

**Project**

# Portfolio



## Governance & Institutional Strengthening



Empowerment thru  
Creative Integration

[www.eci.org.pk](http://www.eci.org.pk)

# ECI PORTFOLIO

## Driving Institutional Resilience and Good Governance



### 01 Introduction

Empowerment thru Creative Integration (ECI) has played a pivotal role in enhancing governance systems and strengthening institutions across Pakistan. With over a decade of experience delivering high-impact interventions, ECI has supported public institutions, civil society organizations (CSOs), and private entities through technical assistance, policy development, capacity building, and curriculum design. From local government reform to electoral assistance and disaster preparedness, ECI has trained thousands of stakeholders to improve public service delivery, institutional accountability, and community engagement—advancing inclusive and responsive governance nationwide.

### 02 Strategic Approach

ECI's approach to governance and institutional strengthening is based on a combination of participatory development, capacity building, and organizational transformation. Key pillars of the approach include:






Stakeholder Mapping and Institutional Assessment.



Customized Curriculum Development for local governments, public officials, and civil society.



Cascade Training Models for sustainable capacity enhancement.

-  Blended Learning Tools including manuals, e-learning modules, and audio-visual content.
-  Evidence-Based Policy Support through policy briefs, toolkits, and planning frameworks.
-  Equity and Inclusion Lens across all governance and training modules.

### 03

## Key Interventions & Achievements

 <p><b>Public Sector Institutional Strengthening</b></p> <p>57 HR and management trainings for 870+ SMEs; curriculum for Baluchistan Local Government Act reaching 11,730 representatives.</p>	 <p><b>Electoral &amp; Democratic Process Support</b></p> <p>300,000+ polling staff trained with UNDP and IFES.</p>	 <p><b>Disaster Risk Reduction &amp; Emergency Response</b></p> <p>DRR toolkits and 150+ leaders trained in KP, GB, and Balochistan.</p>	 <p><b>Social Protection &amp; Equity Programming</b></p> <p>Rights-based training for 470+ educators and minority representatives; IPC materials for EPI health workers.</p>
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### 04

## Conclusion

ECI's work in governance and institutional strengthening is rooted in its commitment to inclusive development, responsive institutions, and civic empowerment. From provincial legislatures to local CSOs, from polling booths to public schools, ECI builds institutional capacity with contextual understanding and global insight. Its work continues to influence policy, practice, and people—ensuring that governance serves all citizens with equity, accountability, and purpose.



2026

**82** **Operational Support Services – MNHN Project (Nutrition International)**



ECI is providing operational support services across Nushki, Ziarat, Dera Ismail Khan, Shangla, Khanewal, Vehari, Hyderabad, Jamshoro, Badin, Bin Qasim, Sujawal, and Gadap. Deliverables include continued coordination of logistics and field operations, administrative support to district and provincial teams, and structured HR and financial support for implementation continuity. Upcoming activities emphasize uninterrupted delivery through ongoing logistics coordination and field troubleshooting. HR coordination continues for staffing and deployment, ensuring teams remain functional across multiple districts. Financial support continues to enable timely activity implementation, budgeting alignment, and operational flow.

**81** **Event Management and Implementation Services under MMS Project**



To provide Business Skills trainings and Exposures, RDF acquired consultancy services of ECI to strengthen the capacity of the beneficiaries to enhance access to market through trainings and exposure visit on basic literacy, numeracy & life skills, business skill trainings and ways to enhance access to financial services/service providers for risk transfer and sharing mechanisms.

2024

**80** **Technical Support to NI for Maternal and Newborn Health and Nutrition (MNHN) Program**



ECI was commissioned by Nutrition International (NI) to support the implementation of the Maternal and Newborn Health and Nutrition (MNHN) Program across four provinces in Pakistan from April to September 2024. ECI's responsibilities included project management, human resource provision, and administrative and logistical support. Key activities involved hiring and retaining four District Coordinators (in Swabi, Khairpur, Jamshoro, and Ziarat) and two Provincial Coordinators (in Lodhran and Quetta), aligning job descriptions, and establishing supervision and monitoring tools for project interventions. Additionally, ECI developed a costed Detailed Implementation Plan (DIP) aligned with project goals, trained the project team, and ensured ongoing supervision. This quarter, all activities have been concluded, and a final report has been submitted.



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## Training on inclusive Education for fresh Teachers



Community World Services Asia (CWSA) hired services of ECI to conduct training sessions for school teachers in Umerkot to address marginalization and social exclusion, and uphold the fundamental rights of religious minorities. The assignment involved three main activities. The first activity was concluded last year where ten training sessions were conducted for approximately 250 previously trained school teachers. In First quarter of 2024, training was provided to 220 teachers from newly selected schools to combat untouchability practices. The third activity entailed training ten representatives from School Management Committees on untouchability practices and minority rights.

