

Project Portfolio



Peace, Digital Education and Life Skills



Empowerment thru
Creative Integration

www.eci.org.pk



59 HERessential



Those who acknowledge not only the sacrifices of women but also men belonging to the marginalized communities are the true believers of gender equality, mainstreaming and sustainable world. BSR (Business and Social Responsibility) an organization working with its global network of the world's leading companies to build an equal and sustainable world along with ECI (Empowerment thru Creative integration) its implementation partner in Pakistan emulating the same voyage of believers to move forward in a progressive direction. In the second phase of project Artistic Milliners unit 6 & 14 were observed.

58 Provision of training services for employable digital skills



KPITB launched an initiative with the title "KP Youth Employment Program" to empower 40,000 un and underemployed youth in the province by providing a range of basic, intermediate, and advanced level skills in IT and linking them with employment opportunities. For this purpose, ECI has joined hands with the initiative to train 1,000 youth on in-demand Fundamental Digital Skills of web development, graphic designing, animation and digital marketing. These 7 months long courses are in the implementation phase in all seven divisions of KPK.

57 Digital Skills Training for Afghan Refugees



Under this project of Inspire, ECI trained Afghan refugees' youth on digital skills in Quetta. Out of the total 47 individuals, 26 completed six months of training, whereas 21 completed a 1-month soft skills training. The six-month training comprised of four-course modules as mentioned below;

1. Soft Skills (1 month)
2. Business English Skills (1 month)
3. Core course or Digital Skills (3 months)
4. Freelancing Skills (1 month).



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2022

56 Digital Literacy Training



ECI was contracted by FAO for the development of a need-based digital literacy training manual aimed at increasing the digital literacy and skills of representatives of Farmer Marketing Collectives (FMCs) and Producer Marketing Groups (PMGs) in Pakistan. Along with development of training manual, ECI also conducted trainings as part of this project. This gave farmer groups an opportunity to interact with markets, allowing them to more effectively introduce Climate Smart Agricultural Practices and other information in the context of the EU - GRASP initiative in Sindh and Baluchistan.

55 Adult Literacy and Numeracy Skills



Adult Literacy & Numeracy Skills (ALNS) Project has successfully concluded this year. The ALNS program implemented by ECI in two target districts Larkana and Kamber Shahdad kot was aimed to benefit and equip 4000 females with basic literacy and numeracy skills. For this purpose, ECI has established 200 Adult Literacy and Numeracy Centres in the targeted union councils of both districts to achieve the mentioned target. The basic purpose was to enhance reading and writing skills in Sindhi, Mathematics, and English languages, assist women for economic uplift, social and gender empowerment, and support them for employment opportunities and self-employment initiatives. With regards to teacher training, 207 teachers in both districts were trained in 2 batches. 4320 females who were trained under this program now have the capacity to not only make a difference in their lives but also in the lives of those associated with them.



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2021

54 Azme Naujawan (AeN) Youth Engagement



In April 2021, ECI commenced its 4th phase of the Azm-e-Naujawan program in Karachi under collaboration with DAI. During this phase, ECI team continued to work with an aim to mobilize 180 youth from the target areas of Gulzar-e-Hijri (GH), and Pehlwan Goth (PG) to engage them to build their capacity to conduct social action drives in their communities. The activities were multipurpose and meaningful for shaping the present and future of the young participants including orientation of youth, events for youth and community, training of youth, social action projects and campaigns, and creation of youth committees. The youth was taken through continuous, steady, and reflective processes to equip them to achieve the overarching goals by making different social action project which have been successfully done.

53 HERessential




The HERessential project under BSR is one of its kind of regional project that includes implementing partners from Bangladesh, India and Pakistan. The aim of the project is to make the factory workers financially educated enough that they can take their own



decisions with confidence. For this purpose, BSR has launched an App which is being piloted in Pakistan through ECI. For the pilot, ECI organized a virtual kick off meeting with selected businesses involving the management and workplace leadership, where ECI and the partner business agreed on roles and responsibilities and expected results. This was followed by conducting baseline surveys with the factory workers and management staff of all 7 workplaces.

A total number of 350 people were interviewed online. After the surveys virtual capacity building trainings were conducted with all 7 workplaces. Management staff called as HERessentials team and 10 Peer champions were trained to conduct the trainings with their peers.


After the trainings, the staff trained started a roll out of trainings in their workplaces, besides trainings dissemination of the information learnt from trainings were carried out at workplaces and at homes. Special jingles and YouTube video links were shared as dissemination material. Through this intervention a total number of 2,000 factory workers will be benefitted, out of which 70% are females and 30% are males.

52	Campus Engagement Program	
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ECI under a contract agreement with UNDP implemented a multi-year Campus Engagement Program at the different public sector universities in the KP and Sindh provinces. In 2021 the program focused on public universities in Fata, Bannu, Charsadda, Dera Ismail Khan, Mardan, Nowshera and Peshawar. 5826 students (3992 boys and 1834 girls) directly benefited from the project activities receiving training and technical support to develop and implement social action projects. Besides Social action Projects, Employability fairs were conducted in the universities where hundreds of students participated in the fairs taking information of universities, institutes offering internships and vocational training centres. Sports competition for boys and girls were also arranged where hundreds of students participated. Sports, employability fairs and social action projects implemented by these students benefitted another 4481 people indirectly, increasing the overall number of project beneficiaries to 10,307 individuals.

51	Entrepreneurship Trainings	VOCATIONAL TRAINING CENTER (GIRLS) KORANGI
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Three 2 days training was provided to Vocational Training Centre for Girls (VTCG) by ECI's trainers. This training was on entrepreneurial skills with 35 technical skills learning students.

50	Conceptualization, adaptation and translation of Learn to Earn (L2E) & Financial Literacy Modules	
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Merger of the erstwhile tribal areas bordering Afghanistan with KP province created new challenges and opportunities for socio-economic development of communities in those areas. The tribal women who are bold and hardworking in their character are one particular group who traditionally had very little opportunity for education and skill development.

IRC is implementing the Women Economic Empowerment (WEE) programme in the Newly Merged Districts to support economic activity by women. IRC contracted ECI to implement two interventions in the WEE programme area:

Learn to Earn (L2E):

L2E training programme aims to develop business skills among women and men to plan and run viable and sustainable businesses. Under this training programme beneficiaries are imparted two type of skills:

1. Soft skills like risk-taking propensity, self-efficacy, creativity etc
2. Hard skills for creating and evaluating business plan, product marketing etc.

The training curriculum and content was developed keeping into consideration specific context of KP and Newly Merged Districts. Once the materials were developed, ECI organized two FGDs with project beneficiaries to pre-test the material. The material was finalized by incorporating beneficiary feedback. This followed organizing a Training of Trainers to train project staff and community leaders as L2E master trainers, who will be replicating the training with beneficiaries.

Financial Literacy Module:

The Financial Literacy Module is designed to facilitate economic empowerment of women and help them enter gainful employment. ECI adapted its Financial Literacy Module into a user-friendly toolkit for imparting financial literacy skills to different groups of beneficiaries; illiterate, semi-literate and literate women and project field staff. In designing the material specific context and socio-cultural sensitivities of communities in KP and Newly Merged Districts was kept into consideration.

