkot.
31. **Alternative Livelihood Training Workshop for Soccer Stitchers Women in Sialkot, ILO, Sialkot – 2013:** Conduct of 08 EDTs to establish their own business as alternate source of income due to lack of soccer stitching work.
32. **Empowerment and Recognition of HBWs under Pakistan Labour Laws, Baidarie/ILO, Sialkot, 2012:** Design a 2 days training module on HBWs empowerment and laws on labor laws, collective bargaining and gender issues in labor sector. Four (4) trainings were conducted for 100 female football stitchers in Sialkot.
33. **Stakeholder Workshop on Bonded Labour, Human Rights Commission of Pakistan, ILO. 2013 :** Conducted a one day working for partners and stakeholdes to develop a proposal to respond bonded labour issues across Pakistan. The proposal was submitted to ILO to launch as a separate project in future.
34. **Bonded Labour Workshop, Human Rights Commission of Pakistan, ILO. 2013:** Conducted a one day working for partners and stakeholders to develop a proposal to respond bonded labour issues across Pakistan. The proposal was submitted to ILO to launch as a separate project in future
35. **Development of Gender Sensitive Toolkit for DoL, IRI/ILO, 2013:** The Gender Responsive Labor Inspection Toolkit was developed to address various labor laws especially women related issued in the world of work in Pakistan. The one of the key law reviewed and sensitized was the Equal and minimum legal wages, which is directly relate to women economic empowerment (MDG Goal 3 and CEDAW



Convention). This component will be a landmark to respect and respond ILO convention C100 i.e. Equal Remuneration (1951).

36. **Training Need Assessment (TNA), Baidarie, ILO, Sialkot – 2013:** Design and conduct a TNA for HBWs to identify training needs to enhance or their livelihood and alternate economic activities due to the downfall of football industry in Sialkot. Conduct of 08 EDTs to establish their own business as alternate source of income due to lack of soccer stitching work.
37. **Material Development Specialist – Development IEC Material, Baidarie, UN Women, Sialkot – 2013:** Design a project brochure and HBWs rights awareness pamphlet. Development of a pocket book for HBWs on Occupational Safety and Health. Safety posters were also designed for project campaign.
38. **Empowerment and Recognition of HBWs under Pakistan Labour Laws, Baidarie/ILO, Sialkot, 2012:** Design a 2 days training module on HBWs empowerment and laws on labor laws, collective bargaining and gender issues in labor sector. Four (4) trainings were conducted for 100 female football stitchers in Sialkot.



#### a. TNAs and Capacity Assessments

1. **Refresher Training Need Assessment, SOLIDAR-Switzerland, Layyah, 2016:** Design and conduct a training need assessment for Business Management and Kitchen Gardening Training in two districts of Layyah.
2. **Training Need Assessment (TNA), Baidarie, ILO, Sialkot – 2013:** Design and conduct a TNA for HBWs to identify training needs to enhance or their livelihood and alternate economic activities due to the downfall of football industry in Sialkot.

#### b. Enterprise / Livelihood Development

3. **Panel Judge – Hashoo Foundation, 2018.** Screened of top 06 innovative business ideas for the national award in Islamabad.
4. **Capacity Building in Enterprise and Kitchen Gardening, SOLIDAR-Switzerland, Islamabad, 2016:** Conduct a project assessment to design three TOTs for the project mobilizers in Business Management, Kitchen Gardening and Facilitation Skills.
5. **Labor Education Foundation for SOLIDAR-Switzerland, Islamabad, 2016:** Mapping of the project beneficiaries and conduct of 08 EDTs to improve the livelihood of the parents of working children in Lahore. The key objective of the initiative was to reduce the child labor.
6. **Diploma in Agri-Business Development, Institute of Business Administration, IBA/ Sindh Board of Investment, Karachi, 2012-13:** Design a implemented a 06 Months Agri-Business diploma in collaboration with IBA CED department. Teaching as agri-business faculty at the pilot phase to run thru the course, design methodologies, content and develop linkages in backward and forward markets for the students. The diploma will be replicated on regular basis in IBA.
7. **Enterprise Development Trainings (EDTs) for BISP Beneficiaries, Empirical Initiatives, PPAF/ 2012:** Design and Design and conduct of 19 Enterprise Development Trainings for approx. 600 participants in 06 districts including Multan, Karachi, Swabi, Swat, Khairpur, Mansehra. It was unique project where special groups of individual especially focused on “**Person with Disability or Functional Limitation**”. An immediate incubation was carried after an eight day EDT and each individual has established his/her own business keeping his/her disability in mind. All the business development activities were carried out with a special focus on individual disability and business acceptance form buyer perspective.
8. **Enterprise Development Trainings (EDTs) for BISP Beneficiaries, RECKM, 2012:** Design and Design and conduct of Enterprise Development Trainings for approx. 500 participants across Pakistan. It was unique project where special groups of individual especially focused on “**Person with Disability or Functional Limitation**”. An immediate incubation was carried after an eight day EDT and each individual has established his/her own business keeping his/her disability in mind. All the business development activities were carried out with a special focus on individual disability and business acceptance form buyer perspective.
9. **Enterprise Development Trainings (80), DevCon/Save The Children, Sanghar, 2012:** Design a 05 Days EDT to train approx. 3000 individual including male and female. The incubation of best 150 business (out of 600) is one of the key deliverable of the project.
10. **Project Coordinator/Enterprise Specialist - Enterprise Development Trainings (46), SYCOP/Save The Children, Muzaffargarh, 2012:** Design a 04 Days EDT to train approx. 750 individual including male and female in 06 union councils of district Muzaffargarh
11. **Enterprise Development Trainings (EDTs) for Waseela-e-Haq Program, Benazir Income Support Program (BISP), Pakistan Poverty Alleviation Fund (PPAF) – 2011:** Designed and currently conducting

10-Days EDTs for 4,000 (approx.) the beneficiaries of Waseela-e-Haq program under BISP. The purpose of the program is to help BISP beneficiaries to understand business concepts, identify a viable business by developing feasibilities, gain practical experience during 3-day apprenticeship (ustad-shagird arrangement) and finalize their individual business plans for their own business, for which an interest free loan will be provide by BISP to implement their business plans.

12. **Screening of “Best Entrepreneur” for Citi-PPAF Award, PPAF, 2010:** Screened of best 12 Entrepreneurs (at per Citi-PPAF criteria) for annual award for the year of 2011. A total of 300 case studies were submitted from approximately 150 partner organizations. A detail report with 12 shortlisted cases was submitted as project deliverable.
  - a. **Enterprise Development Module, WATSAN, World Bank -2008:** Developed and designed “Yunus Ki Kahani” to be used in 4 road shows in all four provinces arranged by World Bank Water and Sanitation Program in collaboration with “Khushal Pakistan Fund”. Designed a one-day Enterprise Development Module for ‘natural leaders for open defecation free (ODF) villages’, to be rolled out in South Asia for Business Development Service Providers in water and sanitation. Conducted 4 road shows for said activity in all four provinces of Pakistan for a behavior change initiative for Khushal Pakistan Fund (KPF).
13. **TOT on Enterprise Development for People with Disabilities, PPAF, 2008:** Designed and conducted a 4-day Training of Trainer workshop for the PO staff to train individuals to establish their own businesses to suit their functional limitation.
14. **Loan and Training Intervention (Bahawalpur, Attock, Hyderabad, Mardan) PPAF, World Bank – 2007**
  - b. Conducted action research study “Loan and Training Intervention, in 4 regions (Attock, Mardan, Hyderabad, Bahawalpur) of NRSP for World Bank Washington to analyze the difference of micro-credit and micro-enterprise.
  - c. A 32 day ToT of “Enterprise Development Program” was conducted for the NRSP staff that conducted approx. 70 enterprise development trainings for approx. 1800.
  - d. Five (5) day ToT was designed and conducted as second stage for further capacity building of the trainers for providing mentoring and support to local entrepreneurs.
15. **Enterprise Activist Program (EAP), Mansehra, Vehari, Chakwal and Islamabad, Plan Pakistan - 2005-08:** Three (3) years Enterprise Activist Program (EAP) in Mansehra, Vehari, Chakwal and Islamabad. The cascade enterprise and institutional development program aimed to create entrepreneurial culture and establish 4 regional BDSPs in four districts of Plan as program built-in strategy. Four forums were established and registered in respective districts. Two out of four forums are fully functional in their respective regions.
16. **Database of Female Entrepreneurs in Karachi. Leasing Association of Pakistan (LAP) – 2007:** Provided technical and managerial support for the research and development of a database of 1000 SME (women owned) from Karachi (Orangi, Korangi, Khadda, Lyari and Kharadar). The research was conducted to design an economic empowerment strategy for women by the LAP.
17. **TOT on Enterprise Development for Disable Persons, PPAF, 2009:** Design and conduct a 4-day Training of Trainer workshop for the PO staff to trained individuals to establish their own businesses to suit their functional limitation
18. **TOT on Enterprise Development , DEVCON/Save the Children, 2012:** Design and conduct a 4-day In-House Training of Trainer workshop for the staff to trained individuals to establish their own businesses to suit their functional limitation
19. **Enterprise Development Trainings (EDTs) for BISP Beneficiaries, PPAF, 2011-12:** Design and conduct a 4-day In-House Training of Trainer workshop for the staff to trained individuals to establish their own businesses to suit their functional limitation
20. **Training of Training (TOT) - Skill Enhancement, DEVCON/Save the Children, 2012:** Design and conduct of two (02) 12 Days Training of Trainers for 80 Female trainers from 06 UCs of District Sanghar. The trained trainers will not establish their own community training center but train more community girls in stitching and embroidery. A kit was also designed and distributed to all centers.

