

# project portfolio



## Good Governance and Institutional Strengthening



Empowerment thru  
Creative Integration



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2019

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## 2-day training on Social Mobilization Workshop



ECI was contracted by Taangh Wasaib Organization (TWO) to conduct training for staff members of TWO for their project, Strengthening Livelihood of Marginalized Communities. ECI conducted a 02-Day training on social mobilization for the 30 participants with a purpose of knowledge improvement & conceptualization of trainees about community mobilization, participatory development and its elements.

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## 2-day training on Reflective Practices for District Project Activists and TWO staff members



ECI was contracted by Taangh Wasaib Organization (TWO) to conduct training for District Project Activists and staff members of TWO for their project, Strengthening Livelihood of Marginalized Communities. The aim of the project is to ensure that poor and marginalized communities have diversified and strengthened sustainable livelihoods for a dignified life in society. ECI conducted a 02-Day training on reflective practices for the 25 TWO staff members and DPAs to train them with learning by reflecting and acting.

32

## Tabeer – 3<sup>rd</sup> Party Monitoring of Election Polling Staff in FATA/KPTD



To play a part in smooth electoral process of 2019 Provincial Assembly Elections, ECI designed and implemented one-day trainings and orientations for POs, APOs, Senior APOs and Polling Officers. The polling staff were trained on electoral process, its steps, their responsibilities, challenges and ways to overcome challenges.

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## Training on Facilitation Skills for Agriculture and Livestock Officers



ECI conducted four 02-Day Sessions on "Facilitation Skills for Staff of Department of Agriculture, Baluchistan" in NARC where JICA in coordination with NARC is working to develop the capacities of the Agriculture and Livestock Officers. In these four batches of trainings, 105 agriculture and livestock officers were trained (25 in first batch; 30 in second batch; 25 in third batch and 25 in fourth batch).



30

## 3-day Training on Project Proposal Development and Fund Raising



ECI was contracted by Baltistan Culture and Development Foundation (BCDF) for a project implementation of International Labour Organization (ILO) for capacity building of officers and employees of Departments of Agriculture, Livestock, Fisheries and Water Management as well as the Department of Labors, Commerce and Industries. In this regard, ECI conducted a 03-Day training on Project Proposal Development and Fund Raising for 29 officers and employees of Department of Agriculture, Livestock, Fisheries and Water Management on Fund raising and Project Proposal Development in Gilgit Baltistan.

29

## 2-day Training on Cash Flow-based Appraisal Techniques



ECI has been contracted by AGAHE to strengthen and ensure the capacity building of their staff, ECI designed and delivered 2-day training on Cash Flow Based Appraisal Techniques for staff of AGAHE Pakistan. The aim of the training was to introduce and equip the staff with effective methods of branch management for credit program. The total number of 08 sessions comprising of theoretical background and 7 exercises were conducted in two days of this workshop with 28 beneficiaries.

28

## 2-Day Training on Stress Management and Communication Skills



ECI was contracted by FDO to conduct the training of its staff management for better understanding of managing stress and develop better communication skills to be one step ahead in their better business opportunities. One 2-day training for this project was organized. After the program, the 25 participants were able to understand how to get more of what's important to them done in less time, improved decision making and communication skills, and how to increase their productivity.

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## 2-Day ToT of TWO Staff for Strengthening Livelihood of Marginalized Communities





ECI was contracted by Taangh Wasaib Organization (TWO) to conduct a ToT for staff of TWO for their project, Strengthening Livelihood of Marginalized Communities. The aim of the project is to ensure that poor and marginalized communities have diversified and strengthened sustainable livelihoods for a dignified life in society. ECI conducted a 02-Day Training for the staff of TWO to train them with skills essential to conduct the baseline survey. In the baseline survey, data was gathered from a total of 120 respondents. Following that, the data was entered in the database by TWO and shared with ECI for data analysis and formulation of report.

