Scope of Work

Consultant for Development of Training Manual on trade union principles, leadership, and collective action, leading to the formation 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 Advocacy for Peasant Rights in Mirpurkhas and Tando Allahyar Districts of Sindh”. HWA needs training manual for training sessions of peasants women and rural women on to capacitate the peasants’ women on trade union principles, leadership, and collective action which resulted formation of 10 trade unions (5 in each district), marked by active engagement from peasant and rural women.

Scope of Work:

The consultant will:

- Develop a comprehensive training manual for training on trade union principles, leadership, and collective action
- Manual should have following chapters / sections
    1. Introduction to the training workshop
    2. Understanding Trade Unions
    3. Workers' Rights and Legislation
    4. Building and Sustaining Trade Unions
    5. Leadership and Participation of peasant and rural women
    6. Introduction to Leadership
    7. Advocacy and Negotiation Skills
    8. Practical Exercises and Case Studies of women peasants and rural workers unions
    9. Role and Responsibilities of trade union members and office bearers

Scope of Work

Consultant for Development of Training Manual on trade union principles, leadership, and collective action, leading to the formation in selected districts of Sindh.

Key Deliverables:

1. Training Manual on trade union principles, leadership, and collective action.

Timeframe / schedule:

S. No.	Activity	Level of Effort (days)
1	To prepare training Manual on trade union principles, leadership, and collective action.	10 days
	Total Days	**10 days**

Selection Criteria:

1	Consultant(s)/firms profile/CV with similar experience	40%
2	Timeline	20%
3	Financial bid	40%
	Total	100%

Required Experience and Skills:

- For individuals - University Master's Degree in social sciences, Human rights/Labour Rights, or a related discipline.
- For firms two years experience of trainings and manual development and relevant experience
- Excellent communications and writing skills.
- Expertise in agriculture, particularly in advocating for the rights of agricultural workers, would be a valuable addition.

Payment Process:

- 100% payment will be made after submission of training manual and invoice to HWA

The Consultant will report to: Executive Director - HWA

The Consultant will work closely with the Project Manager - HWA