21. **Prevention and control of Avian Influenza (Bird Flu) in Pakistan, AICOMM/ AED Washington, 2007-08:** Communicating, thru Interpersonal Communication, the sensitive Bird Flu message to the respective audience including farmers, government staff, vaccine staff, public health doctors and health administrators, etc. Six (6) TOT workshops were facilitated for 120 medical and veterinary doctors across Pakistan. The trainers were train to conduct further IPC training session in their respective communities. Seven (7) Job Aids with key prevention and safety messages were developed and communicated amongst 12,000 individuals (approx.).
22. **TA: Support to Implementation of GRAP, ADB(Asian Development Bank), 2009:** Institutionalization of gender mainstreaming capability of public sector Training Institutions and enabling them to effectively build capacities of GRAP stakeholders, Intellectual capacity development (knowledge and skills) of Government/State Training Faculties for engendered teaching curriculums, Strengthening and revitalization of NWFP SW&WDD for effective implementation of GRAP by strengthening 130 Industrial Training Centers of SW&WDD.
23. **Enterprise Development Training for the parents of Working Children, Labor Education Foundation, Lahore, 2016.** Design, conduct and train 215 families in business / enterprise development to improve their livelihood and spar their children for education.
24. **Enterprise Development Trainings (EDTs), DEVCON/Save the Children, 2012-13:** Design and conduct of 120 (05-Days EDTs) for community beneficiaries, where 2753 individual were trained. The purpose of the program is to help community beneficiaries to understand the business concepts, identify a viable business by developing feasibilities and finalize their individual business plans to avail Rs. 35,000 from DevCon/Save the Children for the incubation and establishment of their businesses..
25. **Enterprise Development Trainings (EDTs), DEVCON/Save the Children, 2012-13:** Design and conduct of 113 (04-Days EDTs) for community beneficiaries, where 2441 individual were trained across 07 UCs. The purpose of the program is to help community beneficiaries to understand the business concepts, identify a viable business by developing feasibilities and finalize their individual business plans to avail cash support from SYCOP for the incubation and establishment of their businesses.
26. **Certified Diploma Course in Practicing Entrepreneurship, SBI / IBA, 2011-13:** Technical partner with IBA-Karachi in designing a 6-month enterprise development diploma course to promote agri-business in Sindh. The project initially conducted 02 Batches as a pilot where 300 individual were trained and certified as Green Entrepreneurs. The course was consists of Classroom training, field attachment, business plan presentation and exam, match-making with investors and sources of funds upon successful completion of the course, top learners are arranged funds (seed capital) to start their own agri-business. approx. 70% of the students started their own enterprises by the completion of their diploma in first batch.
27. **Enterprise Development Trainings (EDTs) for BISP Beneficiaries, PPAF, 2011-12:** Design and conduct of 160 (approx.) 10-Days EDTs for the beneficiaries of Waseela-e-Haq Program of BISP, where approx. 5000 individual will be trained. The purpose of the program is to help BISP beneficiaries to understand the business concepts, identify a viable business by developing feasibilities, practical experience during 3-day apprenticeship (ustad-shagird arrangement) and finalization of business plan for their own business for the beneficiaries of Waseela-e-Haq Program of BISP, where approx. 5000 individual will be trained. The purpose of the program is to help BISP beneficiaries to understand the business concepts, identify a viable business by developing feasibilities, practical experience during 3-day apprenticeship (ustad-shagird arrangement) and finalization of business plan for their own business.
28. **Enterprise Development Trainings (EDTs), Emperial Initiative, 2011-12:** Design and Design and conduct of 19 Enterprise Development Trainings for approx. 600 participants in 06 districts including Multan, Karachi, Swabi, Swat, Khairpur, Mansehra. It was unique project where special groups of individual especially focused on **“Person with Disability or Functional Limitation”**. An immediate incubation was carried after an eight day EDT and each individual has established his/her own business keeping his/her disability in mind. All the business development activities were carried out with a special focus on individual disability and business acceptance form buyer perspective.
29. **Enterprise Development Trainings (EDTs), Reckem, 2011-12:** Design and Design and conduct of Enterprise Development Trainings for approx. 500 participants across Pakistan. It was unique project

where special groups of individual especially focused on “**Person with Disability or Functional Limitation**”.

**c. Social Mobilization**

30. **Social Mobilization Trainings, Rural Support Program Network (RSPN), UNICEF, 2010:** Designed a three-day social mobilization-training package to conduct 9 trainings for PHED staff for community mobilization and participation in water and sanitation sector.
31. **Staff Development of PHED and Capacity Building of Community Based Organizations, Technical Assistance and Management Agency, PDSSP for ADB, 2010:** Designed and conducted 4-Day ToT for a team of consultants on Capacity Building of PHED Staff including CDO, SDO, CBM and JRO. The training was rolled out in 35 districts for approx. 720 district based staff.
32. **Social Mobilization Module, PPAF and World Bank – 2008:** Developed of Social Mobilization module on: ‘Rights Mobilization’, to be rolled out to 600,000 PPAF partner and clients.
33. **Third Sector (NGO) Management, Punjab University, Lahore – 2015:** Teaching the 3<sup>rd</sup> Sector (NGO) Management Course to students of 8<sup>th</sup> Semester in Institute of Administrative Sciences, Punjab University, Lahore
34. **HBW Show and Tell, Home Net South UNIFEM, South Asia – 2005:** Mobilization of 50 women home based workers from 6 districts of NWFP to create an artificial village in Islamabad for Ms. Nolean Hayser, UNIFEM. Ms. Nolean could not travel to regions due to time constraints and security reasons. The idea was to have a close interaction with women to identify their problems and develop strategies for future interventions by UNIFEM.

**d. Agri and Horticulture**

35. **Distribution ky Guru-Phase 2 (Punjab), for PATTa, USAID, 2019,** Helped agriculture distributors for better and quality yield for more profit and healthy consumer.
36. **Distribution ky Guru-Phase 1 (KP), for PATTa, USAID, 2019,** Helped agriculture distributors for better and quality yield for more profit and healthy consumer.
37. **Sales Management Training for Supply Side Partners of PATTa, USAID (Tier 1)** in Agriculture Sector to provide quality service to farmers and consumers for better and quality yield, 2018
38. **Sales Management Training for Supply Side Partners of PATTa, USAID (Tier 2)** in Agriculture Sector to provide quality service to farmers and consumers for better and quality yield, 2019
39. **Advance Skills and Manager Training, Capacity Building of Supply Side Partners of PATTa, USAID** in Agriculture Sector to strengthen the organization in better management, leadership and quality of services to farmers and consumers, 2019.
40. **Prospects of GM Cotton in Punjab - Opportunities and Challenges, Department of Agriculture, Punjab 31-August 2016:** Design and moderate one date conference on the prospect and challenges for Bt Cotton in Punjab. The Workshop was chaired by the Chief Minister, Mian Shahbaz Sharif at 90 Lahore.
41. **Refresher Training of Trainers, SOLIDAR-Switzerland, Layyah, 2016:** Design and conduct three TOTs to train the staff/mobilizers/trainers of SOLIDAR to conduct roll out business management and kitchen gardening refresher trainings for the community beneficiaries of two UCs of district Layyah.
42. **Livelihood and Nutrient Improvement thru Kitchen Gardening, SOLIDAR-Switzerland, Layyah, 2016.** Design and conduct a survey and 03 days refresher TOT on Kitchen Garden to be rolled out to the project beneficiaries in flood effected communities in District Layyah.
43. **Diploma in Agri-Business Development, Institute of Business Administration, IBA/ Sindh Board of Investment, Karachi, 2012-13:** Design and implemented a 06 Months Agri-Business diploma in collaboration with IBA CED department. Teaching as agri-business faculty at the pilot phase to run thru the course, design methodologies, content and develop linkages in backward and forward markets for the students. The diploma will be replicated on regular basis in IBA.

44. **Farmer Enterprise Groups**, Agri-business Support Fund (ASF), 2007-2008: Mobilization, formation of groups and development of 100 (matching grant) business proposals to be submitted by community farmer groups of Khyber Pakhtoon Kha to ASF. Farmer cooperative culture including, bulk production and marketing and selling was introduced. Linkages with major vendors and outlets (i.e. Metro) were established.
45. **Development of Horticulture Training Modules**, CNFA and I-LED Programme, USAID, 2007-2008: Conceptualized and designed nine (9) training modules (Orchard Establishment, Fruit Production, Tree Pruning, Integrated Pest Management, Nursery Management, Nutrient Management, Harvest & Post-harvest Management, Orchard Irrigation Management, Small Business), including trainers guide and participants handbook for semi and non-literate farmers of Azad Jammu & Kashmir and earthquake areas in Khyber Pakhtoon Khwa.

**e. Linkage Building & Exposure**

46. **Linkage Building Exercise, SYCOP/Save The Children, Muzaffargarh, 2012**: Design a implemented an exposure visit and linkage building exercise for the beneficiaries of CHAON (Save the Children Project) to help 300 female to assess and improve their skills and products to meet market demands. Raw linkages were also established during the exposure visit.
47. **HBW Show and Tell, Home Net South UNIFEM, South Asia – 2005**: Mobilization of 50 women home based workers from 6 districts of NWFP to create an artificial village in Islamabad for Ms. Nolean Hayser, UNIFEM. Ms. Nolean could not travel to regions due to time constraints and security reasons. The idea was to have a close interaction with women to identify their problems and develop strategies for future interventions by UNIFEM.

**f. WASH, Health & Hygiene**

48. **End of Project Evaluation – SOLIDAR WASH Project, District Layyah, 2018**: Conduct end of project evaluation of WASH project in two flood effected UCs of district Layyah. The purpose of the assignment was to assess level of impact on personal health & hygiene practices of community members and school children.
49. **Market Research, AGAHEE, Lahore – 2018**. Conduct of Market Research for AGAHEE-Pakistan for their urban WASH project in two UCs of Lahore. The findings were used to refine the project implementation strategy.
50. **Strategic Level Gender Training Workshop for Water Environment and Sanitation (WES) Staff, Plan, 2011**: Design and conduct a 3-day advanced level training on gender sensitization in WES. Training also included staff assessment and understanding on the importance of gender mainstreaming in Water and Sanitation and identification of gaps in action plans and program outputs. Training contributed to developing a follow up and action plan for future, that is, a gender matrix for WES in regions covered by Plan.
51. **Capacity Building of RSP staff in Integrated Solid Waste Management, RSPN, 2010**: Designing & Development of Integrated Solid Waste Management. The RSPs staff will be trained as Trainer to train community for self-help SWM initiatives.
52. **Capacity Building of PHED Staff, TAMA, 2010**: Development of CBO formation and sustainability manual and conduct of TOTS for PHED community development staff.
53. **Enterprise Development Module, World Bank, 2008**: Designed a one-day Enterprise Development Module for 'natural leaders for open defecation free (ODF) villages', to be rolled out in South Asia for Business Development Service Providers in water and sanitation, for WATSAN, World Bank.
54. **Strategic Level Gender Training Workshop for Water Environment and Sanitation (WES) Staff, Plan International, 2011**: Design and conduct a 3-day advanced level training on gender sensitization in WES. Training also included staff assessment and understanding on the importance of gender mainstreaming in Water and Sanitation and identification of gaps in action plans and program outputs. Training contributed to developing a follow up and action plan for future, that is, a gender matrix for WES in regions covered by Plan.