The toolkit was pre-tested with a group of 21 illiterate and semi-literate women in Peshawar, following which the materials were finalized. On finalization of materials a Training of Trainers was conducted to train a group of master trainers to cascade financial literacy skills to women in project areas.

49

SIX, 4-day Training on Enterprise Development for returnees



Mojaz foundation under one of its projects contracted with ECI for the conduct of trainings on Business Development Skills (BDS) for its project beneficiaries. The trainings comprised of 6 trainings, each training for 4 days. ECI designed and developed a comprehensive need-based training course with a detailed training plan. Due to the covid, almost half of the trainings were conducted online whereas the remaining 3 trainings were conducted on site in the targeted cities selected by the Mojaz i.e., Gujranwala, Sialkot and Lahore, and almost 191 trainees (20 females) were trained.



48 Training for management development



ECI conducted ToT on livestock & Agriculture & livestock as Business with 28 trainers in Quetta. The trainees belonged to district Quetta, Pishin, Khuzdar, Zhob and Lasbela. In the second round of trainings, ECI conducted 10 1-day training (2 in each district with males and females) from the above-mentioned districts and trained 266 participants.

47 Delivery of 5 days five ToTs on Enterprise development



Delivery of 5 days five ToTs on Enterprise development training were conducted in Nawab shah, Sanghar, Mirpur Khas, Khairpur, and Tando Muhammad Khan. The training covered the content regarding the Livestock and Agriculture project implemented by CSSP. It was a project of ITC-EU, under the program of GRASP. Initially, 3 trainings comprised of 5-days Training, then 2 trainings were 4-day training. The purpose of these trainings was to provide awareness to social activists and community notables about agriculture and livestock and the enterprise. 15 participants were invited to each training. A total of 90 participants were trained through this Training.

46 Disaster Risk Management with a view to building their capacity to prepare and respond to Disasters



In this project ECI developed separate training handbooks of Disaster Risk Management for Govt officials and community members from KP and GB and conducted 3 training for Govt official where Deputy Commissioners, Assistant Commissioner and directors of government department participated from KP and GB and in 1 training community members participated and learn about Community Based Disaster Risk Management.

45 Conducting training for educated Afghan Youth in Quetta



In this project ECI developed material on soft skill, digital photography, graphic designing and freelancing for Inspire Pakistan selected Afghan refugees. ECI conducted class room training on soft skill but due to Covid shifted other trainings online via zoom. In this project ECI trained 61 participants on soft skill and 41 on digital photography, graphic designing and freelancing and provided mentoring support during this project.



44 Training to the SF-PMS Youth



Four 3-Days trainings were about Enterprise and Social Enterprise of new entrepreneurs for new business incubations and their technical skills enhancement under the project of social cohesion through the socio-economic development for the areas of Islamabad and Rawalpindi.

43 Training of Youth on life skills, Employment, Micro-Business, Climate resilient Farming Techniques



In this project ECI conducted 17 Day Training of Trainers on Life skills, Micro Businesses, over all 24 Innovators participated. The ToT conducted at Innovation Hub district Jamshoro under project of Empower Youth for Work, EYW.

52 Training of Youth on life skills, Employment, Micro-Business, Climate resilient Farming Techniques



In this project ECI conducted 17 Day Training of Trainers on Life skills, Micro Businesses, over all 24 Innovators participated. The ToT conducted at Innovation Hub district Jamshoro under project of Empower Youth for Work, EYW.

51 The Adult Literacy and Numeracy Skills (ALNS) programme



ALNS targeted on the female community leaders. The overarching objectives of the ALNS is to help women influence gender roles positively, facilitate them in mainstreaming their role for social and economic empowerment, and support them in their employment or self-employment initiatives.

50 Azme Naujawan Youth Engagement (ECI)



ECI initiative with DAI, titled Azme e Naujawan (AeN) for its fourth phase under ECI team is working to mobilize 180 youth from the areas of Gulzar-e-Hijri (GH), and Pehlwan Goth (PG) to engage them to build their capacity to conduct social actions in their communities to bring sustainable reform in the society for themselves and others to follow.



49 THREE 2 days Entrepreneurship trainings

VOCATIONAL
TRAINING CENTER
(GIRLS) KORANGI

This Training conducted at Vocational Training Center-Girls Korangi Karachi on entrepreneurial skills.

48 Development of Financial literacy Curricula-Research & develop financial literacy toolkit.



ECI developed Financial Literacy Curricula (FLC) for IRC in English and Urdu. Before finalization ECI will test FLC module in 3-day training with local beneficiaries and after approval conduct 5 Day ToT with IRC selected participants project in KP and Newly merged districts.

47 Contextualization, adaptation and translation of curricula regarding L2E), in Urdu language.



ECI contextualized and adapted L2E module in context of KPK Newly merged district. In this project ECI will conduct FGD and 5-day ToT with IRC selected trainers on approved L2E module.

46 SIX, 4-day Training on Enterprise Development for returnees



ECI developed and conducted Enterprise development trainings for the Returnees from different countries who are interested in starting their own business. These beneficiaries were selected by Mojaz and ECI provided online trainings.

45 Four 3-Days training to the SF-PMS Youth



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2020

42 Design, Development and Printing of IEC material



Upon the request of local NGO Vision, based out of Islamabad, ECI was contracted to design a comprehensive IEC material particularly for promoting and strengthening as well as creating awareness between one of the most marginalized transgender communities and police. The IEC material translated into the Urdu language included colorful illustrations, descriptions, signs, and other iconic content to simplify the complex concepts of human rights and behavior change for the general public, especially for the semi-literate or illiterate transgender community. The material further highlighted the most imperative aspects of promoting effective communication and redressal mechanisms that transgenders can use to expedite justice.

41 02-Days training on Stress Management



ECI was contracted by HANDICAP for a two-day training of its staff members including the field teams and program teams all spread across Pakistan on stress management during



the prolonged COVID-19 period. The purpose of the training was to equip the participants to effectively deal with organizational stress, stress caused by lockdown, and other stressors triggering counterproductive practices in the organization's environment. ECI successfully delivered the training with 48 trainees exceeding their expectation in the critical times.

40 FFS Manual Translation



CEO of ECI was awarded a project to develop a training manual on setting up a Farmer Field School (FFS) in KP Pakistan. This training manual is being translated in Urdu.

39 Capacity building of EPI FL worker on IPC



The project aims to capacitate the EPI vaccinators on Interpersonal Communications Skills. In this assignment global IPC material (training modules, audio, videos, FAQs) has been adapted and localized. Furthermore, the training aimed to build capacity building of EPI frontline workers on crisis communication and key family care practices to promote preventive health care.

38 Four 3-Days training to the SF-PMS Youth



These trainings were about Enterprise and Social Enterprise of new entrepreneurs for new business incubations and their technical skills enhancement under the project of social cohesion through the socio-economic development for the areas of Islamabad and Rawalpindi.

37 The Adult Literacy and Numeracy Skills (ALNS) programme



ALNS targeted on the female community leaders. The overarching objectives of the ALNS is to help women influence gender roles positively, facilitate them in mainstreaming their role for social and economic empowerment, and support them in their employment or self-employment initiatives.