The fourth phase of this project was implemented in this quarter which involved conducting follow-up visits to assess the action plans created by teachers during the initial training phases. Over six days, follow-up assessments were conducted at 24 schools in Umerkot, with a total of 75 interviews carried out. These visits were essential in evaluating the progress made by schools in implementing inclusive practices and addressing social exclusion, ensuring the sustainability of the project's impact.

2021

78

## Conduct 2 days Baseline survey in Sargodha



ECI was contracted by TWO for the capacity building of TWO's project staff members for a 2-day training session on a baseline survey for one of their projects "Strengthening livelihood of marginalized communities." The training was conducted in Sargodha with almost 9 staff members who directly benefitted from the skills imparted in the training.

77

## Module development for Farm Business School



Food and Agriculture  
Organization of the  
United Nations

A training of trainers was designed to capacitate farmers (field facilitators) so that they can establish and implement the farming skills under the concept of farm business school. In this project an online Training of Trainers was conducted through LMS, in which recorded videos, home assignments, activities, and group work was conducted successfully for two groups of trainers. A certificate of completion was awarded to those who fully participate in the online sessions and completed home assignments. The Material designed locally (in Urdu) included: Participants' handbook; Trainers Manual and Facilitation handouts. PMG (producers marketing group) training was conducted with the trainers trained in FBS so they can learn marketing skills for their farm businesses and further train the actual farmers on these skills.



76

## Training of Government Officials and Community Participants on GLOF -prepare and respond to Disasters



In this project, ECI developed separate training handbooks of Disaster Risk Management for Govt. officials and community members. The 3 trainings were conducted with 116 Govt officials where Deputy Commissioners, Assistant Commissioner and directors of government department participated from KP and GB and in 1 training almost 35 community members participated and learnt about Community Based Disaster Risk Management. The training was aimed to build the capacities of these officials and community members to effectively respond to the disaster.

75

## Farmer Field School (FFS) Manual Translation



Food and Agriculture Organization of the United Nations

CEO of ECI was awarded a project to develop a training manual on setting up a Farmer Field School (FFS) in KP Pakistan. ECI using its expertise successfully produced a quality document within the given timelines. This training manual is being translated in Urdu that would specifically target farmers and field workers who would benefit from it.

74

## HER essentials Pilot Implementing Partner in Pakistan



BSR

BSR, a not-for-profit benefit corporation awarded ECI a pilot project to be implemented in Sindh and Punjab. The main goal of this project is to train the factory workers on Financial Literacy through Tablets.

73

## Community Engagement (Communication network and community-based vaccination)



In collaboration with UNICEF, ECI adapted and localized the international Inter-Personal Communication (IPC) Toolkit for Expanded Program on Immunization (EPI) into the Pakistani context. The toolkit included modules, resource cards, audio jobs, and animations.

72

## 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.



71

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



ECI was contracted by TWO for the capacity building of TWO's project staff members for 2-day training session on baseline survey for one of their projects "Strengthening livelihood of marginalized communities."

70

**Conduct 2 days Base line survey in Sargodha**



ECI was contracted by TWO for the capacity building of TWO's project staff members for 2-day training session on baseline survey for one of their projects "Strengthening livelihood of marginalized communities."

69

**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.

68

**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.

67

**Development of Three Audio-Visual Training Modules for Universal Salt Iodization Program in Pakistan**



Development of three audio-Visual training modules (from English to Urdu) for universal salt iodization program in Pakistan for three different target audiences:

- Salt Processors
- Safety Officers
- Lab Technicians



66

**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.

65

**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.

64

**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.

63

**Designing of two policy briefs**



The project was an individual consultancy to design 8 training manuals along with 2 policy briefs and a profile for a project for the capacity building of local government officials in Sindh.

2020

62

**2-Day Training Baseline Survey of Project Beneficiaries for TWO Staff**



"2-Day Training Baseline Survey of Project Beneficiaries for TWO Staff" was a short assignment contracted with ECI by TWO. The training involved baseline survey tools and techniques



followed by the use of a database and data collection process with almost 10 staff members of TWO. The tools and techniques were supposed to target the data pertaining to the project of TWO implemented in 4 districts, Mandi Baha ud din, Nankana Sahib, Lahore, and Sargodha. After receiving the required data, ECI generated a detailed report and submitted to TWO.