55. **Enterprise Development Module, WATSAN, World Bank -2008:** Developed and designed “Yunus Ki Kahani” to be used in 4 road shows in all four provinces arranged by World Bank Water and Sanitation Program in collaboration with “Khushal Pakistan Fund”. Designed a one-day Enterprise Development Module for ‘natural leaders for open defecation free (ODF) villages’, to be rolled out in South Asia for Business Development Service Providers in water and sanitation. Conducted 4 road shows for said activity in all four provinces of Pakistan for a behavior change initiative for Khushal Pakistan Fund (KPF).
56. **Social Mobilization Trainings, Rural Support Program Network (RSPN), UNICEF, 2010:** Designed a three-day social mobilization-training package to conduct 9 trainings for PHED staff for community mobilization and participation in water and sanitation sector.
57. **Staff Development of PHED and Capacity Building of Community Based Organizations, Technical Assistance and Management Agency, PDSSP for ADB, 2010:** Designed and conducted 4-Day ToT for a team of consultants on Capacity Building of PHED Staff including CDO, SDO, CBM and JRO. The training was rolled out in 35 districts for approx. 720 district based staff.
58. **Technical Support to RSPs on Community Based Sanitation and Solid Waste Management Models, Rural Support Program Network (RSPN), 2010:** Designed a pilot project and trained a group of community activist in sanitation marketing at UC level to provide sanitation solutions to the community. The group also included local masons who were trained in construction of various type of latrine from standard to low/no cost solutions. The group was assumed to have a one stop shop to provide total sanitation solutions.
59. **Training Manual for Solid Waste Management, RSPN, 2019:** Developed a Solid Waste Management manual (value chain model) for selected RSPs under the project. The manual is available to use by RSPs across Pakistan.
60. **Mainstreaming in Integration of SRH & HIV Aids Services Programs, FPAP/IPPF, Pakistan– 2015:** Conduct two workshops on Gender Mainstreaming in HIV AIDS and SRH Integrated project for FPAP/IPPF Partner organizations. The participants were included from the organizations working on FSW, MSM, PLHIVs and Transgender.
61. **Proposal Development and Gender Mainstreaming in Integration of SRH & HIV Aids Services Programs, IPPF, South Asia – Colombo, Sri Lanka – 2011:** National consultant to attend TOTs and conduct series of Gender Mainstreaming and Proposal Development trainings for local CSOs under Integration of SRH & HIV Aids Services Program. The CSOs will also be provided support in various stages of proposal development (technical and financial) for Global Fund and other donors.
62. **Workshop on Quality of Care for Service Providers, FPAP/IPPF, Lahore – 2016:** Conduct a once day workshop for professional to provide quality care to the HIV AIDS patients in public and private facilities.
63. **Strategic Level Workshop for Water Environment and Sanitation (WES) Staff, Plan International, 2011:** Design and conduct a 3-day advanced level training on gender sensitization in WES. Training also included staff assessment and understanding on the importance of gender mainstreaming in Water and Sanitation and identification of gaps in action plans and program outputs. Training contributed to developing a follow up and action plan for future, that is, a gender matrix for WES in regions covered by Plan.
64. **Enterprise Development Model for Bare Foot Consultant & Sanitation Workers, WATSAN, World Bank -2008:** Developed and designed “Yunus Ki Kahani” to be used in 4 road shows in all four provinces arranged by World Bank Water and Sanitation Program in collaboration with “Khushal Pakistan Fund”. Designed a one-day Enterprise Development Module for ‘natural leaders for open defecation free (ODF) villages’, to be rolled out in South Asia for Business Development Service Providers in water and sanitation. Conducted 4 road shows for said activity in all four provinces of Pakistan for a behavior change initiative for Khushal Pakistan Fund (KPF).
65. **Capacity Building of PHED Staff to train the Community Based Organizations in Water and Sanitation Services, Technical Assistance and Management Agency, PDSSP for ADB, 2010:** Designed and conducted 4-Day ToT for a team of consultants on Capacity Building of PHED Staff including CDO, SDO, CBM and JRO. The training was rolled out in 35 districts for approx. 720 district based staff.

- 66. Capacity Building of PHED Staff to train the Community Based Organizations in Water and Sanitation Services, Technical Assistance and Management Agency, PDSSP for ADB, 2010:** Designed and conducted a 5-day ToT for PHED XEN and CDOs to train them to conduct district level community mobilization training in 35 districts of Punjab. The focus of the training was the community participation in each step of the Water and Sanitation Scheme for ownership and sustainability.
- 67. Technical Support to RSPs on Community Based Sanitation and Solid Waste Management Models, Rural Support Program Network (RSPN), 2010:** Designed a pilot project and trained a group of community activist in sanitation marketing at UC level to provide sanitation solutions to the community. The group also included local masons who were trained in construction of various type of latrine from standard to low/no cost solutions. The group was assumed to have a one stop shop to provide total sanitation solutions.
- 68. Social Mobilization Trainings, Rural Support Program Network (RSPN), UNICEF, 2010:** Designed a three-day social mobilization-training package to conduct 9 trainings for PHED staff for community mobilization and participation in water and sanitation sector.
- 69. Development of Social Mobilization Module for PPAF partners organizations, PPAF, World Bank – 2008:** Developed of Social Mobilization module on: ‘Right Mobilization’, to be rolled out to 600,000 PPAF partner and clients.
- 70. Community / Social Mobilization / Hygiene Promotion: PPAF, World Bank, 2009:** Development of Social Mobilization Module for PPAF. The module was used by the PPAF partners for effective mobilization of the community for different initiatives.
- 71. Developed and designed a strategic plan and provided implementation support in Solid Waste Management (SWM) initiatives under RSPs UC Development Plan - 2011:** Developed a Solid Waste Management manual (value chain model) for selected RSPs under the project. The manual is available to use by RSPs across Pakistan.
- g. Voter Education**
- 72. Capacity Building of Election 2008 Stakeholders, UNDP SNEP and Election Commission of Pakistan – 2007:** Conceptualization, visualization and designing training modules for District Returning Officers, Assistant Returning Officers, Presiding Officers and Polling Staff throughout Pakistan for 2008 elections.
- 73. Voter Education Project, Citizen Voice Project, TAF, USAID - 2013:** Designing of advocacy and communication tools for voter education and conduct of 04 TOTs/Trainings for 57 grantee organizations to educate voters and conduct advocacy campaigns for free, fair and transparent Election 2013
- h. Labour Laws Enforcement and Compliance**
- 74. "SIMPLIFY the Social Security", ILO/UNDESA, 2021** Zoom-TOTs (04) for the potential trainers (and inspectors) of PESSI, KPSSI, BESSI and SESSI under ‘Achieving SDGs and ending Poverty through Universal Social Protection’ project supported by the UN Peace and Development Trust Fund.
- 75. Orientation sessions on "SIMPLIFY the Social Security", ILO/UNDESA.** The orientation pack was developed and trainings were conducted for the for Directors, Inspectors, and staff of PESSI, KPSSI, BESSI and SESSI under ‘Achieving SDGs and ending Poverty through Universal Social Protection’ project supported by the UN Peace and Development Trust Fund.
- 76. Launching Ceremony of Migrant Resource Center, Lahore:** Design and conduct of launching ceremony of Migrant Resource Center (MRC) in the premises of Industrial Relations Institute (IRI).



77. **Seminar on the Importance of Technical Education, STEVTA, ILO, Karachi - 2011:** Resource Person: Design and organized provincial level awareness session with key stakeholder and duty bearers for the importance of Career Counseling and Vocation Guidance for youth in Pakistan.

78. **Workshop Series on The Dialogue Approach for Social Compliance**

- a. Work ethics and motivation, productivity and efficiency and gender and discrimination), Lahore – February GIZ-ISSSP, 2015
- b. Labor Inspection System, GSP+ & ILS Reporting – APTMA, Lahore, GIZ-ISSSP, April 2015
- c. OSH implementation, Lahore, GIZ-ISSSP, June 2015
- d. Mapping of the informal economy of textile and garment industry, Lahore, GIZ-ISSSP, Aug 2015
- e. Labor Inspection System, Bhurban, GIZ-ISSP, September, 2015
- f. Terms and conditions of employment, Lahore, November, GIZ-ISSSP, 2015
- g. Role and Mandate of Trade Unions, Lahore, GIZ-ISSSP, Feb 2016

i. **Skill Development**

79. **Skill TOTs on Stitching & Embroidery, DevCon/Save The Children, Sanghar, 2012:** Design a 12 days training module on Stitching and Embroidery and organized two (2) TOTs for 80 local trainers identified by the funding agency. In addition to skill TOT a stitching was also designed and distributed during the TOT.

80. **Institutionalization of Jafakash Aurat Project, Khushali Bank Gwadar, 2007:** Conceptualized, designed and developed eight (8) 3-months curriculums (Beautician, Stitching and Embroidery, Computer Training, Office Management, Teacher Training, and Cooking and Baking) for Vocational Training Center (VTC) in Gwadar, as part of the Jafakash Aurat Project. Eight (8) TOT workshops were conducted for local (32) trainers to conduct 3-month diploma courses at Women’s Vocational Training Center, Gwadar.

81. **Building Sales Champions for PATTA, USAID, 2018:** Designed and conducted 05 sales trainings for Supply Side Partners Organizations for Pakistan Agricultural Technology Transfer Activity (PATTA) a national level USAID Funded project.

j. **Interfaith & Harmony**

82. **Curriculum Designing for WAKs Peace Networks, Multan, SDF/DAI, 2019:** Designed a three days training manual for WAKs Peace Network WPNs (the graduated forums from WAKs) and quick refresher to potential trainers of two DAI partners.

83. **Empowering Women to Promote Peace and Interfaith Harmony, SPDO / DAI, 2021:** Capacity Building of Women Peace Forum members to Promote Peace and Interfaith Harmony in their respective spheres in Multan.

84. **Peace and Interfaith Harmony, The Media Foundation / DAI, 2021:** Capacity Building of Religious Leaders to Promote Peace and Interfaith Harmony in Multan.

85. **CVE training for District Support Group, Bahawalpur, DAI / PYLC, 2021:** Designed and conduct 02 days capacity building workshop for Bahawalpur Support group to understand their role and responsibilities to promote national peace CVE agenda in Bahawalpur.

86. **Peace and Interfaith Harmony, The Media Foundation / DAI, 2021:** Capacity Building of Peace Leaders and community youth to Promote Peace and Interfaith Harmony in Multan.

87. **TOT on Counter Violent Extremism, SDF / DAI, 2019:** Designed and conduct 05 days TOT for DAI partners organizations on CVE. The interactive module was developed for semi-literate community’s groups and stakeholders to bring peace and harmony thru local concept of “Waseeb Aman Kath”.

88. **National Conference on Counter Narrative to Violent Extremism in Punjab, Lahore, 2016:** Designed and managed the two-day event with multiple panel and group setting for Home Net Pakistan in Avari Hotel, Lahore.

k. **Youth Empowerment**

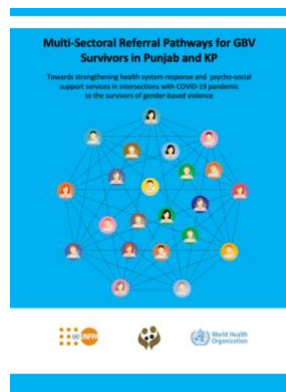
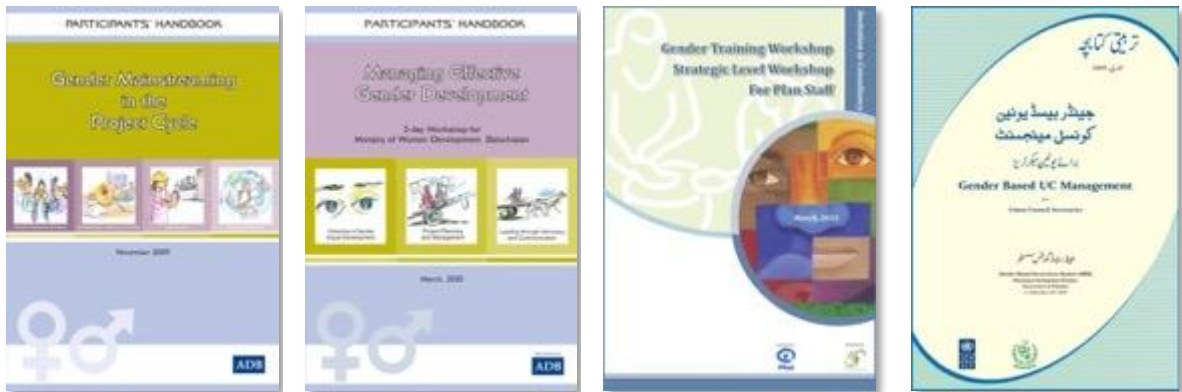
89. **Youth employability and entrepreneurship, Challenges and way Forward” VSO, Islamabad, 2017:** Design and conduct a one-day session on gaps and challenges in youth employability and entrepreneurship in Margalla Hotel, Islamabad to develop potential recommendation for Hashoo Foundation for their future interventions.

