Terms of Reference

Capacity Building of Economic Change Makers/ LRPs

(AC. 1.1.4, 1.1.5, 1.1.6, 1.1.7) – GBV Project

1. Background of the Organization

The Civil Society Support Programme (CSSP) is a non-profit civil society organization which emerged as a response to the challenges faced by the civil society of Pakistan, with regards to fighting against poverty, social injustice, and governance issues. CSSP is aimed at socio-political transformation of citizens and institutions through organizing, educating, engaging and evolving communities and public institutions for a prosperous and healthy society. This will be achieved by diversifying the efforts of different stakeholders including youth, civil society organizations, media persons, academia, researchers, lawyers, trade unions, and elected representatives for policy reforms and implementation. CSSP was established in 2007 received registration under Societies Act 1860 and is currently operating in 07 districts of Sindh.

2. Project Introduction

The project titled“ Support District Government initiatives in Mirpurkhas to empower women through promotion of entrepreneurial and business creations opportunities” is being implemented in 25 villages (5 Union Councils) of district Mirpurkhas. The goal of the project is “to improve collaboration between civil society organizations and district Government Departments (police, social welfare and women development) to empower rural women through promotion of entrepreneurial opportunities for business creations by increasing demand for local produced goods in the market. Under this project, CSSP has initiated the process of identification and capacity building of local resource persons (LRPs) (males and females) for promotion of entrepreneurship skills and business creation opportunities. Two 5-day residential training for Economic Change Maker (ECM) Program on “Promotion of entrepreneurship skills and business creation opportunities” will be organized. After the program, the 25 LRPs will graduate to become ‘Economic Change Makers (ECM).’ The program will train the change makers to identify the correlation between poverty and violence, manage finances, develop a concept around Gender Action Learning System (GALS) and learn how to establish and manage skills Rozagr Shifa Khana (Skills development centre).

2.1 Overall objective/ Outcomes of the project:

1. Dominant social norms protected girls and women from GBV through provision of decent environment at home and public life to contribute in income generation activities
2. Knowledge of State actors on Laws, policies and budgets to end GBV improved and implemented
3. Women and girl GBV survivors safely accessed adequate and appropriate support services:

3. Objectives of the assignment

1. To assess training needs of already identified Local Resource Persons / Economic Change Makers.
2. To develop training manual on Capacity Building Program comprising two 5-day residential training workshops for 25 Economic Change Makers (ECMs).
3. To conduct 2 residential training of the LRPs/ECMs as per agreed contents and TORs.
4. To make follow-ups of the training as per agreed TORs and provide on job technical assistance to the trainees.

4. **Scope of the work**

The project will engage an experienced firm as consultant for a period of six months from June 30th, 2019 to November 30th, 2019 to carry out the following major activities.

1. The consultant will have Training Need Assessment (TNA) exercise with the LRPs and based on their needs 10-day capacity building program will developed and implemented through two trainings/ 5-day (each) residential training near to the district Mirpurkhas. The capacity building program would focus upon;
   a. Correlation between poverty and violence, key causes of poverty, tools to diagnose problems at household level. The training will also cover enterprise development, value chain development, and creating an economic eco-system to support the marginalized families.
   b. Strategic planning tool for Gender Action Learning System (GALS), which would be used with the entire household to establish socio-economic goals (reducing violence, increasing family income and resources) that they would work towards.
   c. Documentation, i.e. how to select HHs, register them, note/record their interventions, organize counseling at HH level, and short training sessions at village level.
   d. Create an EC Forum, and how to benefit each other from their own experiences. They would be guided on how they can organize this experience as a research study that can initiate findings and learning to be used to present at the conference to be held at the district level. Such findings could identify useful directions for policy and future programming.
   e. Record success stories from within their communities and present the same.

2. The consulting firm will assist the CSSP team in conducting follow-up training events to provide on job training to the ECM so that they can;
   a. Report on their progress with HH counseling and development and handling the GBV related issues effectively.
   b. Create a mechanism where they can engage with, and learn from, each other.
   c. Set up a “Rozgar Shifa Khana” at union council level.
   d. Create linkages with relevant stakeholders, line agencies, department and resource institutions.
   e. Establish a gender advocacy forum at the village, union council and district level to allow men & women to raise voice at a conference where grassroots people and policy makers can dialogue to make a difference in their society.

5. **Total working days require during Consultancy**

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<thead>
<tr>
<th>S No</th>
<th>Activity Code</th>
<th>Activity</th>
<th>Total Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1.1.4</td>
<td>Training Needs Assessment (Two Days)</td>
<td>3</td>
</tr>
<tr>
<td>2</td>
<td>1.1.5</td>
<td>Module Designing (Trainers &amp; Participants’ Handbook)</td>
<td>7</td>
</tr>
<tr>
<td>3</td>
<td>1.1.6</td>
<td>10 Days Training of Local Resource Persons (LRPs) on promotion of entrepreneurship skills and business creation opportunities (LRP will be spark persons for all socio economic empowerment related to women in the village and catchment areas)</td>
<td>10</td>
</tr>
<tr>
<td>4</td>
<td>1.1.7</td>
<td>Follow Up Monitoring Visit</td>
<td>9</td>
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<tr>
<td></td>
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<td><strong>Total Days</strong></td>
<td><strong>29 days</strong></td>
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6. **Expected outcomes**

   a. The LRPs/ ECM have improved capacity with regards to understanding, technical skills and overall ability to facilitate enterprise development process to women beneficiaries.
   
   b. The LRPs/ ECM have improved resources under Rozgar Shafa Khana to provide quality vocational skills training to GBV survivors.
   
   c. At least 2-3 survivors from each RSK are running small business and experiencing economic independence.
   
   d. At least 10-15 beneficiaries are linked with other opportunities available at local/district level.

7. **Minimum Criteria for selection of the consulting firm**

   1. In-depth understanding of GBV issues and overall socio-political and cultural context of the district/province.
   
   2. 5-8 years of proven experience of designing and conducting training on women economic empowerment.
   
   3. Sufficient experience on managing similar assignment
   
   4. Linkages with relevant organizations and institutions at government and non-government level.
   
   5. Strong experienced and dedicated team members to deliver the assignment.

8. **Expression of Interest**

   Interested organizations/firms are requested to submit Expression of Interest (EOI) attached with documents listed below not latter then June 10th, 2019.

   1. Concept note
   2. Proposed budget for the assignment
   3. Profile of the organization/firm
   4. Tentative activity plan/work plan
   5. Brief bio of the experts/team to be engaged in the assignment
   6. Sample of work (printed module and other material)

**HOW TO APPLY:-**

Interested firms are required to submit their technical and financial proposals along with updated organizational profile not later than **25th June, 2019** to:

Manager HID, Civil Society Support Program (CSSP)
House No. A-1, Khalid Housing Society,
Near Lakyari House, Muslim Society, Qasimabad, Hyderabad Sindh
Phone: 022-2102822
Email: hr@cssp.org.pk