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## Management Support in arrangement and conduct of field consultation in KPK and Sindh



25

## 3-Day ToT for Project Improved Access to Fair, Legitimate and Effective Justice in Pakistan



ECI has been contracted by SAWFCO for conducting training on "Project Improved Access to Fair, Legitimate and Effective Justice in Pakistan". The training aimed at providing better understanding of fundamental and legal rights, legal system and procedures and laws related to women and child rights. During this training, Ba-khtiar members of SAWFCO were trained in a 3-day training which was conducted in 3 districts of Sindh.

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## 2-Day ToT (Team Building Workshop)



UNDP contracted ECI to conduct Training of Trainers for "Project Staff Scaling-up of Glacial Lake Outburst Flood (GLOF) Risk Reduction in Northern Pakistan - GLOF II Project" which aimed at enhancement of creative thinking, teamwork, communication and coordination skills. Under this training, a 2-day need-based and creative workshop was designed and implemented which was facilitated by ECI Lead Trainers.



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**To support implementation of NI's Advocacy Initiative to strengthen SUNCSA in Pakistan including Administrative and Financial management of Human Resources of the Program**



ECI was contracted by Nutrition International to "Support implementation of NI's Advocacy Initiative to strengthen SUNCSA in Pakistan including Administrative and Financial management of Human Resources of the Program" under which support was given to NI in recruitment of a Media and Communication Consultant and Admin Assistant, facilitation to NI for the capacity building of the key stakeholders on nutrition, for orientation and demand creation, for enabling CSOs to actively contribute to multi-sectoral and multi-stakeholder, nutrition sensitive programming, for reporting and contributing, for media sensitization, for review and planning of SUNCSA meetings and for the procurement of office supplies in Islamabad and the capital cities of all the provinces.

22

**3-Day Training on Financial Management Skills for Non-Finance Staff of OXFAM**



ECI was contracted by OXFAM for Training on Financial Management to develop understanding of the existing skills of their Program Team about financial management and identify the areas of gap that can be filled through a training program. For this assignment, ECI conducted a training need assessment (TNA) which was followed by the development of training module and delivery of 03-Day Training to equip with financial management skills.

21

**8-day ToT for PC-1 Preparation and Proposal Writing**



For Directorate of Agriculture (DoA), ECI was contracted for conducting Training of Trainers (ToT) of the agriculture department of Gilgit-Baltistan. This was part of the 'Economic Transformation Initiative, GB' project being implemented with the help of IFAD to boost regional economic activity through agriculture value chain development. An 8-day training was executed by ECI experts which aimed at preparation and proposal writing for 10 staff members of Directorate of Agriculture Gilgit Baltistan.

20

**Market Based Training on Human Resource Management, Social Media Marketing and Time Management (Phase-II)**







ECI has successfully started its Second Phase of HR Management Trainings for Small and Medium Enterprises (SMEs) are being conducted in collaboration with SMEDA, under their NBDP program. There will be a series of 19 trainings which will be carried out in different districts of Pakistan on the concepts of time management, social media marketing and human resource management.

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## Market Based Training on Human Resource Management, Social Media Marketing and Time Management



ECI was contracted by SMEDA for Market Based Training on Human Resource Management, Social Media Marketing and Time Management for their which was a part National Business Development Program for SMEs (NBDP). The training was conducted for staff of SMEs in all the major cities of Pakistan (8 districts). For this training, the training curriculum was designed and developed by the IFC certified curriculum design experts at ECI according to which the 15 trainings were conducted on the concepts of time management, social media marketing and human resource management.

2018

18

## Tabeer - Facilitating Election Commission of Pakistan for Electoral Staff Trainings (ToMTs)



To play a part in smooth electoral process of 2018 General Elections, ECI designed and implemented "Tabeer" Project with DAI for Facilitating Election Commission of Pakistan for Electoral Staff Trainings (ToMTs). Under this project, ECI designed and delivered trainings and orientations for ROs, DROs, TROs, Pos, APOs, Senior APOs in 06 districts of Karachi. The polling staff were trained on electoral process, its steps, their responsibilities, challenges and ways to overcome challenges.