36 Trainers - Farm Business School



The Food and Agriculture Organization (FAO) of the United Nations is a specialized agency of the United Nations that leads international efforts to defeat hunger and improve nutrition and food security. FAO contracted ECI for the conduct of two 10-day training of trainers (TOTs) of its field teams in Khyber Pakhtoon Kha province of Pakistan. The purpose of this training was to make the trainees aware of the key concepts of Farm Business School. After this training, the trainees conducted awareness sessions with numerous farmers in their respective areas including North & South Waziristan, Khyber & Kurram Agency, and Bannu.

35 Stress Management, Persuasion & Motivation Skill training



Safco Support Foundation (SSF) is a Non-Banking Finance Company (NBFC) licensed to carry out Investment Finance Services as NBFC by SECP under NBFC rules & regulations, 2015. ECI was entrusted with an assignment by SAFCO Support Foundation for one of their training components targeting credit officers, branch managers, and finance managers in Hyderabad, Sindh. ECI's expertise in delivering the training focused on Stress Management, Persuasion and Motivational Skills equipped the beneficiaries to learn to overcome stress in teams; enhanced their persuasion skill, and increased the motivation level of staff. Almost 23 participants were successfully trained under holistic training.

34 Youth ToT and Replication training on micro-Enterprises



This project was successfully implemented by ECI in District Jamshoro, Sindh under one of the ECI's projects Empower Youth for Work (EYW) in collaboration with the Research and Development Foundation (RDF). Under this project 2 ToTs each of 2-day were conducted with youth groups (males/females also known as innovators). Additionally, 24 pieces of training were conducted by these innovators, each training comprising of 2-day. Throughout the replication of training, almost 444 trainees were trained in different communities of district Jamshoro.

33 Delivery of 3 Days three ToTs on Soft Skills





ECI conducted one ToT for PSDF in Islamabad where 23 participants participated and ECI delivered training on soft skills. Participants were technical instructors of different institution that are partnered with PSDF.

32 Digital Skills Trainings for Afghan Refugee Youth



ECI has been contracted by Inspire Pakistan to provide training on Soft Skills, Digital Skills (Photography and Graphic Designing) and Freelancing and build capacities of Afghan Refugee Youth in Quetta for enabling access and opportunities of market-driven, innovative digital and life skills followed by On-the-Job Training. This will help to increase employment opportunities for Afghan refugee youth hence providing them sustainable and resilient livelihoods.

40 Youth ToT and Replication training on micro-Enterprises



This project conducted at District Jamshoro, under project of Empower Youth for Work (EYW). Under this project Two ToTs of 2-day were conducted. Additionally, 24 Trainings conducted by innovators and each training was 2-day Training. Throughout replication of training, the participants were trained in different communities of District Jamshoro.

39 Design and development of posters/Leaflets with printing



This was designing, development and printing of COVID-19 SOPs and instructions for the transgenders so they can keep themselves and their neighborhoods and other communities protected.

38 Delivering accelerated family Planning in Pakistan (Rabia - Individual)



The period of engagement was 8 days starting from 30th June 2020 to 10th July 2020. Research Tools were developed and a training was conducted on how to apply the research for target audience through tablet as a pilot project. The beneficiaries were Lady Health Workers, different vendors providing RH supplies and district level officials. The main purpose was to find out the effects of COVID-19 on different stakeholders in taking and providing RH services, demand supply and the measures taken amid COVID19. After a pilot a 4 days training of data collectors was conducted based on the training received.



37 Design, Development and Printing of IEC material



The IEC material was designed specifically to promote and highlight the coordination between the transgender and police. The material further highlighted the most imperative aspects of promoting effective communication and redressal mechanisms that the transgenders can use to expedite justice.

36 DigiSkills Training to 1500 Aspiring Entrepreneurs



With the continuation of the contract with UNDP, ECI successfully completed DigiSkills Trainings for 1,517 females (and 16 transgender) entrepreneurs so that demand driven skills and competencies are linked with wider customer base through online markets. The methodology of a systemic approach of linking skills to demand of freelancing, digital marketing, ecommerce, and digital literacy was used. Based on the skills imparted, 938 successful businesses are being run by women from KP, Sindh, and Baluchistan

2019

31 Campus Engagement Program of 15000 Students Engaged in Public Universities in KP and Sindh



ECI has been contracted by UNDP for Campus Engagement Program of 15000 Students engaged in public universities in KP and Sindh. The main aim of the program is to promote the values of peace, harmony, tolerance, pluralism and coexistence among youth by engaging 15000 youth (50% women) in different activities for 18 months. These activities will be carried out through three phases; Pre-Implementation, Implementation and Post-Implementation and each phase will aim for a distinct result.

30 Azme Naujawan



ECI is working with Karachi youth Initiative/Azm - Naujawan – Under Azme Pakistan (Previously managed by Creative associates and currently managed by DAI). The Agents of Change, under the project, are being trained on conflict resolution and self-help initiatives around interfaith and inter-culture harmony; through a two-semester leadership model known as Changemaker Model. The project is 12 months long and aims to provide public space for positive engagement and creating youth groups in vulnerable of Karachi from June 2019 to May 2020. Youth groups are being formed and engaged for 2 cohorts, 1



cohort will 6 months long, on total Azme Naujawan will implement 400+ Social action projects across Karachi. The social action projects will be on the themes of conflict resolution, social cohesion, interfaith harmony, intercultural harmony and engagement of youth in positive activities.

29

Social Changemaker Program (North Sindh) Safer e Aman



This program aims to build the capacity of 75 local youth from Jacobabad, Khairpur and Shikarpur. The youth were provided awareness on CVE and conflict resolution. The project activities were designed to promote inter-faith, inter-culture harmony and social cohesion among youth. In accordance with ECI's established model, the first training was an intensive 8-day training, during which participants learnt about CVE themes, identification of at-risk youth, and assessing socio-economic demographics of their areas. After the training, they returned to their areas and developed profiles for their communities and neighbourhoods. The second phase of the training have participants attending 8-day training where they learn to design CVE interventions that address VE factors and behaviours of at-risk youth in their communities (which the participants will have researched at the end of the first phase). Upon completion and return to their communities, ECI mentored the participants to implement their CVE interventions on the themes of social cohesion and inter faith harmony.

28

Tajdeed e Amn



ECI was recruited for this assignment by Azm e Pakistan, DAI to engage university youth in activities that promote social cohesion and interfaith harmony in university campus through revival of student societies. Under the proposed activity, ECI strengthened work of already existing student platforms such as the Art & Designing society, Character Building society and Culture Society by engaging 150 students in CVE training which helped them acquire skills for conflict resolution. These society members further mobilized and engaged students via designing and organizing social action projects. TEDx style events and social simulations were used for improved communication skills and conflict resolution. Students were provided opportunities to engage in CVE and Peace Promotion through creative activities including reclaiming of walls, SAPs, cultural performances, photography and documentaries, oral history, painting, diversity tours and cultural festivals.

27

Campus Engagement Program of 15000 Students Engaged in Public Universities in KP and Sindh





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35 DigiSkills Training to 1500 Aspiring Entrepreneurs



UNDP contracted ECI for delivering DigiSkills training to emerging entrepreneurs. Under this project, ECI is mobilizing identifying and selecting 1500 Aspiring female entrepreneurs from 08 districts of Sindh and KP through a TNA exercise. After selection, the candidates are going through online courses on freelancing, digital marketing, e-commerce and digital literacy. 2 batches will be trained to become entrepreneurs in the duration of 1 year.

