

project portfolio



Good Governance and Institutional Strengthening



Empowerment thru
Creative Integration



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2018

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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

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Institutional Development Training of Farmers Milk Cooperatives



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:

- 5-day training on “Organizational Management, Leadership & Conflict Management”
- 4-day training on “Business & Financial Management”

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).

15

Enhancing Capacity of Female, Youth Labor and Minorities Elected Representatives for Efficient and Accountable Democratic System



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

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4-day Training on Financial & Grant Management – Oxfam Novib





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.

13

4-day Training on Project Management – Oxfam Novib



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.

12

Financial Education Program for Microfinance Client



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





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 | Union Council Development Plan for PPAF | |

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 |
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9

Capacity Building of Lead Trainers & Master Trainers for General Elections in Pakistan



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

Implementation of Full Cascade Capacity Building Program for Election Officials in Sindh, Balochistan, KPK and FATA for General Elections, 2013



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 |
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| 3 | Strategic Reorientation of the Commissionerate for Afghan Refugees (CAR), Ministry of State & Frontier Regions (SAFRON). |  UNHCR <small>The UN Refugee Agency</small> |
| <p>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).</p> <p>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:</p> <ul style="list-style-type: none"> ▪ 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.