2017

17

## Tabeer Se Tameer Tak: Raise Voice Today to Invest in Tomorrow





Under the Pakistan Youth Advocacy Project, ECI provided its consultancy services for mainstreaming youth voices in the political manifesto development process. For this purpose, a large-scale research was conducted that included 57 group discussions and 7 FGDs with 1711 youth from 29 institutes in Lahore, Multan, Karachi, Jamshoro, Thatta, Vehari and Islamabad. 7 seminars were also conducted in leading universities for further mobilization and engagement of youth for



mainstreaming their demands/suggestions for bringing changes in policies to bring positive changes. An online survey was also conducted for 3807 youth from all over Pakistan. The research findings were consolidated and analyzed for sharing with political stakeholders prior to the finalization of their political manifestos.

Furthermore, training workshops were conducted for youth activists on the topics of 'Policy Making Process' and 'Effective Communication in Assembly Sessions' from Thatta and Muzaffargarh. In addition, 17 lobbying meetings were held with political leaders from 05 major parties: PTI, PML-N, PPP, MQM and JI to orient them about the project and taking them on-board for incorporating the research findings in their party manifestos.

		2016
<b>16</b>	<b>Institutional Development Training of Farmers Milk Cooperatives</b>	
<p>An initiative of PLAN Pakistan, "Rural Women's Economic Empowerment through Enhanced Participation in South Punjab's Dairy Sector" aims to increase access and control of economic resources for women. To this end, 250 institutions of Farmer Milk Cooperatives (FMC) were organized, which will serve as platforms to achieve the objectives of the project. For this purpose the capacity of 1,250 Executive Members of the FMC was built so that they can manage these platforms as formal institutions, on the following modules:</p> <ul style="list-style-type: none"> <li>• 5-day training on "Organizational Management, Leadership &amp; Conflict Management"</li> <li>• 4-day training on "Business &amp; Financial Management"</li> </ul> <p>FMCs also provide the sustainability factor to this project. After the completion of the project, the FMCs would take forward the agenda. Therefore, institutional development training of the FMC members was incorporated into the project so that they are better able to understand the organizational aspect of this platform; develop leadership skills; are better able to resolve conflict; take effective decisions regarding finances and understand the business cycle of the FMCs. For the purpose of capacity building of FMCs on the aforementioned aspects, PLAN hired Empowerment thru Creative Integration (ECI).</p>		
<b>15</b>	<b>Enhancing Capacity of Female, Youth Labor and Minorities Elected Representatives for Efficient and Accountable Democratic System</b>	






Under USAID's Citizen Voice Project (CVP) Cycle 10, ECI was awarded grant to conduct trainings in District Mansehra, KPK. Training activities were conducted for the targeted beneficiaries in order to enhance the capacity of elected representatives and strengthening citizens' engagement for Transparent, Responsive, Efficient and Accountable Local Governments. A total of 123 1-day trainings were held for three tiers:

1. District Councilors
2. Tehsil Councilors,
3. Village/Neighborhood Nazims and Naib Nazims, Village/Neighborhood Councilors (male and female)


The trainees were trained on three modules designed specifically for their respective tier of LG. In total, 123 1-day trainings were conducted for 3034 beneficiaries on the following modules:

- LG Laws, Structure and Functions
- Resource Management and Transparent Budgeting
- Participatory Planning

<b>14</b>	<b>4-day Training on Financial &amp; Grant Management – Oxfam Novib</b>	
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ECI was contracted to carry out 4-day training on Financial & Grant Management for 13 partner organizations of Oxfam Novib; as well as its staff members in order to enhance their skills on various aspects of Financial & Grant Management. Before the commencement of the workshop, a TNA tool was designed and shared with the partners by ECI's curriculum development team in order to align the training needs with the outcomes.

The training covered the essentials of Financial Management & Accounting, Planning & Control, Financial Reporting, Grant Management Cycle, Internal Control, Procurement & final Evaluation and close-out. The training was conducted for 19 participants, in which majority of the participants were females.