90. **Institutionalizing Career Counselling in Education System, KIPS Education System, Lahore – 2018:** A day long session for the senior management of KIPS Education System to improve the student and departments performance by institutionalizing career counselling in the system for better results.
91. **Career Counselling and Planning, Institute of Administrative Sciences, Punjab University, Lahore – 2018:** One day long career counselling and planning session for the pass out students of Public Management Department for the potential and prospects in development sector.
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101. **Money Means for Teens, The Citizen’s Foundation (TCF), 2008:** TCF management observed that majority of the students of these community schools left their studies after high school to support their family livelihood activities but were still unable to support their families due to miss-management and miss-use of money. A six-day money management workshop was designed for the 9th and 10th grade students to provide effective earning, spending and saving tips.

**102. Civic Education for Young Democrats, UNDP SNEP – 2008:** Designed a 6-day training module on ‘Civic Education for Young Democrats’, to be rolled out to approx. 30,000 students by UNDP SNEP Project in association with Election Commission of Pakistan (ECP).

**I. Curriculum Developments**

**a. Gender Mainstreaming**



**b. Youth Leader Ship and Career Counseling**



**c. Skills Development (Women Empowerment)**



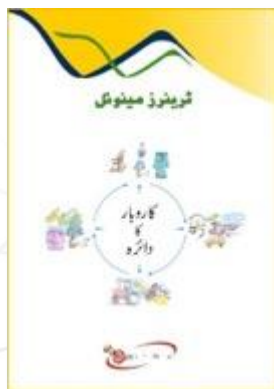
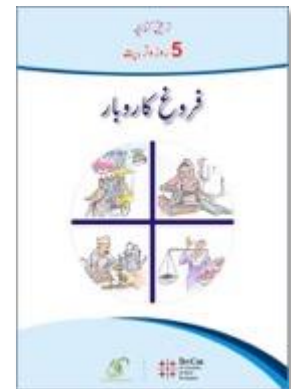
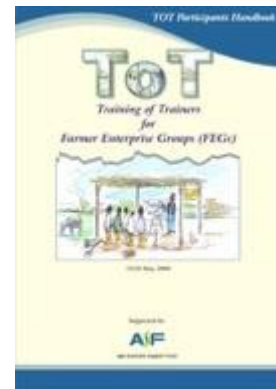
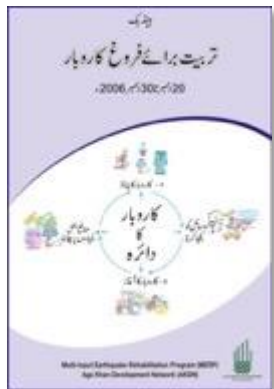
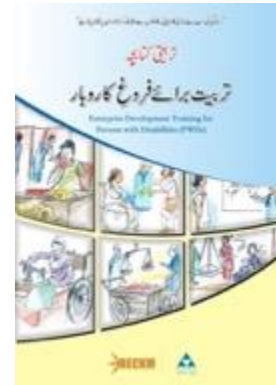
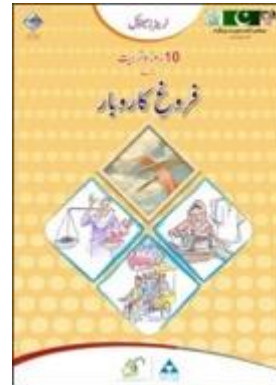
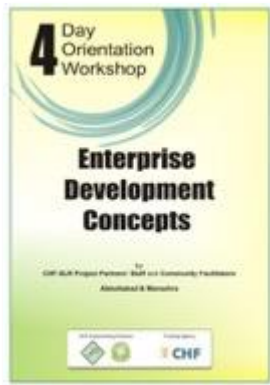
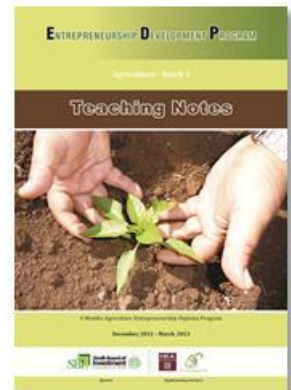
**d. Communication & Project Management**



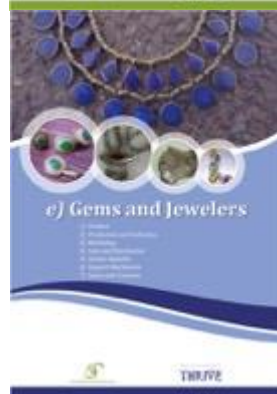
**e. Business and Selling Skills**



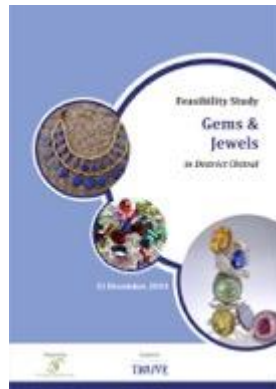
**f. Enterprise Development**



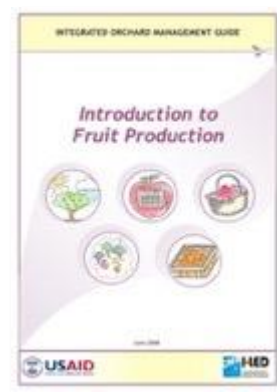
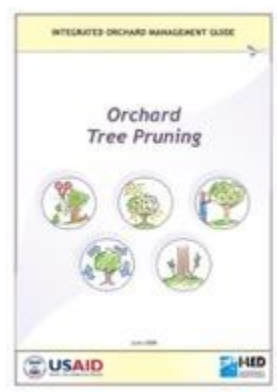
g. Value Chain Studies

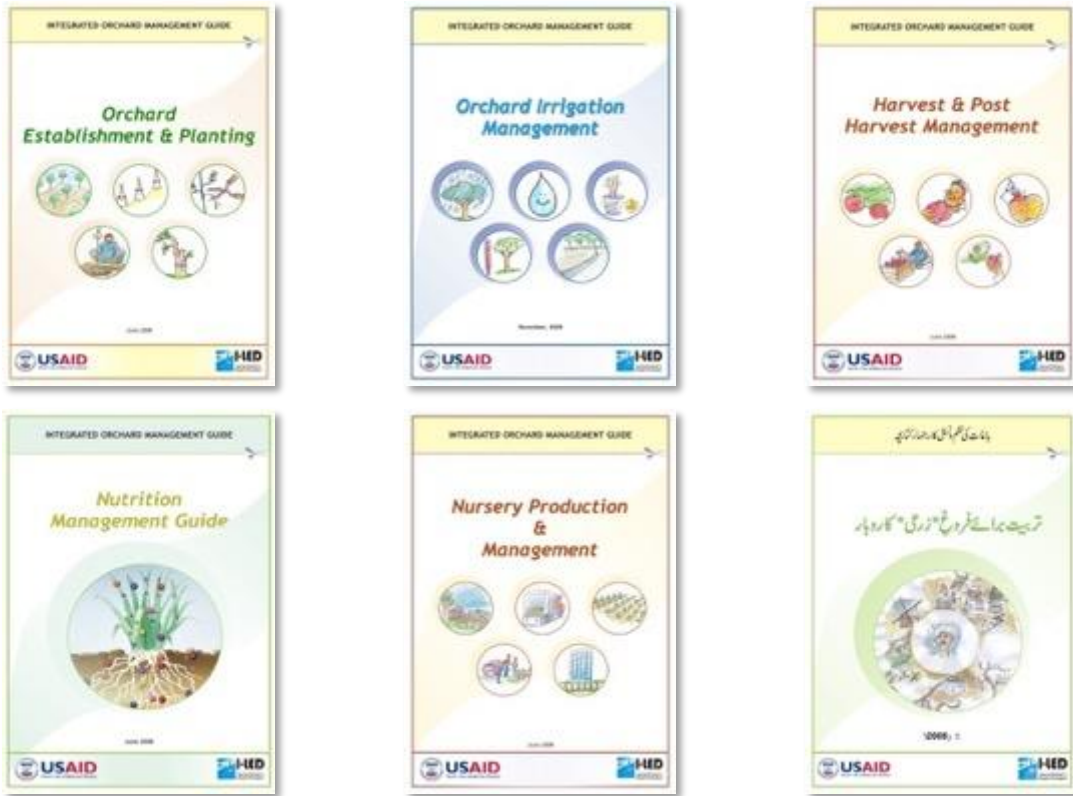


**h. Feasibility Studies**

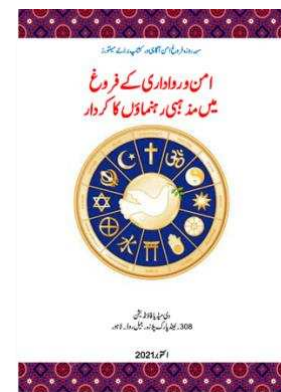
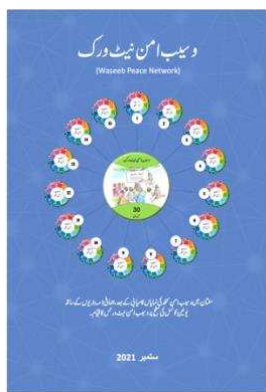
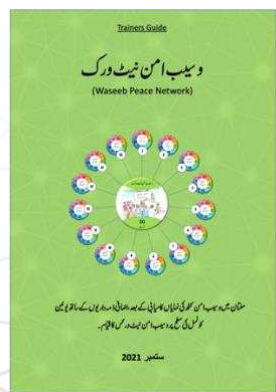
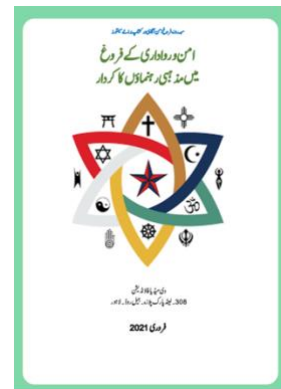
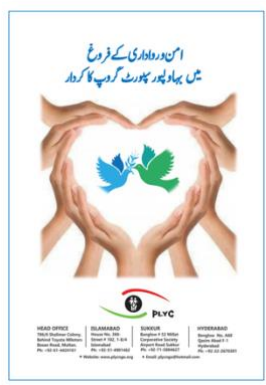