34 Logistic Support for organizing 8th March Women Day Event



Coming on the heels of unprecedented global efforts for women's rights, the ICT Women Development Programme and ECI celebrated International Women's Day to shed light on the tireless work of women who have been central to these extraordinary movements worldwide. Under this year's theme, "Better the Balance, Better the World", an event was organized to celebrate and acknowledge the women of Pakistan.

2018

23 Capacity Building & Mentorship in Dialogue, Negotiation, and Leadership for Policy Impact Initiative with Youth Leaders/Activists from KPK, Sindh and Balochistan



ECI has been recruited for this assignment by UNDP to develop the capacities of selected youth activists in Sindh, Baluchistan, and Khyber Pakhtunkhwa in the fields of leadership, results oriented negotiation with key actors, and effective communication. This involves the development of a comprehensive leadership, communications, and negotiation skills module which will be supplemented with mentorship trainings and exposure visits over a



period of six months. Under this project ECI identified 54 youth participants (through a competitive process), delivered 5-Day training; and will design and deliver 6 online mentorship courses and exposure visits to build their capacity to implement their development plans.

22 Social Changemaker Program



This program built the capacity of 60 local youth (15 girls and 45 boys) from two of CRA's targeted areas in District East; Gulzar e Hijri and Pehlwan Goth. The youth was provided awareness on CVE and conflict resolution. The project activities were designed to promote inter-faith and inter-culture harmony and social cohesion among youth. The youth was trained to implement social action projects effectively. In accordance with ECI's established model, the first training was an intensive 10-day training, during which participants learnt about CVE themes, identification of at-risk youth, and assessing socio-economic demographics of their areas. After the training, they returned to their areas and developed profiles for their communities and neighbourhoods. The second phase of the training had participants attending an eight-day training where they learnt to design CVE interventions that address VE factors and behaviours of at-risk youth in their communities (which the participants would have researched at the end of the first phase). Upon completion and return to their communities, ECI mentored the participants to implement their CVE interventions on the themes of social cohesion and inter faith harmony.

21 Azme Naujawan



ECI is working with Karachi youth Initiative/Azm - Naujawan – Under Azme Pakistan (Previously managed by Creative associates and currently managed by DA). The Agents of Change, under the project, are being trained through a two-semester leadership model known as Changemaker Model. The project is 8 months long and aims to provide public space for positive engagement and creating youth groups in vulnerable 22 areas of Karachi from June 2018 to May 2019. Youth groups were formed and engaged for 2 cohorts, 1 cohort was 6 months long, on total Azme Naujawan will implement 400+ Social action projects across Karachi.

2017

20 Khairat Zimedari Ke Saath – A Project on Safe Charity





ECI was contracted by DAI to implement this project in District Jhang and Chiniot, and mobilize the relevant stakeholders and launch a Safe Charity awareness campaign in collaboration with Jhang Chamber of Commerce and Industry (JCCI) for peace promotion and CVE. The activities focused upon creating awareness among the business community pertaining the adverse consequences of not complying with safe charity protocols and inadvertently contributing towards terrorist activities. JCCI provided its support to ECI in the implementation of the project activities and piloting interventions in collaboration with local business leaders and market associations to learn about local environment and opportunities. Customized IEC material was developed and 3 awareness seminars for 400 chamber members, business association members and managerial level and industrial staff were held with further outreach to 10,000 people.

19 Peace Players – East



Based on the success of the implementation of the 'Peace Players' model in District Korangi, ECI was awarded a subsequent grant in District East for engaging male and female students from 16 educational institutes in 04 sports activities: football, volleyball, cricket and badminton. 244 youth were targeted in total with 220 males and 24 females. 17 orientation sessions were held, followed by 28 sports matches and 4 mega events. The aim was to engage students, school staff, parents and local community members and emphasize the messages of peace and the need to address Violence & Extremism issues.

18 Peace Players – Korangi



Based on the success of our past grants with Karachi Youth Initiative (KYI) and engaging local community members for addressing Violence & Extremism issues, ECI embarked upon a unique activity-based project titled Peace Players. This project aimed to use various sports competitions at educational institutes as a tool to facilitate positive community interaction and promote peace and harmony. The District Coordination Committee (DCC) oversaw the overall grant and this, in turn, establish the credibility and enhance the visibility of the DCCs in the community.

Orientation sessions were held in the target area of District Korangi, Karachi and 16 educational institutes were selected. The 144 selected youth participated in 7 badminton and 7 cricket matches and mega events for both cricket and badminton were held at the time of grant closure.

17 Professionals as Peace Ambassadors – DAI South Punjab





Under USAID's Azme Pakistan programme, a 5-month project was implemented in District Multan titled "Professionals as Peace Ambassadors" with the support of DAJ. This project aimed to capacitate teachers and students of 03 Punjab Vocational Training Council (PVTC) affiliated Vocational Training Institutes (VTIs): VTI-Male, VTI-Female and VTI-Shuja Abad. They were enabled to become promoters of peace via 1 Training of Teachers & Trainers (TOTT) and 6 trainings of students. Once the trainings were complete, 15 Peace Initiatives and a Mega Show & Tell event were also implemented.

Vocational Training Institutes under PVTC students were selected for this project as they are ready to enter the professional market and start their practical life. They are the upcoming breadwinners of the economy and soon-to-be parents as well. It is important that such audience is targeted so that peace messages can be transferred to maximum number of indirect beneficiaries across various socio-economic spheres; including the future generations.

33

Gap Assessment in Sanitary Napkins Business



For Association for Gender Awareness & Human Empowerment (AGAHE), ECI was contracted for conducting a gap assessment in District Muzaffargarh of the Sanitary Napkins Business. This was part of the 'Ensuring girl's rights through school & community-based WASH and MHM' project being implemented with the technical and financial support of WaterAid in Pakistan. A toolkit was developed comprising of 5 surveys for the following stakeholders: Producers, MHM Promoters, Consumers, Shopkeepers and Agahe staff. A 3-day market study was conducted and 29 interviews were taken, based on which a gap assessment report was formulated that identified issues in the business cycle currently in practice and proposed solutions were shared.

32

Material Development for Awareness Raising on Personal and Social Development of Transgender Groups



ECI was recruited for designing a series of brochures for creating awareness among the Transgender community. For this purpose, a Rapid Need Assessment was conducted in Islamabad and Rawalpindi and 3 FGDs were held in which 18 community members were engaged. The initial field study was used for development of 13 need-specific brochures and 1 poster on the following themes:

- Rights and responsibilities
- A productive citizen
- Harmful habits
- Social discrimination
- Communication and negotiation skills
- Assertiveness and anger management
- Conflict Resolution
- Police negotiation
- Medical services
- Bank Account
- Access to Job



- Health and Protection
- CNIC and voter registration

31

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:

- District Councillors
- Tehsil Councillors,
- Village/Neighbourhood Nazims and Naib Nazims, Village/Neighbourhood Councillors (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 1023 beneficiaries on the following modules:

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

Participatory Planning

30

Social Changemakers Program under Karachi Youth Initiative – Development Agency International



Based on the success of our previous grant with Karachi Youth Initiative (KYI) on “Social Changemaker Program”, ECI was awarded the contract to implement the same program in District East (Gulshan Town – Sachal Goth) and District Korangi (Shah Faisal zone specifically the areas of Natha Khan Goth, Pak Sadat Colony, Reta Plot, Rafeh Aam). In this 6-month capacity building program, 63 selected changemakers underwent trainings and awareness sessions on CVE in order to equip them to implement 12 Social Action Projects (SAPs) effectively. For the first time, females were also engaged and 15 of the CMs were young girls. After completing the SAPs, 8 Community Show & Tell events and 2 Mega Show & Tell events were also designed.