61

## Two 5-day training of Local Resource person (LRPs) and 7 follow-ups



ECI designed a 5-day in-house training design followed by the implementation of two training on the designed training content with almost 50 Local Resource Persons (LRPs) under the initiative collaborated with the Civil Society Support Program (CSSP) in Mirpurkhas. The training covered the capacity development of LRPs in two phases: their roles and their management skills. The participants were trained to run Rozgar Shifa Khana and 5 Rozgar Shifa Khanas (community hubs/centers) were made in district Mirpurkhas. The centers were community-based facilitation centers.

60

## 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.

59

## 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.

58

## Communication/ Facilitation Skill - FA3-s2 Training





## Good Governance and Institutional Strengthening

ECI cooperated with Japan International Cooperation Agency (JICA) for a one-day training in Islamabad specifically designed to cover the essential aspects of understanding the concepts pertaining to training and facilitation skills. The training also included adult learning approaches and techniques designed for the effective use of facilitation techniques for improved and impactful conduct of training. The training involved 35 extension farmers and field workers who benefitted from the skills imparted in the training.

57

**Development of Soft Skills module and delivery of 3 days ToT**



A one-month assignment was awarded to ECI where the module on Soft Skills was developed followed by conducting a 2-day TOT for the Punjab Skills Development Foundation (PSDF). The 2-day training was conducted with the assessors on the developed module of Soft Skills in Islamabad. The total number of trained trainees was 23.

56

**COVID-19 Response technical assistance**



The purpose of this project was to deliver business continuity technical assistance to MFIs and off grid solar distributors to help them cope with COVID 19 related business challenges. There were 6 webinars (1 hour duration for each webinar) with a post follow up technical assistance through phone call/Zoom for each organization attended the webinar.

55

**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.

54

**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 over Pakistan on the stress management during COVID-19. The purpose of the training was to equip participants to effectively deal with organizational stress, stress caused by lockdown, and other stressors triggering counterproductive practices in the organization.

53

**Design and Development of English, Urdu and Sindhi Modules**

Rehana Shaikh



## Good Governance and Institutional Strengthening

The task was only to design 15 training manuals in Urdu, English and Sindhi for Strengthening Participatory Organizations (SPO). For this consultancy ECI worked only on its design part.

52

### 2-Day Training Baseline Survey of Project Beneficiaries for TWO Staff



In this project ECI conducted and 2-day training with base line survey tool and technique and use of database and data collection process and after receiving of data ECI generated report and submitted to TWO. The project was implemented in 4 district, Mandi Baha ud din, Nankana Sahib, Lahore and Sargodha.

51

### 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.

50

### Conduct 5 days training of Local Resource person (LRPs) and 2 follow ups.



These Trainings conducted in Mirpurkhas were designed and implemented by ECI. The participants were trained to run Rozgar Shifa Khana, 5 Rozgar Shifa Khana made in district Mirpurkhas. The centers were community-based facilitation centers.

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### 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.

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### Trainers - Farm Business School



ECI conducted two 10-day training of trainers for FOOD AND AGRICULTURE ORGANIZATION (FAO) field team and made them aware about the key concept of Farm Business School.



## Good Governance and Institutional Strengthening

After this training the trainees conducted session with farmers in their respective areas like North & South Waziristan, Khabar & Kurram Agency and Bannu.

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### Stress Management, Persuasion & Motivation Skill training



ECI conducted this with SAFCO Support Foundation credit team and participated credit officers, branch managers and finance team. The key purpose of this training was to overcome stress in team and enhancement of persuasion skill and increase motivation level of staff.

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### Small to medium Entrepreneur's training and MFI Linkages at district Tharparkar



To provide Business Skills trainings and Exposures, RDF acquired consultancy services of ECI to strengthen the capacity of the beneficiaries to enhance access to market through trainings and exposure visit on basic literacy, numeracy & life skills, business skill trainings and ways to enhance access to financial services/service providers for risk transfer and sharing mechanism.

45

### Communication/Facilitation Skill - FA3-s2 Training



The training covered the essential aspects of understanding the concepts of training and facilitation including adult learning approaches and the use of facilitation techniques for effective conduct of trainings.

44

### Human Resource Management Trainings



ECI developed training curriculum and conducted 57 trainings in different cities of Pakistan. Participants were HR professionals, Managers from 870 different SMEs.

43

### 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.



42

**Capacity building of EPI Frontline Workers on IPC, Crisis Communication and Key Family Care Practices to Promote Preventive Healthcare**



ECI was contracted by UNICEF to build capacity of EPI Frontline Workers on IPC, Crisis Communication and Key Family Practices to Promote Preventive Healthcare according to the Global EPI ICI Toolkit.