**i. Agriculture and Horticulture**





j. Peace Building, Diversity and Harmony



k. Local Government





I. Curriculum Design for Labour Compliance

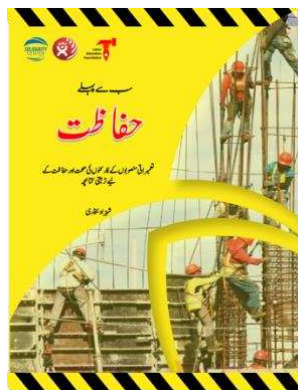
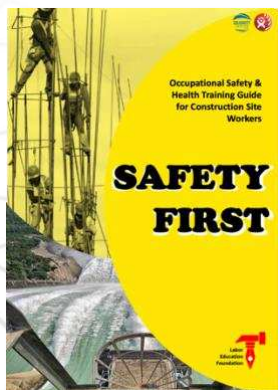


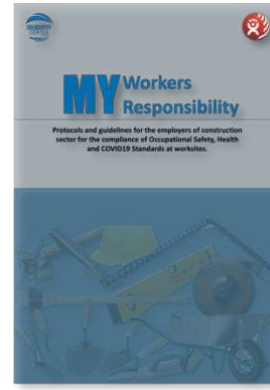
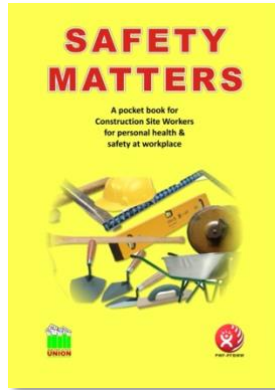
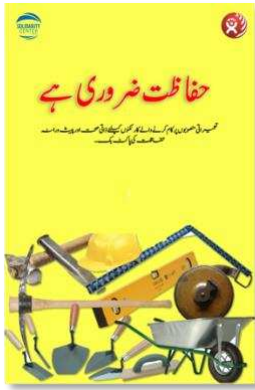
m. Labour Compliance (International)



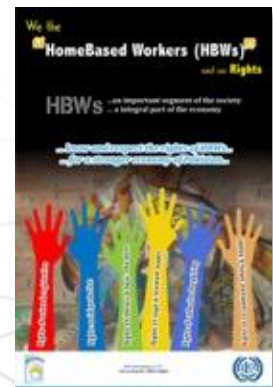


d. Occupational Safety and Health





Occupational Safety and Health Posters





n. Safety Booklets



Women Empowerment at Local Government Level



Page 1

فہمیت کے باوجود گھر والے لپکا  
بھی کئی گنہگار مل سے کم نہیں۔

خواتین کی زندگی کا اہمیت رکھتے۔

Page 2

راتے میں مشکلات آنے سے راستہ ہمیں  
منزل نہیں

نہیں، اس لیے راستہ ہی ہو۔

Page 3

خدمت کی فراہمی سے پہلے کہانی کے  
دونوں رخ اکھاڑ نہیں

نہیں، اس لیے کہانی ہی ہو۔

Page 4

خواتین کے مسائل  
خاتون سے بڑھ کر کون کھتا ہے!!

خاتون کی صورت حال کو سمجھنے اور مسائل کو سمجھنے  
کے لیے خاتونوں کو سمجھنا ہے، نہ کہ خاتون کو سمجھنا  
ہے، خاتون کو سمجھنا ہے۔

Page 5

اپنے ناک تے آزاد نہیں  
ہمیں، ہم اپنے ناک تے۔

خاتونوں کو سمجھنا ہے، نہ کہ خاتون کو سمجھنا  
ہے، خاتون کو سمجھنا ہے۔

Page 6

میرے معاشی مسائل اور ان کا حل!!!

خاتونوں کو سمجھنا ہے، نہ کہ خاتون کو سمجھنا  
ہے، خاتون کو سمجھنا ہے۔

Page 7

میری یونین کونسل کونسل میں

خاتونوں کو سمجھنا ہے، نہ کہ خاتون کو سمجھنا  
ہے، خاتون کو سمجھنا ہے۔

Page 8

ابھی تو میں خود پتگی ہوں؟

خاتونوں کو سمجھنا ہے، نہ کہ خاتون کو سمجھنا  
ہے، خاتون کو سمجھنا ہے۔

Page 9

کوئی بھی آدمی جس کے مورچے تک نہیں کلج سکتی  
ابھی تک کہ آپ کی خواتین ان کے ساتھ اور وہ ہوں  
(خاتونوں کی بات)

خاتونوں کو سمجھنا ہے، نہ کہ خاتون کو سمجھنا  
ہے، خاتون کو سمجھنا ہے۔

Decent Transport for Working Women

آپ کی احمقانہ گفتگو یا اشارے کسی خاتون کے لیے گھبراہٹ کا سبب بن سکتے ہیں۔

خواتین کو ہراساں کرنے کی سزا 3 سال قید، 5 لاکھ روپے جرمانہ (دفعہ 509 تعزیرات پاکستان) ہے۔

خواتین کو پسندیدگی کی بناء پر فرنٹ سیٹ پر بیٹھانا بھی حراساں کرنے کے مترادف ہے۔

دوران سفر مہذب گفتگو اپنائیے۔

آج کا زمانہ کسی کو تکلیف پہنچا سکتا ہے۔

ہم اپنے رویے اور پہناوے سے...

Harassment act is my safety

Protection against Harassment act gateway for Economic prosperity

Now I know how to handle Harassment

Decent Public Transport for Working Women

o. Posters (in Nepali Language)





p. Short Films (Labor Compliance)  
Child and Young Labor

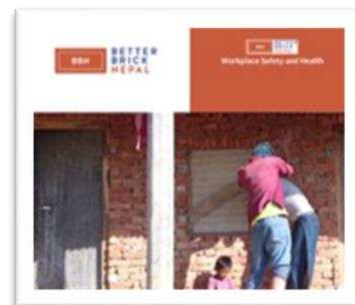
Wages and Working hours

Remuneration and Book Keeping



Harassment at Workplace

Use of Alcohol



**GAIN Nutrition Video:**

Localization of “NAW” video in Urdu language.




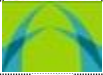


<https://drive.google.com/file/d/1LBZpyilR7146ySLJNdu0ud4Szej3idqPO/view?usp=sharing>



### m. Training statistics

Organization	Project	Year	Coverage
 2030 Agenda Sub-Fund - UNDESA SUSTAINABLE DEVELOPMENT GOALS	"SIMPLIFY the Social Security" Zoom-TOTs (04) for the potential trainers (and inspectors) of PESSI, KPESSI, BESSI and SESSI under 'Achieving SDGs and ending Poverty through Universal Social Protection' project supported by the UN Peace and Development Trust Fund.	2021	Punjab KP Sindh Balochistan
 2030 Agenda Sub-Fund - UNDESA SUSTAINABLE DEVELOPMENT GOALS	Orientation sessions (04) on newly developed "SIMPLIFY the Social Security" orientation pack for the for Directors, Inspectors, and staff of PESSI, KPESSI, BESSI and SESSI under 'Achieving SDGs and ending Poverty through Universal Social Protection' project supported by the UN Peace and Development Trust Fund.	2020	Punjab KP Sindh Balochistan
 PATTA From The American People	Distribution ky Guru-Phase 2 (Punjab), for PATTA, USAID, 2019, Helped agriculture distributors for better and quality yield for more profit and healthy consumer.	2019	Punjab & Sindh
 PATTA From The American People	Distribution ky Guru-Phase 1 (KP), for PATTA, USAID, 2019, Helped agriculture distributors for better and quality yield for more profit and healthy consumer.	2018	Punjab & KP
 PATTA From The American People	Capacity Building of Supply Side Partners of PATTA, USAID (Tier 1) in Agriculture Sector to provide quality service to farmers and consumers for better and quality yield, 2018	2018	National
 PATTA From The American People	Capacity Building of Supply Side Partners of PATTA, USAID (Tier 2) in Agriculture Sector to provide quality service to farmers and consumers for better and quality yield, 2019	2019	Punjab & Sindh
	Capacity Building of Doctors for the prevention and control of Avian Influenza (Bird Flu) in Pakistan.	2007-08	National
	Capacity Building of PHED Staff and Community Members for Access to Safe Water and Management of Community Water Schemes.	2010	Punjab
<b>THE MEDIA FOUNDATION, DAI</b>	Capacity Building of Religious Leaders to Promote Peace and Interfaith Harmony in Multan.	2021	Punjab
<b>PYLC, DAI</b>	Capacity Building of Bahawalpur Support Groups to Promote Peace and Interfaith Harmony in Bahawalpur.	2021	Punjab
<b>THE MEDIA FOUNDATION, DAI</b>	Capacity Building of Peace Leaders to Promote Peace and Interfaith Harmony in Multan.	2021	Punjab
<b>SDF, DAI</b>	Training of Trainers (TOT) for "Building Peace and Harmony thru Waseeb-Aman-Kath".	2019	Punjab
	Conduct of Financial, Business and e-commerce Management Trainings for HBWs across Pakistan (Phase 2)	2019	Balochistan
	Conduct of Financial, Business and e-commerce Management Trainings for HBWs across Pakistan (Phase 2)	2019	Sindh
	Conduct of Financial, Business and e-commerce Management Trainings for HBWs across Pakistan (Phase 1)	2018	Baluchistan
	Conduct of Financial, Business and e-commerce Management Trainings for HBWs across Pakistan (Phase 1)	2018	Sindh
	Rehabilitation support to Flood Effected Community of Layyah	2016	Punjab

Organization	Project	Year	Coverage
 SOLIDAR	Rehabilitation support to Flood Effected Community of Layyah	2016	Punjab
 SOLIDAR	Rehabilitation support to Flood Effected Community of Layyah	2016	Punjab
	Support to Migrant Workers	2015	National
	Strategic Level Gender Training Workshop for Water Environment and Sanitation (WES) Staff	2011	National
	Career Counselling at School Level	2011	Punjab
	Enterprise Development for Disable Persons	2009	National
	Chaon	2012-13	Sindh
	Benazir Income Support Program	2011-12	National
	Integrated Solid Waste Management	2010	National
	Capacity Building of PHED Staff	2010	Punjab
	Capacity Building and Sensitization of Union Council Secretaries	2010	Punjab
	Prevention and control of Avian Influenza (Bird Flu)	2007-08	National
	Gender Mainstreaming in PCM	2009	National
	Gender Based UC Management training	2008	National
	Enterprise Development Module	2008	National
	CCB training for CCB Officials in Punjab	2007	Punjab
	Local Government Budget Rules – 2003	2004	National
	Institutionalization of Jafakash Aurat Project	2008	Balochistan
	Enterprise Activist Program (EAP),	2005-06	National
	Strengthening the Industrial Training Centers	2010	National
	Loan & Training Intervention	2008	National
	Enterprise Development Program	2008	National
	Capacity Building of PHED Staff and Community Members	2010	Punjab
	Dialogue Approach Workshops	2015-16	Punjab
	Institutionalizing Career Counselling & Vocational Guidance	2011-2012	National
	Gender Equity Program	2011-12	National
	BISP – Waseela-E-Haq	2011-12	National
	Person with Disability or Functional Limitation	2011-12	National