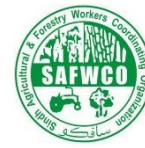
Once equipped with the requisite skills, the Changemakers – along with ECI's team of mentors – helped to mainstream 5,391 beneficiaries (26% female participation) within the target communities to assist them in addressing issues of violence and extremism, and thereby become positive agents of change that could catalyze peace promotion activities

2016



16

3-Day Training on Life Skills Based Education (LSBE)



For Plan Pakistan and its partner organization in Sindh, Sindh Agricultural and Forestry Workers Coordinating Organization (SAFWCO), ECI successfully implemented a customized & user-friendly Life Skills Based Education training in Thatta, catering to the needs of young boys in the age group of 17-19 years old. A total of six 03-Day trainings were conducted and a total of 192 male participants were trained.

15

3-Day Training on Life Skills Based Education (LSBE)



For Plan Pakistan and its partner organization in Punjab, Children's Global Network (CGN), ECI successfully implemented a series of trainings on the theme "Building Skills for Life". A customized & user-friendly Life Skills Based Education training module was used for the trainings conducted in Kot Addu, Muzaffargarh, which catered to the needs of young boys & girls of three different age groups (9-13 years old, 14-16 years old & 17-19 years old).

Twelve 3-Day trainings were implemented and a total of 339 youngsters were trained consisting of 157 males and 180 females.

14

Skills and Technical Trainings for Youth – Extension Dera Ismail Khan and Bannu



After the successful completion of phase 1 of the training, ECI was granted an extension by United Nations Development Programme (UNDP) for providing skills and technical training for youth in district D.I. Khan and Bannu. In Phase II, a total of 141 participants were trained in both districts. Since area assessment of DI Khan was already conducted in Phase I, market assessment using FDGs and in-depth interviews was carried out in Bannu for identification of available resources and potential trades. A total of 10 trainings were conducted in this phase, 9 technical trainings on 4 selected trades and 1 ToT on Enterprise Development. The contract stipulated the training of 30% females i.e. 48 overall, but ECI surpassed the target and trained 70 female beneficiaries or 49% of the total trainees. This empowered them to embark upon entrepreneurial ventures as a result of their skill development. The project commenced in May 2016 and reached completion in April, 2017.

13

2-Day Training on Career Counseling and Life Skills – Muslim Hands





A 2-Day training was held for Advance Skills Teachers (ASTs) of Muslim Hands with the aim to enhance organizational structure, especially education department in Islamabad, education officers in the regional/area offices, advanced skills teachers (ASTs), principals, teachers and building long term institutional capacity.

The participants developed their capacity on career counselling and learnt essential skills regarding work standards, information seeking, systematic planning and other professional areas. Curriculum development was also assigned to ECI for conducting this workshop for 35 participants.

12 Social Changemakers Program



Based on the success of our previous grant with Karachi Youth Initiative (KYI) on “Social Changemaker Program”, ECI was awarded the contract to implement the same program in District East (Gulshan Town – Sachal Goth) and District Korangi (Shah Faisal zone specifically the areas of Natha Khan Goth, Pak Sadat Colony, Reta Plot, Rafeh Aam). In this 6-month capacity building program, 63 selected changemakers underwent trainings and awareness sessions on CVE in order to equip them to implement 12 Social Action Projects (SAPs) effectively. For the first time, females were also engaged and 15 of the CMs were young girls. After completing the SAPs, 8 Community Show & Tell events and 2 Mega Show & Tell events were also designed.

Once equipped with the requisite skills, the Changemakers – along with ECI's team of mentors – helped to mainstream 5,391 beneficiaries (26% female participation) within the target communities to assist them in addressing issues of violence and extremism, and thereby become positive agents of change that could catalyze peace promotion activities.

29 Institutional Development Training for 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).

2015

11 Life Skills Based Education (LSBE)



For Plan International, Empowerment thru Creative Integration (ECI) Private Limited, successfully devised and formulated a customized & user-friendly Life Skills Based Education training curriculum; catering to the needs of young boys & girls belonging to three age groups (9-13 years old, 14-16 years old & 17-19 years old). After a thorough, Rapid Need Assessment & Curriculum review (of the curricula obtained from WPF, AHANG, ROZAN, FPAP & PLAN International), 06 detailed learner's workbooks & trainer manuals (03 for boys & 03 for girls) were formulated. Bearing in mind the sensitivity of a topic like 'reproductive health of youngsters' and the traditional & orthodox set-up of the concerned communities, it was ensured that everything was implemented in a culturally relevant context.

After devising the customized course, ECI went a step ahead and arranged a roll-out of two TOTs simultaneously, in district Thatta & Kot-addu, Muzaffargarh, in order to train the trainers for taking the said cause forward. A total of 110 beneficiaries have been trained. The 03-day TOT was specifically designed to enhance the capacities & competencies of the trainees round essentially required training skills on Life Skills Based Education.

10 Strengthening & Mentoring of Parent Teacher Councils (PTCs) – Phase II



Empowerment thru Creative Integration signed a contract with Adam Smith International in collaboration with Khyber Pakhtunkhwa Elementary & Secondary Education Department to revise the curriculum (designed by ECI in 2014 for phase - I) and conduct training of the targeted District Education Officers from thirteen districts. The current training programme is the continuation of district official training on PTC in 2014. In phase - I (2014), ECI designed training modules and delivered training to beneficiaries from 12 districts; whereas in phase – II (2015) ECI revised the curriculum and commenced 9 ToTs for 245 district officials of the remaining 13 districts.

Phase-II Districts: Mardan, Swabi, Mansehra, Kohistan, Abbottabad, Chitral, Shangla, Swat, Dir Bala, Bannu, Hangu, D.I. Khan, Tank



09

Umeed Jawan - Poetry Competition to Promote Peace & Tolerance



Umeed Jawan, in collaboration with ECI, initiated a 'Poetry Competition to Promote Peace & Tolerance' for youth in South Punjab. The four-month project was based on Umeed Jawan's peace initiative; to equip youth with required skills and educational opportunities aimed at promoting peace in their respective vicinities. Moreover, through awareness raising and developing a positive mind-set, youth are discouraged from extremism and terrorism.

Poetry serves as an opportunity to provide a counter-narrative, and an effective method to promote the ideas of peace, tolerance, and acceptance. Through the project the youth were provided opportunities to express themselves through poetry. 30 peace poets were selected from 400 applicants, to participate in a mega competition event where they presented their views on promoting peace through their poetic skill. This served to engage youth in healthy, positive activities that allowed them to promote the idea of peace and tolerance in society.