<b>13</b>	<b>4-day Training on Project Management – Oxfam Novib</b>	
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ECI was contracted to carry out 4-day training on Project Management for 13 partner organizations of Oxfam Novib; as well as its staff members in order to enhance their skills on various aspects of Project Management. Before the commencement of the workshop, a TNA tool was designed and shared with the partners by ECI's curriculum development team in order to align the training needs with the outcomes.

The training covered the basics of Project Cycle Management and its 5 essential stages. The training was conducted for 22 participants, in which majority were female members.





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## Financial Education Program for Microfinance Client

 Pakistan Microfinance Network

In order to increase awareness of clients and potential clients of microfinance providers in Pakistan who are integrated within the credit reporting framework, PMN undertook an initiative to launch a comprehensive client awareness and financial literacy education program. For this purpose, PMN contracted Empowerment thru Creative Integration (ECI) to conduct a comprehensive gap analysis, design a detailed program, including developing training modules/material and other associated components for a financial literacy program, aimed at clients, and potential clients, of microfinance providers in Pakistan.

ECI was hired as a training provider for 400 beneficiaries in Sindh and Punjab as a part of the Financial Literacy Course initiative to conduct training needs assessment, design & development of financial literacy course along with 11 ToFs, 21 awareness sessions and a national media campaign.

11

## Development of Comprehensive Training Module for Trainers, Handbook for Trainees and Rollout of Training of Trainers (ToT)

2015

 BRSP Balochistan Rural Support Programme

aluchistan Rural Support Program (BRSP) implemented the Baluchistan Community Development Program, (BCDP) in partnership with European Union (EU) in four district of Baluchistan. The project aimed to improve the local government system by enhancing the capacity of elected representatives in order to enable them to effectively deliver its due responsibilities by meeting the basic needs of citizens and contribute towards the overall development of Baluchistan. In order to achieve this aim, BRSP and Baluchistan Rural Development Academy (BRDA) intended to train 11,730 local government representatives on "Baluchistan Local Government Act 2010" in 32 districts of Baluchistan. At the same time, elected Chairman, Vice Chairman, Mayors and Deputy Mayors were also trained on the following thematic areas:

1. Baluchistan Local Government Act 2010
2. Local Government Finances and Budgets, Audit and Accounts
3. Planning and Development under BLGA-2010
4. Local Government General Powers and Enforcement, Rules, bylaws and Procedures

In order to accomplish this, BRSP hired the services of ECI for developing specialized curricula and training 192 beneficiaries as master trainers via 06 training of trainers (TOT) course on different curricula covering the following themes: "Baluchistan Local Government Act 2010" "Local Government Finances and Budgets, Audit and Accounts" "Planning and Development under BLGA-2010" and "Local Government General Powers and Enforcement, Rules, bylaws and Procedures." After TOT, the



master trainers were deployed in the concerned districts for imparting these trainings to general councillors, male and female, across 32 district of Baluchistan.

		2014
10	<b>Union Council Development Plan for PPAF</b>	

A member of the ECI team, Mr. Asfandyar Khan was hired by PPAF as an individual consultant to develop and design a module for Union Council Development Planning to build capacity of 100 Union Councils based Third Tier organizations, mainly local support organizations, around newly evolved strategies, which could help address socio-economic problems impacting growth and development by using a standardized toolkit specially designed for the project beneficiaries. The module was developed in Urdu and English under the project.

Once the module and standardized toolkit were designed five, 8-Day Union Council Development Plan Trainings were conducted to build capacities of 100 certified Lead Facilitators (PO and LSO Staff) to establish nationwide best practices, as well as establish consensus over relevant stakeholders to develop the Union Council Social Economic Development Planning. The capacity of the Lead facilitators had to be built on efficiently using the Toolkit and supporting materials for promoting the cause of UCSEDP.