Organization	Project	Year	Coverage
	Person with Disability or Functional Limitation	2011-12	National
	Capacity Building (IT Management),	2006	National
	LFA & Proposal writing	2007-08	National
	Project Cycle Management	2010	National



1. **Institutionalizing Career Counselling in Education System, KIPS Education System, Lahore – 2018:** A day long session for the senior management of KIPS Education System to improve the student and departments performance by institutionalizing career counselling in the system for better results.
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12. **Impact Assessment and Strategy of Youth Adolescent Program, Family Planning Association of Pakistan (FPAP) – 2008-09:** Project evaluation, impact assessment and strategy to improve the project activities. Field visit and consultative workshop were arranged to produce report and strategy.
13. **Money Means for Teens, The Citizen’s Foundation (TCF), 2008:** TCF management observed that majority of the students of these community schools left their studies after high school to support their family livelihood activities but were still unable to support their families due to miss-management and miss-use of money. A six-day money management workshop was designed for the 9th and 10th grade students to provide effective earning, spending and saving tips.
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### MIS Development

1. **Development of MIS (GSIS) for Labor Inspection System, GE4DE Project, ILO and Industrial Relations Institute (IRI), 2015:** Development of a national level Management Information System for labor inspection system in Pakistan. The project was administered from Punjab while the system was available across Pakistan to enter the data. The reports were produced from Admin (Punjab). The reports including management, industrial facts, labor standards, ILO conventions and thematic were produced for a range of audience and reads in Pakistan.
2. **Migrant Resource Center, Punjab, ILO/IRI, 2016:** Development of official website for Migrant Resource Center
  - a. **ICT**
    1. **Staff Training of International Power Plant, HubCo, Karachi 2003:** Design and conducted range of training (from basic Word, Excel, PowerPoint to MS Projects) for entire staff of International Power Plant at their site.
    2. **Developing Technical Presentation using MS PowerPoint, 2012:** Two sessions were held in MIS, Lahore for the trainers of Gender Based Governance, a project of UNDP. The purpose of the workshop was to train the trainers to develop their own presentation using multiple techniques and tools.
    3. **Corporate Training Solution, ASPIMS, Karachi, 2003:** Design and develop training courses on office automation, web development, logical use of XL and outlook communication for the senior managements and staff of corporate sectors including pharmaceuticals companies, banks, etc.
    4. **Corporate Training Solution, UBITEC, Karachi, 2002:** Design and develop training courses on office automation, web development, logical use of XL and outlook communication for the senior managements and staff of corporate sectors including pharmaceuticals companies, banks, etc.
  - b. **E-Commerce**
    5. **Establishment of e-Commerce Portal for Artisans of Pakistan:** Action has its own e-commerce portal named VCEELA. Based on the years of community development experience and realization that the artisans (especially female) of rural community in Pakistan need a support to reach end users/consumer to market their product. These artisans are not get the right price of their products due to lack of marketing skills, exposure and economic trends. VCEELA is the answer of all these questions. VCEELA is the social enterprise to link the local artisans to the national and international marketing with maximum profitability. VCEELA has registered and supported hundreds of artisans from all over the Pakistan to have their e-presence and trained them to manager their sky shops. [www.VCEELA.com](http://www.VCEELA.com).
    6. **E-Commerce Training and Home Based Workers, Home Net Pakistan, 2018:** Conducted a one-day e-commerce orientation for HBW artisans with ready products. The artisans were informed about the e-commerce importance and benefits, trained them how to open a "Sky-Shop" and how to show case their products on their e-commerce portals.
    7. **Migrating from Entrepreneurship to – e-Entrepreneurship Training of WRA Project Beneficiary, 2017:** Design and conduct a two days enterprise and e-commerce training for member artisans of women chamber of commerce, Multan. The training was included enhancement of business thru marketing, social media and use of e-commerce for virtual shops. VCEELA was introduced and free training of photography and online shops establishment was promised to all the participants.
    8. **URAN-1 – Migrating from Entrepreneurship to – e-Entrepreneurship:** Action in collaboration with HomeNet Pakistan has started a revised version of e-Entrepreneurship for artisans and homebased workers. Team action is promoting the HBWs of HomeNet to next level by helping them showcasing

their products at their own virtual shops at VCEELA.com. The shops will be managed by the HBWs themselves, while the marketing and logistics will be managed by VCEELA team.

9. **URAN-2 – Migrating from Entrepreneurship to – e-Entrepreneurship thru Incubation Centers:** A series of e-Entrepreneurship orientation and capacity building was started in National Incubation Center at LUMS, Lahore, with the help of VCEELA team to migrate HBWs local business to e-commerce shops for better outreach and profit.





1. **The baseline report on the state of Women's Empowerment (WE) in seven districts of Pakistan:** Karachi, Badin, Lahore, Murree, Gawadar, Ghanche and Chitral for Hamd Qadam Project (Women Empowered through Citizen Community Boards-WECCB) done for Aga Khan Foundation
2. **Baseline Research for Aman Sports** for a UKAID-funded project awarded to Aman Foundation (2015).
3. **Third Party Evaluation, Department of Women Development, Punjab, 2018:** Design and conducted third party evaluation for female councilors capacity building program to be held in 36 districts of Punjab for approx.. 15,000 participants in 500 events across Punjab.
4. **Market Assessment, Integrated Public Health & Economic Empowerment for Urban Poor in Pakistan, AGAHE/Oxfam, Lahore.** Conduct a market research for two UCs of Lahore to assess the demand supply and economic trends for the community members to uplift their economic life.
5. **Evaluation and Redesigning of Training Program, Better Brick Nepal, Global Fund Initiatives (GFI), Nepal – 2018:** Conduct project (training) evaluation of Better Brick Nepal, conduct field assessment and developed findings, revised the training program, conduct ToMT & TOTs for project staff and implementing organizations. The material was translated initially in Nepali and later in 04 local languages for the coverage in entire Nepal.
6. **Database of Female Entrepreneurs in Karachi, Leasing Association of Pakistan, 2006:** Provided technical and managerial support for the research and development of a database of 1000 SME (women owned) from Karachi (Orangi, Korangi, Khadda, Lyari and Kharadar). The research was conducted to design an economic empowerment strategy for women by the LAP.
7. **Value Chain Assessment of key Products of Chitral, THRIVE, 2014:** Conducting value chain studies in District Chitral (including Daroosh, Booni, Mastauj, Bamboorit) to identify gaps of the key value chains including, honey making, bee keeping, handicrafts, medicinal plants, fruits and dry fruits. The findings of the studies will help the stakeholders from producers to policy makers to improve their inputs in the value chain for more profitability and product development.
8. **Gender Equality Self-Assessment (GESA):** Design and conduct a baseline of current knowledge, practices and performance in gender equality mainstreaming to identify any strengths, gaps, innovative practice and lessons learned. Develop practical recommendations on the revision of internal guidelines, policies, procedures, strategies, programme outlines, and planning processes to make these more gender- sensitive and aware.
9. **Gender Equity Program, GEP, USAID 2013:** Designed a 3-day training curriculum for GEP grantees (Cycle 1) to build their capacity to design and conduct Baseline and End Line surveys as per their grants. A total of 05 trainings are being held in all four provinces and Gilgit / Baltistan.
10. **Establishment of Female Focused Counseling Centers (CHOICES), ILO:** Design and conduct a pilot research study on "Female Focused Career Centers" The purpose of the study is to explore the role of effective career counseling in enhancing women's employment; to identify gaps in the current practices of counseling with particular focus on women's issues and recommend measures to overcome them through effective career counselling.
11. **Research Study on Female Mobility Issues, Care International:** Conduct a research to develop a scoping study to identify two best routes to pilot women-only transportation facilities and identify key private and public sector stakeholders to propose models for implementation. The scoping study



should have been enable USAID Pakistan Jobs project to develop an evidence-based approach to piloting women-only transportation facility through a local implementing partner.

12. **Ultra Poor Strategy for Businesses in Sindh Coastal Area, PPAF, World Bank, 2008:** A strategy was designed for the PPAF partners for incubation of quick business (ready to earn) for ultra poor families within the communities. A research and group discussions were conducted to identify the feasible and viable business within specific areas considering trends, traditions, culture, economic profiles and available resources. The strategy were to be used by the PPAF partners to address the economic need of ultra poor families by providing them skills and supporting grant to start their business to earn from day one.
13. **Loan and Training Intervention, PPAF, World Bank, 2007:** Action research study “Loan and Training Intervention, was conducted in 4 regions (Attock, Mardan, Hyderabad, Bahawalpur) of NRSP for World Bank Washington to analyze the impact difference of micro-credit and micro-enterprise. A
14. **Nationwide Pre and Post KAP Surveys for a media campaign on gender based violence and Trainings of Grantees on conducting Baseline & End-line Survey, GEP, USAID:** A project is to conduct a pre and post KAP surveys for a media campaign on gender based violence regarding status of women, stereotypes, patriarchal norms and unjust/inhuman social practices from all provinces of Pakistan. In addition the sub-grant also aims to conduct pre-testing of audio and visual materials of a cartoon animation series designed to raise awareness on GBV.
15. **Gender Assessment and Strategy for CIDA funded Community Infrastructure Improvement Program (CIIP), Care International:** Conduct a pre-project gender assessment and developed a gender strategy for CIDA funded Community Infrastructure Improvement Program (CIIP) in Southern Punjab and Interior Sindh for Care International. The gender strategy will be a part of Project Implementation Program (PIP).
16. **Research Study on “Current Status of Gender-Disaggregated Labour Statistics in Pakistan:** Conduct of research study to identify gender gaps in functional definitions, methods of data collection and presentation that cause systematic under-reporting and under representation of women’s contribution; to propose gender-inclusive definitions and methods of presentation in line with international best practices and ILO conventions; to review current sources of data and gender competency of data providers in order to construct gender-compliant hierarchy of data sources from federal to local involving multiple stakeholders.
17. **Evaluation of Livelihood Improvement Program, SOLIDAR-Switzerland, Islamabad, 2016:** Conduct a project impact assessment by evaluating the two key interventions i.e. business development support and Kitchen Gardening. The project was implemented in two union councils of district Layyah for the rehabilitation of flood effected communities.
18. **Mapping Study of the Project Beneficiaries, Labor Education Foundation for SOLIDAR-Switzerland, Islamabad, 2016:** Mapping study of the project beneficiaries (the portents of working children) to assess the current economic status prior to design and provide business/enterprise development support to the project beneficiaries. An impact assessment was also schedule after 08 months of the project to assess the level of improvement in the business and income of each beneficiary.
19. **Mid-Term Evaluation & Impact Assessment, CIDA Pakistan Basic Education Project (CPBEP) – 2008-09:** A 5-year CPBEP project was implemented in Lahore, Multan and Lodhran. Conducted a mid-term evaluation to highlight the project achievement and identify the gap in different project interventions to support strategy and planning.
20. **Gender Review and Audit of Primary Text Books, Baluchistan, United Nations International Children Education Fund (UNICEF), 2011:** Reviewed the public schools textbooks (grades 1 to 5) to identify gender gaps, biases, gender division of labor, usage of technology and preferences for career path/ professions exits in the textbooks at the primary level. Identification of key areas to be addressed for the removal of gender biases from textbooks and suggest appropriate recommendations were the key inputs of the assignment.