28

Supporting Female Graduates Access into Information Technology (IT) Sectors through Internship Program



In collaboration with Aurat Foundation and GEP, this project is implemented for connecting IT graduates to the corporate market through job or internship opportunities. The project aimed to equip IT graduates with employable IT skills along with knowledge on women-friendly environment and sexual harassment at the workplace. For the said purpose, the female graduates first underwent multiple training courses, e.g. **"3-Day Training on Gender, Sexual Harassment, Labor Laws and Protecting Women Friendly Environment"** & **"3-week training on IT Employable Skills"**. Presently, 98 female IT graduates have been trained, and 75 among them are successfully placed at various software houses & IT companies in Islamabad & Rawalpindi.

The project also aimed at working closely with employers and IT companies in order to advocate for, and promote gender-sensitive HR policies and develop women-friendly workplaces. For this purpose **"1 day orientation Session on Gender, Sexual Harassment, Labor Laws and Protecting Women Friendly Environment"** was arranged simultaneously with the representatives & employers of the IT companies. The workshop specifically aimed at building the knowledge base and spreading awareness among IT employers pertaining gender & women friendly environment, labor laws and sexual harassment faced by women at the workplace.

27

Life Skills Based Education (LSBE)



For Plan International, Empowerment thru Creative Integration (ECI) Private Limited, successfully devised and formulated a customized & user-friendly Life Skills Based Education



training curriculum, catering to the needs of young boys & girls belonging to three different age groups (9-13 years old, 14-16 years old & 17-19 years old). After a thorough Rapid Need Assessment & Curriculum review (of the curricula obtained from WPF, AHANG, ROZAN, FPAP & PLAN International), 06 detailed learner's workbooks & trainer manuals (03 for boys & 03 for girls) were formulated. Bearing in mind the sensitivity of a topic like 'reproductive health of youngsters' and the traditional & orthodox set-up of the concerned communities, it was ensured that everything was implemented in a culturally relevant context.

After devising the customized course, ECI went a step ahead and arranged a roll-out of two TOTs simultaneously, in district Thatta & Kot-addu, Muzaffargarh, in order to train the trainers for taking the said cause forward. A total of 110 beneficiaries have been trained. The 03-day TOT was specifically designed to enhance the capacities & competencies of the trainees round essentially required training skills on Life Skills Based Education.

26

Curriculum Development for Skills Enhancement of Female Beneficiaries involved in Marble Mosaic, Inlay and Handicrafts



ECI conducted Business Development Trainings for locally skilled women in Marble Mosaic & Inlay, working in rural areas of District Islamabad & District Abbottabad. The project helped build capacity of 580 women in 14 batches, 7 to be managed in Islamabad and the other 7 in Abbottabad. The Project had a two-pronged approach, where on one hand the women with technically sound skills of marble mosaic developed enterprise development concepts; and later on, a formalized curriculum was designed and developed on the theme, ensuring Post-Training Mentoring Support.

25

Awareness Sessions on Gender Equality & Women Inclusion for PDI Beneficiaries



In an on-going capacity building endeavour for PDI (Trocaire partner) to raise awareness on Gender inclusive roles and responsibilities, ECI conducted a 2-Day awareness raising session on 'Gender Equality and Women Inclusion in Businesses' for 31 participants who enhanced their learning curve around Gender Awareness. Through the training, the essential need of women inclusion in all walks of life, specifically economic activity and promoting a gender based approach for socio-economic development was reinforced.

24

Awareness Sessions on Gender Mainstreaming for Women Beneficiaries of District Dadu



For 120 women beneficiaries of District Dadu, 06 awareness sessions were conducted to acquaint females with the essential aspects of women mainstreaming and inclusion and its long-term socio-economic benefits. The sessions helped develop an understanding amongst females to adopt more mainstream roles as contributing agents towards community upliftment.



23

'Khwab Say Tabeer Tak' – a Training course for Adolescent Girls



As an open training course, ECI conducted a 7-day Training of Trainers (ToT) for 21 young girls in Hyderabad to help explore and develop their growth potential. This innovative initiative helped build the youth's knowledge-base on life skills, enhanced their confidence and leadership skills, and created awareness regarding professional development. Hence, a holistic approach was developed that encouraged females to identify and avail opportunities for progression.

2014

08

Umeed Jawan – Social Changemakers Program



Given the success of ECI's Social Changemakers model piloted in Karachi-2013, Creative Karachi has replicated a program focusing on social activism with an objective of Countering Violent Extremism (CVE) and realizing Peace initiatives under 'Umeed Jawan'. In four target districts of South Punjab: Bahawalpur, Lodhran, Multan and Muzaffargarh, 80 youth were sensitized to understanding CVE and build their skills for analyzing violence and extremism prevalent in the target communities. Once equipped with the requisite skills, the Changemakers helped to mainstream 4800 at-risk youth within the target communities to assist them in addressing issues of violence and extremism, and thereby become positive agents of change through initiating productive activities.

07

Life Skills Training of Trainers for TVET Instructors



For CARE international, ECI translated the requisite Life-Skills module sessions prepared for UNIDO, after CARE acquired the copyrights from UNIDO. The modules sessions were translated and four, 6-Day Training of Trainers (ToT) were rolled out in two-rounds; the first in Hyderabad and Multan and the second in Lahore and Karachi. The ToTs helped train 97 TVET Instructors on Life Skills who would further impart Life Skills training to students/teachers.

06

Strengthening of Changemakers Forums for Karachi Youth Initiative (KYI)





Developing upon the Social Changemakers Program, ECI implemented a six-month project in continuation of the previous USAID funded intervention under its banner of KYI. This time, the social Changemakers were taken through a 12-day training on 'Organizational Development and Management' before organizing them under three distinct and independent forums – one each for Korangi, Lyari and Sultanabad.

In context of local needs, the forums were mandated to roll out Peace Programs comprising of 12 Mega Peace Awareness and Education Events. The team of ECI mentors guided and supervised the planning, implementation and evaluation of the peace events. The forum members were empowered to run their entity independently and sustainably by offering consulting services for generating income.

05

Strengthening & Mentoring of Parent Teacher Councils (PTCs) – Phase I



The government of Khyber Pakhtunkhwa undertook an initiative, in collaboration with DFID and Adam Smith International (ASI), to improve the educational standard prevalent in the province through community/parents' involvement and ensuring effectiveness of Parent Teacher Councils. In this context, a training program was conceptualized for Deputy District Education Officers (DDEOs) and Assistant Sub-divisional Education Officers (ASDEOs) to increase the effective role of PTCs in imparting quality education. For this purpose, ASI involved Mr. Saleem Jahangir and Mr. Asfandyar Khan to conceptualize a 3-Day training module and deliver trainings to benefit selected participants in KPK from districts in phase I. The training focused on improving the physical structure and overall efficiency of the schooling system in KPK by ensuring involvement of PTCs. Here, the PTCs themselves would have to be made efficient by mainstreaming their systems and processes; including PTC planning, implementation and its overall management.

Phase-I Districts:

Peshawar, Charsadda, Nowshera, Battagram, Torghar, Haripur, Dir Payan, Malakand, Buner, Kohat, Lakki Marwat, Karak.