		2013
9	<b>Capacity Building of Lead Trainers &amp; Master Trainers for General Elections in Pakistan</b>	

For UNDP, two layers of a cascade training program were designed to train Presiding Officers, Assistant Presiding Officers and Polling Staff for the Punjab Province. Key tasks included careful selection of 36 Professional and Technical Lead Trainers and implementation of 3 Training of Lead Trainers. This was followed by selection of 1,861 Professional and Technical Master Trainers who were given 3-day training through 86 district-based ToMTs.

8	<b>Implementation of Full Cascade Capacity Building Program for Election Officials in Sindh, Balochistan, KPK and FATA for General Elections, 2013</b>	
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For IFES, three layers of a cascade training program were designed to train Presiding Officers, Assistant Presiding Officers and Polling Staff for Sindh, Balochistan and KPK Province. Key tasks included careful selection of 32 Professional and Technical Lead Trainers and implementation of 6 Training of Lead Trainers, followed by selection of 1,404 Professional and Technical Master Trainers who were trained through 65 district-based ToMTs. As a final layer of cascade trainings, 300,000 government officials were trained in 8,000+ training events at the district level.



2012

7

## 'Strengthening Citizens Voice & Public Accountability' – Curriculum Design & Training of Trainers



The USAID's Citizens' Voice Project aims to improve engagement between citizens and government in order to promote good governance in Pakistan. Grants were awarded to local community organizations by The Asia Foundation (sub-partner) for implementing their proposed initiatives in assigned thematic areas.

ECI designed a 3-day quick-impact training curriculum on 'Strengthening Citizens Voice & Public Accountability' directed for the CSOs who have received grant funding from the USAID citizen's voice project across a number of thematic areas. The objective of the training curriculum was to orient the participants to concepts of good governance, voice and accountability, accountability framework and mechanisms, and practical steps CSOs could take to become an effective channel for citizens' voice in Pakistan.

In addition to curriculum design, ECI also designed and delivered a 4-day Training of Trainers for Asia Foundation staff working on the USAID Citizens' Voice Project.

6

## 'Electoral Cycle Support to the Election Commission of Pakistan' – Technical Support for Capacity Development



Working closely with UNDP and the Election Commission of Pakistan, ECI's consultants provided technical support to the project with a view to:

- a) Developing the Training Architecture for nationwide rollouts of capacity building programs for different categories of election officials including District Returning Officers, Returning Officers, Presiding Officers and Polling Staff;
- b) Developing recommendations for improvement to existing training material for Presiding Officers, as well as development of new material for extended election stakeholders including: security personnel, police, administration, media, election observers, polling and election agents as well as voters.
- c) Development a concept note and action plan for the Federal Election Academy (FEA) of Pakistan.

2010

5

## Orientation and Capacity Building of Persons Authorized to enforce Tobacco Control Laws in Pakistan





A legal review of the Prohibition of Smoking and Protection of Non-Smokers Health Ordinance 2002 was implemented because of which, all public indoor areas became no smoking zones. The Tobacco Control Cell was working actively on the implementation and ECI facilitated the process by developing and designing the training curriculum used to train all cadres of persons authorized to implement the tobacco control law in Pakistan

After the completion of material development phase, cascade training was rolled out all over Pakistan in which the trainees (who were the authorized personnel) were told what action could be taken against the law breakers and what was the legal way of taking the action along with the hazards that smoking results in. for the cascade training, ECI conducted the first round of training i.e. Training of Master Trainers.

## 4 Support to the Implementation of GRAPS (SIG)

### SIG A: **Institutionalization of Gender Mainstreaming in Public Sector Institutions**

In order to support the Gender Reform Action Plans (GRAP) ECI worked with Semiotics consultant to design and deliver a capacity building program for gender mainstreaming in 20 selected public sector training institutions. The project focused on mainstreaming gender in institutional processes as well as selected training curriculum. At the end of the project, a national 'Open Forum' was organized in Islamabad where all 20 institutions as well as relevant stakeholders had an opportunity to share their learning & achievements vis-à-vis gender mainstreaming as well as 'show & tell' mainstreamed curriculum.