21. **Impact Assessment and Strategy of Youth Adolescent Program, Family Planning Association of Pakistan (FPAP) – 2008-09:** Project evaluation, impact assessment and strategy to improve the project activities. Field visit and consultative workshop were arranged to produce report and strategy.
22. **Screening of “Best Entrepreneur” for Citi-PPAF Award, PPAF, 2010:** Screened of best 12 Entrepreneurs (at per Citi-PPAF criteria) for annual award for the year of 2011. A total of 300 case studies were submitted from approximately 150 partner organizations. A detail report with 12 shortlisted cases was submitted as project deliverable
23. **Gender Audit of Labour Statistics in Pakistan, ILO, 2010:** Conducted a gender audit of Labor Statistics and its process in Pakistan. Developed tools to assess gender sensitivity in labour statistics and conducted research on gender disaggregated labour statistics.
24. **End of Project Evaluation, Labor Education Foundation LEF/ Forum Syd /Swedish Trade Union (STU) – 2019:** Evaluation of the final two phases of the Labour Community Organizations (LCOs) Project (2013-15 and 2016-18) implemented by the labour Education Foundation (LEF) Pakistan with financial support of Forum Syd/Swedish Trade Unions (STU) in four districts of Punjab and KP, Pakistan.
25. **Project External Evaluation, Labor Education Foundation (LEF), Bread for the World (Brfd) Germany – 2019: Conduct of end of project evaluation** of a 36-month project titled “Protection of Workers Rights’ in Pakistan” Project implemented by LEF in 04 union councils of Lahore, Punjab.
26. **Evaluation of Livelihood Improvement Program, SOLIDAR-Switzerland, Islamabad, 2016:** Conduct a project impact assessment by evaluating the two key interventions i.e. business development support and Kitchen Gardening. The project was implemented in two union councils of district Layyah for the rehabilitation of flood effected communities.
27. **Mapping Study of the Project Beneficiaries, Labor Education Foundation for SOLIDAR-Switzerland, Islamabad, 2016:** Mapping study of the project beneficiaries (the portents of working children) to assess the current economic status prior to design and provide business/enterprise development support to the project beneficiaries. An impact assessment was also schedule after 08 months of the project to assess the level of improvement in the business and income of each beneficiary.
28. **Case Study Research of Disaster Resilience Approaches of HANDS in Chitral and Shangla Districts of Pakistan (2016)**
29. **Textile Crafts’ Value Chain and Artisan Livelihood Baseline Research** 280-million rupee RANG Project of Indus Heritage Trust in 10 rural districts of South Punjab and Sindh (Published 2015)
30. **Country-Wide Assessment Study of TEVT Institutions for Employment Promotion, ILO, Pakistan (2014/5 – Published by ILO)**
31. **Mid-Term Evaluation of Alliance Building Component of Parwan**, a 5-year project funded by EU and implemented by RutgersWPF (2015)
32. **Hamara Kal End-Line Evaluation** of a 4-year Project by RutgersWPF (2013) (Published)
33. **Understanding Scope and Nature of Work Place Learning (WPL) in Sindh**, first-ever study on WPL commissioned by ILO (published by South Asia office of the ILO and unveiled at a conference in April 2013).
34. **Training Managemetn. Triumph.** That is How TMT Ventures Wrote History, an evaluative case study of TMT Ventures Limited, Pakistan’s first and only successful Venture Capital Company.
35. **Scoping Study for Bio Gas Credit in Rural Punjab**, an analysis and assessment of demand and supply factors for bio-gas credit done for the Rural Support Network Program in rural districts of Punjab

36. **Need and Preference for Post Graduate Diploma in Islamic Finance**, a study done for the Hikmah Foundation Pakistan
37. **Sector-Wide Capacity Need Assessment of Civil Society in Pakistan**, first-ever study of its kind commissioned by the Aga Khan Foundation that covered 114 CSOs across Pakistan.
38. **Mid-Term Evaluation & Impact Assessment, CIDA Pakistan Basic Education Project (CPBEP) – 2008-09**: A 5-year CPBEP project was implemented in Lahore, Multan and Lodhran. Conducted a mid-term evaluation to highlight the project achievement and identify the gap in different project interventions to support strategy and planning.
39. **Impact Assessment and Strategy of Youth Adolescent Program, Family Planning Association of Pakistan (FPAP) – 2008-09**: Project evaluation, impact assessment and strategy to improve the project activities. Field visit and consultative workshop were arranged to produce report and strategy.
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41. **Outcome Measurement Evaluation of Access, Services and Knowledge (ASK) Programme in Pakistan Comparing Baseline and End-line Results**: The report presents findings of Outcome Measurement (OM) evaluation of ASK program that ran from 2013 to 2015 in six districts of Pakistan. OM comprehensively covered ASK program's four result areas.
42. **End-Line Evaluation of Hamara Kal - Rights-Driven Institutionalization of SRH**: Rights Driven Institutionalization of Sexual and Reproductive Health and Rights" also known as "Hamara Kal" (HK) was a four year (2009-12)2 programme funded by European Commission. Hamara Kal means "OUR FUTURE". Rutgers-WPF implemented the project in districts of Multan (South Punjab), Matiari (Sindh-Rural) and Karachi (Urban and Rural-Sindh) with the support of local partners.
43. **Impact Assessment of NOVIB-Funded SRH Program by Aahung**: Aahung is a leading resource centre established in 1995 in Karachi to improve the sexual and reproductive health (SRH) of men, women and young people in Pakistan.
44. **Mid-Term Evaluation of Working in Parwan Alliance**: This report presents the mid-term evaluation findings of Working in Alliance component of the United for Body Rights/Parwan Programme being implemented by Rutgers WPF Pakistan in collaboration with AwazCDS in Punjab and PIDS in Baluchistan.
45. **Industry Linkage Development of Naukri Ya Karobar (Job, self employment and Business Intervention for Youth) Employment Promotion Social Franchise**:\_Naukri Ya Karobar (NYK) translates into 'Job or Own Business'.
46. **Project Evaluation and Outcome Report for Sindh Skill Development Project (SSDP)**: A report of the utilization of loan for youth empowerment project by Sindh Technical Education and Vocational Training Authority (STEVTA) and Benazir Bhutto Shaheed Youth Development Program (BBSYDP).
47. **Mid Term Evaluation of Indus Heritage Trust's Project Rang for Developing Livelihood of Textile Artisans in Rural Pakistan**: The mid-term evaluation of Project Rang compares with the baseline of the same project about developing livelihood of textile artisans in rural areas of Pakistan.
48. **Mid-Term Evaluation of Learn English Kids' CD Distribution Project**: This report presents the findings of the mid-term evaluation of a year-long project carried out in a partnership between the British Council and the Service Sales Corporation (SSC).
49. **Knowledge, Attitudes and Practices regarding Female Mobility in Karachi and Islamabad**: This research evaluates the existing transportation system for women in Pakistan. The research findings


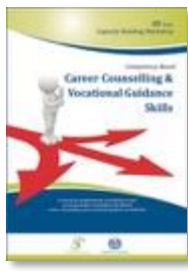

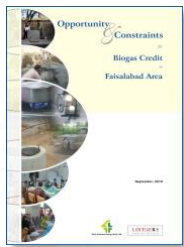

were then used by Care International to design a women-only transport service in two major cities Karachi and Rawalpindi/Islamabad.


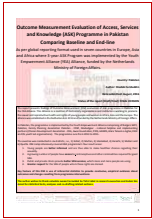



50. **Impact Assessment of Legal Aid Call Centre (LACC) funded by UKAID thru DAI in Pakistan:** LACC was an innovative intervention to provide free of cost quality legal aid services by expert lawyers over a toll-free number to people unable to afford or unable to reach judicial system.
51. **Knowledge, Attitudes and Practices (KAP) Survey and Anthropometry on Mother & Child Healthcare in District Tando Allah Yar, Sindh:** KAP survey of an 18-month initiative in Tando Allah Yar aimed at improving maternal and child health (MCH).
52. **Outcome Measurement Evaluation of Access, Services and Knowledge (ASK) Programme in Pakistan Comparing Baseline and End-line Results:** Outcome Measurement (OM) evaluation of ASK program that ran from 2013 to 2015 in six districts of Pakistan.
53. **External Evaluation of Capacity Institutionalization of Civil Society Organizations Project (CIP) at Community World Service, Asia (CWSA):** Evaluation of phase VI of CWSA is implemented project, which has divided its target audience into three groups, small-scale NGOs, Mid-to-large-scale NGOs and University students and faculty.
54. **Impact Evaluation of Introducing Sports Curriculum on Academic Performance and Personality Development of Primary School Students in Karachi:** End-line evaluation research conducted to generate evidence (before and after) in schools of under-served areas of Karachi on whether providing access to a sports curriculum results in any changes in the perceptions of students, parents and teachers about academic performance and personality development of primary school students under the Play and Learn Project managed by Aman Sports, a unit of Aman Foundation, Karachi.
55. **Baseline of Introducing Sports Curriculum in Primary Schools of Karachi under Aman Sports' Play and Learn Project:** Conducted a baseline to document perceptions of students, teachers, principals and parents on the effects on academic performance and personality development of students due to their sports' participation via sports curriculum introduced by AmanSports in bottom-of-pyramid schools under the Play and Learn Project funded by DFID/UKAID.
56. **Systems for Employment Outcomes: An Assessment of Pakistan's Technical Education and Vocational Training Sector:** This ground-breaking study presents the findings of the first-ever inventory and assessment of Technical Education and Vocational Training institutions across Pakistan.
57. **Mid-Term Evaluation of Working in Parwan Alliance:** Evaluation and findings of Working in Alliance component of the United for Body Rights/Parwan Programme being implemented by Rutgers WPF Pakistan in collaboration with AwazCDS in Punjab and PIDS in Baluchistan.
58. **Decent Transport for Working Women - An Innovative Pilot Project by ILO for Women's Safe Mobility:** Conducted baseline of attitudes, designing behavior change training and communication intervention, and an end-line of control versus intervene groups to establish credibility of visible positive results attained.
59. **Value Chain Baseline Research on Livelihood of Textile Artisans in Pakistan:** Findings of the baseline research carried out for the 4-year, 280 million-rupee RANG project funded by the World Bank. The baseline was conducted in five districts each of Sindh and South Punjab.
60. **End-Line Evaluation of Hamara Kal - Rights-Driven Institutionalization of SRH:** Evaluation of Rutgers-WPF implemented the project in districts of Multan (South Punjab), Matiari (Sindh-Rural) and Karachi (Urban and Rural-Sindh) with the support of local partners.
61. **Demand Scoping Study for Promoting Microcredit for Biogas Plants:** The Study was commissioned by RSPN to also serve as baseline for Pakistan Domestic Biogas Programme (PDBP) funded by the Netherlands. The Study was published nationally by RSPN and globally by SNV World in 2010.







