Scope of Work

Consultant for Training Sessions on Trade union principles, leadership, and collective action, leading to formation of 10 trade unions

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Background:

For many decades, peasant and rural workers in Sindh have faced persistent socio-economic, political, and structural challenges, including landlessness, exploitation, bonded labour, limited access to productive resources, low literacy, and weak representation in decision-making processes. The dominance of influential landlords in political, legislative, and administrative structures has further constrained the effective implementation and enforcement of pro-peasant and labour protection laws, including the Sindh Tenancy Act, 1950; Sindh Bonded Labour System (Abolition) Act, 2015; Sindh Industrial Relations Act, 2013; and Sindh Women Agricultural Workers Act, 2019.

Existing gender disparities limit women's participation in decision-making processes and their ability to address collective issues in districts Shaheed Benazirabad, Sanghar, Matiari, Mirpurkhas and Tando Allahyar effectively. The lack of organized trade unions and low literacy levels further increase their vulnerability, hindering their capacity to advocate for their rights and access opportunities for sustainable economic growth.

Purpose/project Description:

Hari Welfare Association (HWA) is going to implement a project titled “Empowering Peasants and Rural Women through Trade Union Formation, Capacity Building, and Enhanced Advocacy for Peasant Rights in Shaheed Benazirabad, Sanghar, Matiari, Sanghar, Tando Allahyar and Mirpukhas Districts of Sindh”. Under the project, HWA seeks a Firm/Consultant/Trainer to conduct 10 training sessions on trade union principles, leadership, and collective action, leading to the formation of 10 trade unions (5 in each district) with active participation of peasant and rural women” at village level. Training sessions with 300 members/leaders of Women Peasants Unions on trade union principles, leadership, and collective action in district Mirpurkhas, and Tando Allahyar.

Scope of Work:

The consultant will:

- Conduct meeting with the project team having discussion on training manuals (already developed) and training plan.
- To prepare training agenda and scheme of presentation.
- To prepare list of material required for the training sessions.
- Conduct 10 (one day) training sessions (5 in each above-mentioned districts) at village level.
- Prepare and submit the final narrative report of 10 training sessions.

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Consultant for Training Sessions on Trade union principles, leadership, and collective action, leading to formation of 10 trade unions

Key Deliverables:

1. To conduct 10 training sessions (5 in each above-mentioned districts) at village level.
2. Formation of 10 Women Peasants Trade Unions
3. A training presentation
4. Submission of training narrative report

Timeframe / schedule:

S. No.	Activity	Level of Effort (days)
1	Conduct meeting with the project team having discussion on training manuals and training plan.	1 day
2	To prepare training agenda, scheme of presentation and prepare a list of material required for the training sessions.	2 days
3	Conduct 10 training sessions (5 in each above-mentioned districts) at village level.	12 days
4	Prepare and submit the final narrative report of 10 training sessions.	5 days
	Total Days	**20 days**

Selection Criteria:

1	Consultant(s) profile/CV with similar experience	40%
2	Proposed work plan (high-level, showing estimated number of days)	20%
3	Financial bid (Detailed budget for all proposed labor and anticipated non-labor costs	40%

Required Experience and Skills:

- University degree in social sciences, Human Rights, or a related discipline.
- 3 to 5 years of experience in conducting community level trainings/labour rights/trade unions.
- Excellent writing and communications skills.

Remuneration and Payment Terms:

- Completion of 10 one day training sessions for 300 women - 40%.
- Submission of Final Report of the Comprehensive Training Report -60%

The Consultant will report to: Executive Director- HWA

The Consultant will work closely with the Project Manager - HWA