41

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



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

40

**Pakistan Sustainable Energy Program COVID Response Technical Assistance and Training**



ECI was contracted by World Bank to provide Technical Assistance and Training to MFIs and off grid solar distributors to help them cope with COVID-19 related business challenges through webinars.

39

**Training of Data Collectors – Research and Development Solutions (RADS)**



ECI was contracted by Research and Development Solutions (RADS) to facilitate them as a training consultant. During this assignment, ECI represented as a training consultant during which our trainer first received a ToT. Based on the received training, our trainer delivered a pilot training in Peshawar, following the delivery of online ToT for data collectors in different provinces on Reproductive Health Services and Family Planning Services amid COVID-19.



38

**Training on Stress Management for Handicap International Staff**



ECI was contracted by Handicap International to provide training to its staff on stress management. The training was carried out on the concepts of managing stress during the situation of pandemic COVID-19 and to work more effectively.

37

**Enterprise Development and Financial Management Training for Beneficiaries of Pak Mission Society**



ECI was contracted by Pak Mission Society (PMS) to conduct a training on Enterprise Development and Financial Management for the staff members of PMS. 30 staff members were trained with the aim of learning how to manage their finances which added a lot to their knowledge of financial management.

36

**10-Day Training for Facilitators of Farmers Business School**



ECI was contracted by FAO to conduct training for the facilitators of Farmers Business School (FBS). ECI conducted two 10-day trainings online through LMS (Learning Management System) to educate the facilitators about the concept and need of Farmers Business School and the importance of their role as a facilitator for FBS. Through this training, ECI built their capacities around the market concepts as well such as marketing, cost, pricing, and business linkages.

35

**02-Day Training on Work Ethic, Stress Management and Self-Motivation for SSF Staff**



ECI was contracted by SAFCO Support Foundation (SSF) to conduct training for staff members of SSF on Work Ethic, Stress Management, and Self-Motivation. ECI conducted 02-Day training that aimed at providing a better understanding of work ethics, self-motivation, and ways to manage work and personal life stress.

2019

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**2-day training on Social Mobilization Workshop**





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

33

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



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

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



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

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## Training on Facilitation Skills for Agriculture and Livestock Officers



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

30

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



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



## Good Governance and Institutional Strengthening

officers and employees of Department of Agriculture, Livestock, Fisheries and Water Management on Fund raising and Project Proposal Development in Gilgit Baltistan.

29

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



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

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



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

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



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

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



ECI was contracted by SAWFCO for conducting training on "Project Improved Access to Fair, Legitimate and Effective Justice in Pakistan". The training aimed at providing better understanding of fundamental and legal rights, legal system and procedures and laws



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related to women and child rights. During this training, Ba-Ikhtiar members of SAWFCO were trained in a 3-day training which was conducted in 3 districts of Sindh.

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### 2-Day ToT (Team Building Workshop)



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

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



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

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



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

21

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



For Directorate of Agriculture (DoA), ECI was contracted for conducting Training of Trainers (ToT) of the agriculture department of Gilgit-Baltistan. This was part of the 'Economic Transformation Initiative, GB' project being implemented with the help of IFAD to boost regional economic activity through agriculture value chain development. An 8-day training



## Good Governance and Institutional Strengthening

was executed by ECI experts which aimed at preparation and proposal writing for 10 staff members of Directorate of Agriculture Gilgit Baltistan.

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



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

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



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

2018

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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



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## 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).



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## 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 3034 beneficiaries on the following modules:

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

Participatory Planning

14

## 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.

2015

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



Baluchistan Rural Support Program (BRSP) implemented the Baluchistan Community Development Program, (BCDP) in partnership with European Union (EU) in four districts 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:

- Baluchistan Local Government Act 2010
- Local Government Finances and Budgets, Audit and Accounts
- Planning and Development under BLGA-2010
- 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 districts 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

## 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, Baluchistan, 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, Baluchistan 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



USAID  
FROM THE AMERICAN PEOPLE



The Asia Foundation

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:

- 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;
- 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.
- Development a concept notes and action plan for the Federal Election Academy (FEA) of Pakistan.



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 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.

2009

3

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



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

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

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

2007

2

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



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

ECI conceptualized, designed and developed a series of five sets of training material (participant handbooks and trainers manuals) for District Returning Officers, Returning



Officers & Assistant Returning Officers, Presiding Officers, Polling Staff (Assistant Presiding Officers & Polling Officers) as well as Polling Agents. These manuals were developed keeping in mind specific functions of each officer and the skill/knowledge set needed by him/her to be effective. The material was very interactive, colorful and illustrated keeping in mind the target audience.

2006

1

## Jafakash Aurat Project



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