

Call for Expression of Interest

For a National Consultant: to conduct Training Needs Assessment, Develop Training Material and Facilitate Training on Gender Equality in the World of Work in Pakistan.

The ILO Country Office for Pakistan through the International Labour and Environmental Standards Application in Pakistan's Small Medium Enterprises (ILES) project intend to engage **consultant/consultants** to carry out a training needs assessment, prepare training material and facilitate training on gender equality in the world of work in Balochistan province.

How to submit

Interested individuals/organizations/firms are requested to submit the Expression of Interest by email **addressed to nawaz@ilo.org by 15th November 2023 at 5 pm (COB)**, with ILES/ILO/2023/01 "consultant to conduct a training needs assessment, develop training material, and facilitate training on gender equality in the world of work in Pakistan" mentioned in the subject of email/submission along with the following supporting documents:

- Curriculum Vitae
- Previous or related work samples
- Proposed budget.

Please Note:

Expressions of interest not meeting the basic content above and received after the deadline will not be considered.

Statement of Work

1. Overview

With the funding contribution from the European Union (EU), the International Labour Organization (ILO) Country Office for Pakistan, in partnership with the Worldwide Fund for Nature (WWF), is implementing the International Labour and Environmental Standards Application in Pakistan's SMEs (ILES) project. Its overall objective is to promote sustainable and inclusive growth in Pakistan by supporting the economic integration of Pakistan into global and regional economies, improving compliance with labour and environmental standards, and increasing competitiveness. Also, the promotion of gender equality is an integral part of the project.

In efforts to promote gender equality in the world of work in the Balochistan province of Pakistan, the ILES project is planning to identify key sectors where gender equality could be promoted. Therefore, a needs assessment is to be conducted. Based on the assessment results, the training material will be developed, and training of trainers for the key stakeholders will be organized, especially for the employers' and workers' federations/unions on gender equality and decent work promotion. The trained trainers and training materials could later be used by the stakeholders to carry out further training within their respective workplaces and will also convene training for the members of their federations/unions.

1. Scope of Work

The national consultant/consultants will be tasked to perform the following tasks:

- Conduct the needs assessment to identify sectors for promoting gender equality in the world of work in Balochistan
- Develop training materials to target the selected sectors, and
- Facilitate a series of training on gender equality and decent work promotion in Balochistan to employers' and workers' federations.

2. Expected Outputs/ Deliverables

- Assessment reports with recommendations on economic sectors to promote gender equality,
- Develop training materials,
- Facilitate four training of trainers in the targeted sectors for the employers' and workers' federations/unions.

The copyright and ownership of all the training materials produced under this contract are vested with the ILO.

3. Timeframe

The contract is expected to start from 30th November 2023 to 28th February 2024.

4. Task and number of days

	Activity	Days
1	Development of Needs Assessment tools, preparing inception report, conducting desk research (Planning)	
2	Submitting Inception report to ILO for comments	
3	Data Collection, data analysis, and preparing the first draft report	
4	Submitting a first draft report to ILO for comments	
5	Submitting the final draft of the report to ILO for comments	
6	Developing training materials based on the findings of the rapid assessment	
7	Submission of the first draft of training material to ILO for comments	
8	Submission of the final draft of training material including in Urdu language.	
9	Convening four training of trainers in Balochistan	
	Total	

5. Qualification

The External Collaborator should have the following qualifications:

1. Master's or higher degrees in Gender Studies, Sociology, International Development, Political Sciences, Public Administration, or any other related field
2. Experience in conducting rapid needs assessment on gender-related themes
3. Experience in developing theme-based training material on gender and decent work for projects. Previous work experience with the UN system will be an advantage
4. Outstanding communication and training-delivering abilities
5. Understanding of the context in Pakistan; and familiarity with the social and religious context of all the provinces
6. Ability to work under time pressure and deliver work of outstanding quality.
7. Excellent training convening abilities
8. Outstanding training material design skills
9. Demonstrated capacity to carry out the assignment within the allocated timeframe
10. Command in Balochi or Pashto language will be an advantage.

Please note that:

- Individual consultants will be responsible for his/her own health insurance and need to provide information regarding insurance to the ILO at the time of contracting.
- Individual consultants upon selection also need to complete the UNDSS BSAFE field security training (online training) unless already hold a valid certificate from UNDSS. SSAFE certification would be an advantage.