### SIG B: **Institutional Strengthening of SW&WD Directorate of KPK**

In order to support the Gender Reform Action Plans (GRAP) ECI worked with Semiotics consultant to design and deliver a capacity building program for the Provincial Social Welfare and Women Development Department of KPK by developing and implementing a specialized program for women-focused industrial training centers (ITCs). A 15-day enterprise and skills development training was rolled out for 105 representatives from 94 ITCs from across KPK. Through the training program participants had a chance to revisit ITC business plans with a view to organizational sustainability. Moreover, they were oriented to new techniques and skills that they could impart to their trainees.

### SIG C: **Institutional Strengthening of SW&WD Directorate of Baluchistan**

In order to support the Gender Reform Action Plans (GRAP) ECI worked with Semiotics consultant to design & Implement a specialized 3-day workshop on 'Managing Effective Gender Development' for the Government of Balochistan. Based upon an intensive TNA, the training focused on helping participants to proactively prioritize relevant areas for women's development in Balochistan, facilitate formation of a provincial human resource pool for development of gender-mainstreamed government planning documents as well as play a leadership role in taking forward the gender agenda in Balochistan.



2009

3

## Strategic Reorientation of the Commissionerate for Afghan Refugees (CAR), Ministry of State & Frontier Regions (SAFRON).



Although the spectrum of refugees in Pakistan includes Somalis, Iraqis and Iranians, Afghan citizens have constituted the largest and most protracted group to have entered the country since its inception. The nature of the crisis in Afghanistan combined with other factors persuaded the Government of Pakistan to pledge their support towards maintenance and care of Afghan citizens temporarily residing in Pakistan (refugees) in partnership with the United Nations High Commission for Refugees (UNCHR).

During a two-day strategic retreat of UNHCR and Ministry of SAFRON on management of the Afghan population in Pakistan several issues were identified, including security issues, rehabilitation issues etc. The retreat focused on the need to 'rethink' how these organizations should work together in the future to "confront challenges ahead" and to "achieve shared goals". For this purpose ECI was contracted and performed the following tasks:

- Assessment of the relationship between UNHCR and Ministry of SAFRON (CCAR/ CAR) and to establish strategic value of the current partnership;
- Organizational assessment of the Chief Commissionerate for Afghan Refugees and Provincial Commissionerate for Afghan Refugees (CCAR/CAR);
- Suggesting strategies for future partnership between SAFRON and UNHCR;
- Presentation of practical recommendations/action steps for each stakeholder to take proposed strategic agenda forward.

2007

2

## Design & Development of all Training Material for the Election Commission of Pakistan under the Support to National Election Project (SNEP)



The Support to National Elections in Pakistan (SNEP) Project, managed by UNDP with support from donors, was implemented with an objective of facilitating free, fair and transparent elections in Pakistan. One of the key mandates of the Project was the capacity building of polling officials and key stakeholders who facilitated, managed and monitored the 2007-8 elections. ECI was contacted to conceptualize and develop interactive material to be rolled out in further ToT and actual trainings.

ECI conceptualized, designed and developed a series of five sets of training material (participant handbooks and trainers manuals) for District Returning Officers, Returning Officers & Assistant Returning Officers, Presiding Officers, Polling Staff (Assistant Presiding Officers & Polling Officers) as well as Polling Agents. These manuals were developed keeping in mind specific functions of each officer and the skill/knowledge set needed by him/her to be effective. The material was very interactive, colorful and illustrated keeping in mind the target audience.





2006

1

## Jafakash Aurat Project



For the Women's Vocational Training Center (VTC) in Gwadar, design and implementation of a set of six vocational training courses tailored for women in and around Gwadar city. These programs were developed after an intensive TNA, and the objective behind the intervention was to leverage technical training as a means for income enhancement of local women through employment or enterprise development. Vocational training programs developed and implemented included courses in: office management, information technology, beauty culture, cooking and catering, teacher training and tailoring & design. Each course was reinforced by a mandatory enterprise development or job placement workshop.