04

Social Changemakers Program for Karachi Youth Initiative (KYI)



A six-month Social Changemakers Program was designed by ECI for Karachi Youth Initiative – under the USAID banner. The underlying philosophy was to involve local agents of change for executing and implementing peace interventions in their respective areas, and strive to make continuous efforts for peace once the project is completed. 45 young men were taken through a six-month course via ECI's trademark College for Community Based Changemakers, where they acquired and enhanced their understanding of concepts focusing on Peace and Countering Violent Extremism (CVE).

The capacity building interventions were designed to transform the participants into effective change agents who can continue to promote conflict resolution and peace-



building within the localities of Lyari, Korangi and Sultanabad well into the future. As a result, the successful Changemakers were not only able to design, plan, implement and evaluate the peace interventions, but also generate an identity for themselves as ambassadors of peace among their respective communities.

As a next step the network is looking to formalize their existence under a suitable arrangement, so they can operate as an active body for peace promotion in Karachi's troubled areas.

22

Awareness Sessions on Gender Equality & Women Inclusion for PDI Beneficiaries



In an on-going capacity building endeavour for PDI (Trocaire partner) to raise awareness on Gender inclusive roles and responsibilities, ECI conducted four, 2-Day awareness raising session on Gender Equality and Women Inclusion in Businesses for 122 participants including 70 females and 52 males who enhanced their learning curve around Gender Awareness. Through the training, the essential need of women inclusion in all walks of life, specifically economic activity and promoting a gender based approach for socio-economic development was reinforced.

2013

03

Life Skills Curriculum for TVET Students



A 6-months training program on Life Skills was designed and developed by ECI consultants supported by ECI team for TVET students across Pakistan. Finalized after consultation with the provincial TEVTAs, this module was implemented in over 200,000 government TVET institutes.

21

Decent Work & Effective Labor Inspection



Under the project GE4DE, ECI designed and developed a 4-day module on 'Decent Work & Effective Labour Inspection' in collaboration with the four provincial Departments of Labour. The module aimed to help labour inspectors conduct their inspection duties in a systematic way and analyse information to identify gender disparities along the decent work framework. The reporting that ensues from gender responsive labour inspection will help Labour Department better obtain information on gender and the world of work and improve their reporting on compliance and progress on the application of international labour standards. A Training of Trainers of 16 Department of Labour staff from all over the country was also conducted by ECI.



20

Gender Mainstreaming in Projects and Programmes



Swedish Committee for Afghanistan

A 4-day workshop was designed and conducted for the Swedish Committee of Afghanistan (SCA), entitled 'Gender Mainstreaming in Projects and Programmes'. The workshop comprised of gender concepts and simple tools and checklists that were relevant and can be applied by SCA for situation assessment and analysis, design, implementation, monitoring, reporting and documentation with a gender perspective. The workshop design was participatory, engaging and based on principles of adult learning, and comprised of exercises that helped in clearing the concepts of gender. Moreover, an exercise was incorporated where SCA staff was facilitated to develop an action plan for gender mainstreaming at provincial and sub-district levels.

2012

02

Focusing on Health and Education at the College for Community Based Changemakers (CCBC)



The College for Community Based Changemakers (CCBC) is a structured capacity building program that works with bright, entrepreneurial men and women from the community to develop their potential to bring about sustainable social and economic transformation at the grassroots. Designed to facilitate community-led development, the CCBC hopes to promote indigenous solutions to address development issues.

2011 – 2012 – the first batch of 30 Changemakers were sponsored for this program by Taraqee Foundation (TF) and the Pakistan Poverty Alleviation Fund (PPAF). These men and women from district Ziyarat in Balochistan focused on understanding key issues in health and education and identifying business-oriented solutions (social enterprises) to address community problems. The project closed with the establishment of a Skilled Delivery Center for increasing child mortality and creating awareness on the importance of a hygienic environment provided to Mother and Child during and after Child birth. At the educational front, centers for coaching Language and Literacy were set-up for supplementing the educational needs of community. Round about 20 girls from far flung areas of Ziarat, were enrolled in Allama Iqbal Open University's distant learning course, where they are continuing education.

In order to make the change efforts sustainable after project close, dedicated effort was made towards identity creation and image development of Changemakers. Moreover, significant small interventions were carried out on health and hygiene in terms of raising awareness, setting up health camps and advocacy-based walks on health issues.

19

'From Dreams to Reality' – A Changemaker program in district Shikarpur, Sindh





In the aftermath of the 2010 floods, ECI has designed and implemented 'From Dreams to Reality', a one-year socio-economic transformation program for the Asian Development Bank. Designed using ECI's changemaker model, the project worked with local men and women to enhance income of the poorest 200 households across four villages while simultaneously building capacity in life skills as well as water-related issues. The project had a specialized focus on youth and women, in addition to awareness raising, capacity building and asset transfers and linkage building with development projects as well as government organizations and the private sector the project is focused on developing community centers (Sartiyon Centers) to provide a platform for villagers to come together for group formation, ongoing income generating activities, technical training as well as developing village development plans and advocacy strategies.

18 Good Governance & Gender Mainstreaming

Afghanaid

In order to ensure good governance and gender equality throughout its work, Afghan Aid (AAD) committed to integrating principles of gender and good governance across all its operations – organizationally and programmatically. To achieve this objective, AAD recognized the need to build its staff capacities in the relevant area. In this regard, AAD contracted ECI to conduct a training course for their staff on "Good Governance & Gender Mainstreaming". The 4-day training held in Kabul was delivered to 22 participants including; gender and governance focal persons, provincial and central office sector specialist, and SOs. The overall purpose of the workshop was to build the capacity of project staff, at different tiers and across AAD's four focus sectors (WASH, Agriculture, DRR, NSP), to mainstream gender and principles of good governance at all stages of the program cycle.

2011

01 'Khawab Say Tabeer Tak' Empowering Girls-Transforming Communities

RutgersWPF

To inculcate and foster a culture of equal opportunity for girls, the project 'Khawab Say Tabeer Tak' was implemented in collaboration with WPF in the districts of Gujranwala in Punjab and Sanghar in Sindh. Through this initiative leadership skills, of adolescent girls, were developed by involving female teachers of high schools to impart Life Skills Education comprising of Life Skills, Social Empowerment, and Economic Empowerment in addition to regular curriculum.

For this purpose ECI and WPF developed a highly visualized curriculum comprising of manual for trainers and teachers, handbook and handouts for students. Along with this a Training of Master Trainers (ToMT) was conducted in Islamabad where 10 ECI master trainers and 10 teachers from the chosen districts were trained. After the ToMT, ten Training of Trainers were conducted in Gujranwala and Sanghar where 270 teachers were trained who in turn trained 22,000 girls of grade 8, 9 and 10.



17

Gender Sensitization Trainings for PEPSICO Factory Workers and Frontline Managers



Designed and conducted 2 one-day 'Gender Sensitization' trainings for 128 factory workers for PEPSICO in order to introduce participants to concepts of gender, diversity and inclusion so that they could become active facilitators in promoting PEPSICO's commitment to gender equality. The training provided a basic orientation to gender, diversity and inclusion, presented case scenarios that highlighted the similarity and differences between men and women and advocated a case for gender equity and elicited a list of specific measures that could be taken within the organization to create a more enabling and participatory environment for women.

