

Scope of Work

Consultant for Baseline assessment to identify Potential Areas and Women interested in forming Trade Unions in selected districts of Sindh.

Background:

For several decades, the peasants and rural workforce in Sindh have endured formidable economic and political conditions. The dominance of feudal landlords in political and legislative arenas, coupled with bureaucratic control, has hindered the effective implementation of pro-peasant and anti-bonded labor laws in Sindh. Despite the existence of laws such as the Sindh Tenancy Act, the Sindh Bonded Labour System Abolition Act, the Sindh Industrial Relations Act, and the Sindh Women Agriculture Workers Act, their practical enforcement remains a challenge. In the specific districts of focus – Mirpurkhas and Tando Allahyar– rural and peasant women confront notable socio-economic obstacles. These include restricted resource access, exploitation, and a lack of empowerment. Gender disparities further impede their participation in decision-making processes and collective issue resolution within the districts. The absence of organized trade unions and suboptimal literacy levels compound their vulnerability, undermining their capacity to advocate for rights and access opportunities for sustainable economic progress.

Purpose/project Description:

Hari Welfare Association (HWA) is going to implement a project titled “Empowering Peasants and Rural Women through Trade Union Formation, Literacy Initiatives, and Enhanced awareness on farmers Rights in Mirpurkhas and Tando Allahyar Districts of Sindh”. The purpose of the study to identify the potential areas (villages and UCs) and women interested in forming trade unions of peasant and rural women under the Sindh Industrial Relations Act (SIRA) and promotion of literacy initiatives and socio-economic empowerment. The core objective is to empower rural and peasant women across three districts in Sindh.

Scope of Work:

The consultant will:

- Conduct desk review of project documents and other documents related to the study area.
- Development of questionnaire for the baseline of potential areas and women interested in forming trade unions.
- Conduct the Baseline to select villages and target population for the formation of Trade Unions, literacy initiatives and socio-economic empowerment.
- Conduct Interviews with the target population to assess their awareness and willingness.
- Conduct data mining, data analysis based on the discussion and approval analysis plan. Data need to be disaggregated by age and any other social-economic categories where applicable.
- Provide list of potential areas and women interested in forming trade unions.
- Present the final analysis reports to HWA’s project team (Report and PowerPoint).

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Key Deliverables:

1. Data collection questionnaire/tool
2. A presentation of key findings & recommendations.
3. Final Baseline survey report.

Timeframe / schedule:

S. No.	Activity	Level of Effort (days)
1	Meeting with HWA team and review of project documents to understand the scope of work and develop a work plan for the assignment	2 days
2	Development of questionnaire for the baseline of target villages and target population	4 days
3	Baseline survey (fieldwork)	10 days
4	list of potential areas and women interested in forming trade unions.	3 days
5	Submission of the baseline report	1 Day
	Total Days	20 days

Selection Criteria:

1	Consultant(s)/firms profile/CV with similar experience	25%
2	Submission of reports baseline surveys in peasant/human rights and trade unions for comparable work carried out by the applicant	25%
3	Proposed work plan (high-level, showing estimated number of days)	20%
4	Financial bid (Detailed budget for all proposed labor and anticipated non-labor costs)	30%

Required Experience and Skills:

- University Master's Degree in social sciences, Human Rights, or a related discipline.
- 3 to 5 years of experience in conducting baseline surveys or social development work.
- Excellent writing and communications skills.
- Expertise in agriculture, particularly in advocating for the rights of agricultural workers, would be a valuable addition.
- Firms have three years' experience in conducting baseline and survey

Required Experience and Skills:

- Submission of baseline assessment and Final Strategy - 40%.
- Submission of final messages, questionnaire, and presentation to key stakeholders- 40%.

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- Submission of Final report -20%

The Consultant will report to: Executive Director - HWA

The Consultant will work closely with the Project Manager - HWA