62. **Baseline Report on Women's Empowerment Using Perceptual Mapping Technique in Seven Districts of Pakistan:** Base-line of perception-based survey for Hamd Qadam Project (Women Empowered through Citizen Community Boards-WECCB) to captures the state of Women's Empowerment (WE) in seven districts of Pakistan: Karachi, Badin, Lahore, Murree, Gawadar, Ghanche and Chitral.








63. **Impact Assessment of NOVIB-Funded SRH Program by Aahung:** Evaluation of SRH program implemented by Aahung, a leading resource centre established in 1995 in Karachi to improve the sexual and reproductive health (SRH) of men, women and young people in Pakistan.

## PUBLICATIONS


1		<b>Migrant Workers Training Manual for trade Unions.</b> First activity under the first ever Migrant Resource Center in Pakistan to bring onboard the union leaders, overseas employment agents and other stakeholders.
2		<b>CHOICES: Helping Women Make Better Career Decisions,</b> published by ILO, Pakistan's first-ever research-led pilot project on gender-sensitive career counselling.
3		<b>Decent Transport for Working Women</b> Primary research led to designing of a pilot project dedicated to facilitating decent public transport for women.
4		<b>Scoping Study for Bio Gas Credit in Punjab,</b> an analysis and assessment of demand and supply factors for bio-gas credit done for the Rural Support Network Program
5		<b>Quality of care report,</b> Survey findings on level of quality of care provided to the HIV/AIDS patients by the public and private sector health professional

6		<p><b>Market Research, AGAHEE, Lahore – 2018.</b> Conduct of Market Research for AGAHEE-Pakistan for their urban WASH project in two UCs of Lahore. The findings were used to refine the project implementation strategy.</p>
		<p><b><u>Outcome Measurement Evaluation of Access, Services and Knowledge (ASK) Programme in Pakistan Comparing Baseline and End-line Results</u></b> The report presents findings of Outcome Measurement (OM) evaluation of ASK program that ran from 2013 to 2015 in six districts of Pakistan.</p>
		<p><b><u>End-Line Evaluation of Hamara Kal - Rights-Driven Institutionalization of SRH</u></b> Rights Driven Institutionalization of Sexual and Reproductive Health and Rights” also known as “Hamara Kal” (HK) was a four year (2009-12)2 programme funded by European Commission. Hamara Kal means "OUR FUTURE".</p>
		<p><b><u>Impact Assessment of NOVIB-Funded SRH Program by Aahung</u></b> Aahung is a leading resource centre established in 1995 in Karachi to improve the sexual and reproductive health (SRH) of men, women and young people in Pakistan. This report outlines the findings and recommendations generated from an external and independent evaluation of Aahung’s programme.</p>
		<p><b><u>Mid-Term Evaluation of Working in Parwan Alliance</u></b> This report presents the mid-term evaluation findings of Working in Alliance component of the United for Body Rights/Parwan Programme being implemented by Rutgers WPF Pakistan in collaboration with AwazCDS in Punjab and PIDS in Baluchistan.</p>
		<p>Knowledge, Attitudes and Practices (KAP) Survey and Anthropometry on Mother &amp; Child Healthcare in District Tando Allah Yar, Sindh. Pakistan ranks 43 among the developing countries for the rate of under-five mortality . To achieve the targets for the Millennium Development Goals (MDGs).</p>
		<p><b><u>Project Completion Report on Industry Linkage Development of Naukri Ya Karobar (Job or Own Business) Employment Promotion Social Franchise</u></b> Naukri Ya Karobar (NYK) translates into ‘Job or Own Business’. NYK was an innovative project aimed at delivering employment promotion service for the unemployed youth at the community level under the aegis of Pakistan Poverty Alleviation Fund (PPAF).</p>

	<p><u>76 Sindh Skill Development Project SSDP Borrower's ICR</u> Implementation Completion Report (BICR) on behalf of the Government of Sindh (GOS) that took a WB loan of USD 21 million for Sindh Skill Development Project (SSDP) 2011- 2016, extended to May 30th, 2018 implemented by Sindh Technical Education and Vocational Training Authority (STEVTA) and Benazir Bhutto Shaheed Youth Development Program (BBSYDP).</p>
	<p><u>75 Sindh Skill Development Project SSDP Borrower's ICR</u> Implementation Completion Report (BICR) on behalf of the Government of Sindh (GOS) that took a WB loan of USD 21 million for Sindh Skill Development Project (SSDP) 2011- 2016, extended to May 30th, 2018 implemented by Sindh Technical Education and Vocational Training Authority (STEVTA) and Benazir Bhutto Shaheed Youth Development Program (BBSYDP).</p>
	<p><u>Mid Term Evaluation of Indus Heritage Trust's Project Rang for Developing Livelihood of Textile Artisans in Rural Pakistan</u> The mid-term evaluation of Project Rang compares with the baseline of the same project about developing livelihood of textile artisans in rural areas of Pakistan.</p>
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	<p><u>Knowledge, Attitudes and Practices regarding Female Mobility in Karachi and Islamabad:</u> This research evaluates the existing transportation system for women in Pakistan. The research findings were then used by Care International to design a women-only transport service in two major cities Karachi and Rawalpindi/Islamabad.</p>
	<p><u>Impact Assessment of Legal Aid Call Centre (LACC) funded by UKAID thru DAI in Pakistan:</u> LACC was an innovative intervention to provide free of cost quality legal aid services by expert lawyers over a toll-free number to people unable to afford or unable to reach judicial system.</p>
	<p><u>Knowledge, Attitudes and Practices (KAP) Survey and Anthropometry on Mother &amp; Child Healthcare in District Tando Allah Yar, Sindh</u> Pakistan ranks 43 among the developing countries for the rate of under-five mortality.</p>

	<p><b><u>Outcome Measurement Evaluation of Access, Services and Knowledge (ASK) Programme in Pakistan Comparing Baseline and End-line Results</u></b>  The report presents findings of Outcome Measurement (OM) evaluation of ASK program that ran from 2013 to 2015 in six districts of Pakistan.</p>
	<p><b><u>External Evaluation of Capacity Institutionalization of Civil Society Organizations Project (CIP) at Community World Service, Asia (CWSA)</u></b>  Community World Service Asia (CWSA) has been assisting the peoples' organizations to build capacity for institutional growth and professional development since 1999 under the Capacity Institutionalization of Civil Society Organizations, referred to as CIP. CWSA is implementing phase VI of the project, which has divided its target audience into three groups, small-scale NGOs, Mid-to-large-scale NGOs and University students and faculty.</p>
	<p><b><u>Impact Evaluation of Introducing Sports Curriculum on Academic Performance and Personality Development of Primary School Students in Karachi</u></b>  This document presents the findings of an end-line evaluation research conducted to generate evidence (before and after) in schools of under-served areas of Karachi on whether providing access to a sports curriculum results in any changes in the perceptions of students, parents and teachers about academic performance and personality development of primary school students under the Play and Learn Project managed by Aman Sports, a unit of Aman Foundation, Karachi.</p>
	<p><b><u>Baseline of Introducing Sports Curriculum in Primary Schools of Karachi under Aman Sports' Play and Learn Project</u></b>  Play and Learn is an innovative project that seeks to introduce sports curriculum in 32 schools of three districts in Karachi. This baseline was conducted to document perceptions of students, teachers, principals and parents on the effects on academic performance and personality development of students due to their sports' participation via sports curriculum introduced by AmanSports in bottom-of-pyramid schools under the Play and Learn Project funded by DFID/UKAID.</p>
	<p><b><u>Systems for Employment Outcomes: An Assessment of Pakistan's Technical Education and Vocational Training Sector</u></b>  This ground-breaking study presents the findings of the first-ever inventory and assessment of Technical Education and Vocational Training institutions across Pakistan. This in-depth study contextually reviews and documents current practices and approaches that TEVT institutions undertake to improve employment outcomes for their students.</p>
	<p><b><u>Mid-Term Evaluation of Working in Parwan Alliance</u></b>  This report presents the mid-term evaluation findings of Working in Alliance component of the United for Body Rights/Parwan Programme being implemented by Rutgers WPF Pakistan in collaboration with AwazCDS in Punjab and PIDS in Baluchistan.</p>
	<p><b><u>Decent Transport for Working Women - An Innovative Pilot Project by ILO for Women's Safe Mobility</u></b>  ILO under its Towards Gender Parity awarded us to operationalize an innovative concept that involved conducting baseline of attitudes, designing behavior change training and communication intervention, and an end-line of control versus intervene groups to establish credibility of visible positive results attained.</p>



	<p><b><u>Value Chain Baseline Research on Livelihood of Textile Artisans in Pakistan</u></b>  It is an abridged version of the detailed final report. This document presents the essential findings of the baseline research carried out for the 4-year, 280 million-rupee RANG project funded by the World Bank. The baseline was conducted in five districts each of Sindh and South Punjab. It focused on mapping current socio-economic profile of vulnerable textile artisans in these districts.</p>
	<p><b><u>End-Line Evaluation of Hamara Kal - Rights-Driven Institutionalization of SRH</u></b>  Rights Driven Institutionalization of Sexual and Reproductive Health and Rights” also known as “Hamara Kal” (HK) was a four year (2009-12)2 programme funded by European Commission. Hamara Kal means "OUR FUTURE". Rutgers-WPF implemented the project in districts of Multan (South Punjab), Matiari (Sindh-Rural) and Karachi (Urban and Rural-Sindh) with the support of local partners. The project commenced in 2009 with broader objective of “Improving the Sexual and Reproductive Health Rights – SRHR Status in Pakistan” and it ended in early 2013.</p>
	<p><b><u>Demand Scoping Study for Promoting Microcredit for Biogas Plants</u></b>  The Study was commissioned by RSPN to also serve as baseline for Pakistan Domestic Biogas Programme (PDBP) funded by the Netherlands. The Study was published nationally by RSPN and globally by SNV World in 2010.</p>
	<p><b><u>Baseline Report on Women's Empowerment Using Perceptual Mapping Technique in Seven Districts of Pakistan</u></b>  The report captures the state of Women's Empowerment (WE) in seven districts of Pakistan: Karachi, Badin, Lahore, Murree, Gawadar, Ghanche and Chitral. It is a base-line of perception-based survey for Hamd Qadam Project (Women Empowered through Citizen Community Boards-WECCB).</p>
	<p><b><u>Impact Assessment of NOVIB-Funded SRH Program by Aahung</u></b>  Aahung is a leading resource centre established in 1995 in Karachi to improve the sexual and reproductive health (SRH) of men, women and young people in Pakistan.</p>



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