2010

16

Capacity Building and Technical Support to WESS for Implementation of Women's Economic Empowerment in Baluchistan (WEEB) Project



From 2009 – 2010, ECI worked with MEDA and FAO to support implementation of the USAID funded Women's Economic Empowerment in Baluchistan (WEEB) Project by providing technical assistance to and building capacity of Baluchistan-based Water, Environment and Sanitation Society (WESS). ECI's role in the project involved supporting WESS to effectively design the economic development intervention for 5000 marginalized women producers using the value chain approach. In addition to an intensive series of training on 'Value Chain Assessment & Analysis' for WESS office and field staff, ECI worked closely with the organization to implement programmatic activities including conduct of a market research, development of a project implementation plan for five districts in Baluchistan, design and conduct of specialized workshops for rural facilitators and sales agents as well as providing mentoring and handholding support throughout the project.

15

Implementation of the USAID FIRMS Supporting Institutions as Change Agents Initiative



To support the USAID FIRMS Project, ECI worked with the FIRMS SME and Gender components and international consultants to design and implement the Supporting Institutions (SI) Initiative. This was an innovative competitive capacity building project for 10 selected supporting institutions for women entrepreneurship including chambers of commerce, women entrepreneurs' subcommittees, business associations and university career development cells. Two workshops were designed and implemented by ECI for the selected SIs: 'Supporting Institutions as Agents of Change' as well as 'How to Recruit, Retain and Grow your Members'.



14

Gender-Based Value Chain Research on the Gems & Jewelry, Marble Mosaic and Home-Textiles Sub-Sectors



A gender-based value chain research study was undertaken to identify areas for Women Entrepreneurship Development in the value chains for the marble mosaic, gems & jewelry and the home-textile sub-sectors. This provided comprehensive sub-sectoral mapping, identifying the key stakeholders, strengths, weaknesses and opportunities present in each value chain. This was to identify where there was space for introducing women in the value chains, as well as expanding their existing roles. The next step was to work with the relevant sub-sector organizations to facilitate technical and enterprise development training for women in each sub-sector. For this, ECI designed and conducted a 15 Day Training of Trainers for a selected group of 30 vocational trainers.

13

Advancing Gender Diversity in the Power Sector - Energy Efficiency and Capacity (EEC) Project



In collaboration with the USAID Energy Efficiency and Capacity (EEC) Project team designed and implemented a gender-focused training needs assessment followed by a series of specialized 2-day training workshops in Lahore, Multan and Hyderabad for women professionals working in the power sector. The training focused on professional capacity-building by addressing gender concerns in the workplace and orienting participants to the recently implemented sexual harassment policy of the Government of Pakistan.

12

Promoting gender justice through value chain development



Designed and co-conducted (with Linda Mayoux) a 10-day workshop on "Promoting gender justice through value chain development: community led gender action learning" for the Oxfam Novib's Women's Empowerment Mainstreaming and Networking (WEMAN) programme in Uganda. The workshop included overview of Gender Action Learning System (GALS) development tools, value-chain framework, community-led action learning and planning for organizational implementation.

Also, the material was localized and training was conducted in Pakistan in collaboration with a local NGO.

2009



11 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 were 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 Baluchistan. Based upon an intensive TNA, the training focused on helping participants to proactively prioritize relevant areas for women's development in Baluchistan, 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 Baluchistan.

10 Enterprise Development Training Program



Designed and delivered a 6-Day Enterprise Development Training workshop for existing and potential micro women entrepreneurs working with the Behbud Association. During the designing phase of this training special care was taken to incorporate the concerns of home-based workers and prepare them to make the transition towards becoming entrepreneurs.

9 3-Day Training on 'Gender Mainstreaming in Project Cycle Management' for PPAF Staff





Design and implementation of 3-day training on 'Gender Mainstreaming in the Project Cycle' for PPAF staff and partner organizations. The highly experiential training focused on developing participants understanding of gender and gender issues as well as familiarizing participants with a range of tools for mainstreaming gender at all stages of the project cycle, i.e., situation assessment, resource mobilization, implementation as well as monitoring & evaluation.

2008

8 Gender Based Governance



For the Gender Based Governance Systems (GBG) project and the Planning and Development Division, Government of Pakistan design and Development of cascade training program for all Union Council Secretaries across Pakistan. Project included a provincial training needs assessment, curriculum design, pilot testing and training of trainers

2007

7 Mera Maan: Advanced Marketing Program for 1100 women entrepreneurs of Hazara, Haripur, Abbottabad, Quetta, Sukkur & Khairpur.



MeraMaan Livelihood Improvement Programme was conceptualized by ECI and supported by The Asia Foundation (TAF) and the Royal Norwegian Embassy for Haripur, Mansehra, Abbotabad, Chitral, Sukkur, Khairpur and Quetta. This program was directly implemented by TAF and ECI in Hazara and Chitral region, while MRDO implemented the program in Khairpur and Sukkur, and Rootwork implemented it in Quetta. ECI and TAF provided monitoring and mentoring to MRDO and Rootwork, in order to execute successful program in the regions. Through this initiative ECI has mobilized and formed 40 cooperatives (production and marketing units) for 1100 home based workers in four districts and further they were provided with different inputs i.e., enterprise development, skills enhancement, linkages, mobile business service unit etc.

2006



6

Capacity Development of Micro-Entrepreneurs



Design and implementation of a livelihood improvement program for 440 women microfinance borrowers of ORIX Leasing and Citizens Support Concern (CSC), through a holistic enterprise development program featuring training in micro-enterprise development, technical trainings, exposure visits to markets and potential product outlets, linkage building with support services as well as initial marketing of developed products through a specialized 'mela' and exhibition.

5

Database of Women Entrepreneurs



For the Leasing Association of Pakistan, ECI conceptualized and developed a Database of Women Entrepreneurs to support their record and program outreach in Karachi. As part of the project, ECI conducted primary research and collected information on 1000 women entrepreneurs from Korangi, Lyari and Orangi town, Karachi. At the end of the project, ECI presented LAP with the database along with an analysis of the different categories of women entrepreneurs in these areas, different business types, their working conditions, average income as well as access to support services.

4

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.

3

Curriculum Development for Women Political School





For the Ministry of Women Development redesigned and revised the existing curriculum for Women's Political School. Also training of trainers was conducted for WPS master trainers in NWPF, Punjab, Sindh & Baluchistan. This training was implemented across Pakistan for ALL district, tehsil and union women councilors.

2 Training on 'Gender Mainstreaming' for AKDN Managers



Design and implementation of a specialized training workshop on Gender Mainstreaming for Aga Khan Development Network (AKDN) senior level managers. The main objectives of the workshop were to facilitate the mainstreaming of gender within AKDN at the institutional, strategic and programmatic levels; to assist AKDN as contributor & partner in mainstreaming women in the social development and strengthening of civil society in Pakistan.

1 Training of Trainers in Enterprise Development for Women in Northern Areas



Design and Implementation of a Training of Trainers in Enterprise Development for 30s selected women from the Northern Areas (Gilgit, Chitral, Skardu, Hunza). These trainers further delivered enterprise training to over 700 female clients of the First Microfinance Bank. The project also supported the development of ten instructional business feasibility videos to guide future entrepreneurs.