TERMS OF REFERENCE

Contract type: ‘Training Services’
Contract title: ToRs to organize trainings for local women on textile/handicrafts

BACKGROUND:
The project area i.e. Keti Bunder and Kharo Chan lies in the western part of the lower Indus delta in southeast Pakistan, in the district of Thatta, approx. 200 km southeast of Karachi. The Indus rises in the Himalayas and flows into the Arabian Sea and the West Indian Ocean. The Indus delta has an extension of approx. 600,000 ha. The lower part of the delta is characterized by an extensive system of creeks, marshes, mudflats and mangroves. With 128,000 ha, the lower Indus delta is the seventh largest mangrove area in the world. The mangrove vegetation is often bushy, loose and degraded by continuous overexploitation.

The project comprises six mangrove areas (clusters) and 17 villages in the tehsils of Keti Bunder and Kharo Chan. In total, the clusters comprise approx. 14,000 ha of mangroves. Of these, approx. 7,000 ha are intact mangroves and are to be used sustainably, the 4,000 ha degraded mangroves are to be upgraded and 3,000 ha are to be reforested. The areas are to be managed by the village communities with the support of the competent authorities. The villages were selected because of their particularly strong dependence on the use of mangroves. The mangrove areas are regularly used by the population of the surrounding villages to catch fish and crustaceans and as a source of firewood, construction timber, livestock feed and pasture. Mangrove losses lead to loss of revenue in fishing activities. Wood may only be used for personal consumption. The use as cattle feed and pasture is largely unregulated. They are among the main causes of continuing mangrove loss and degradation.

PURPOSE OF THE STUDY:
To reduce dependency on the existing mangroves cover and enhance community engagement in the conservation of mangroves and its associated natural resources, the Mangroves Management units (MMUs/CBOs) along with women organizations at village level have been established for the sustainability, smoothly and effective implementation of the project interventions. The women groups are specially involved by the project to enhance the skills of the women of the project village that they can improve their livelihood through alternative income generation, which will help to reduce dependency on the mangroves and its associated natural resources.

TRAINING OBJECTIVE:
5 training workshops will be conducted to train 125 women (25 women/3 day training) who have Know-how about the embroidery development and basic sewing. The trainee participants will be identified by the local organizations that formed under the BMZ mangroves conservation project. The training is part of the series of 10 trainings, which will be continued during the project life during which total of 250 women will be trained.

This training aims to develop small-scale business through develop enterprise of semi-skilled fisher women and search appropriate market linkages to improve the income generation of household, which will be ultimately reduce dependency on the mangroves and its associated natural resources as well as to improve women improvement empowerment in the project area.

DELIVERABLES:
The consultant is expected to at least deliver the following deliverables. Details on the schedule, material, training report and recognition items are described in relevant sections below:

It is expected that, at least, 80% of the women will at the end of the training be fully trained on:

- Hands on the development of quality products both on embroidery and sewing;
- Enhance expertise on the innovative and marketable products;
- Identify the leading persons (TOTs) who could be the source for the organization to trained additional interested women.
- Trained the women to produce marketable embroidery and sewing products/crafts;
- The variety should be appropriately thought off to cover a significant range of designs and commodity types;
- Basic business operations such as stock maintenance, accounting, staff management, equipment handling and upkeep;
- Quality assurance mechanisms and best practices, both for craft development and business operations;
- Provide a small mechanism for market linkages and potential sites for exposure and value chain.
- A brief but comprehensive report will be provided by the end of the training by the consultant about the training and its outcomes that will be covered the potential market excess, potential sites for exposure visits and value chain.

TRAINING CONTENT AND MATERIALS:
All training materials must be pictorial supported with both Urdu and Sindhi text. All content must be logically organised and titled. Pictures should be used that are self-evident and topic specific. In particular, the following minimum training content, material is expected:

- A reference book covering a significant range of designs and commodity types;
- A reference book of marketable product;
- Manual on business basics such as stock maintenance, accounting, staff management, equipment handling and upkeep;
- Layout and tooling for the setup of a small scale business;
- Quality assurance manual for both craft development and business operations;

TRAINING SCHEDULE:
The consultant is required to provide a well thought-out training program, complete with objectives of each day, topics to be covered, subject sessions etc. The schedule must be designed to meet the objectives of the training.

REQUIREMENTS:
- Well reputed firm/individual capable to undertake the desired training as described in the Scope of work with minimum 3 years of experience
- At least 3-5 year experience in the work on livelihoods and livelihood based interventions would be an added advantage;
- Previous experience of women textile/embroidery/ sewing training villagers and people from rural communities of Pakistan.
- Excellent writing skills and fluency in English and Sindhi language;
- Demonstrates openness to change and ability to manage complexities;
- Demonstrates ability of analytical work and excellent report writing;
• Proactive and able to work with minimal supervision and high degree of initiative, reliability, flexibility, motivation, and resourcefulness;
• Flexibility to make ad-hoc changes as and when the need arises;
• Ability to perform under stress;

LOGISTICS:
The project will manage traveling in the field via vehicle/boat, however, the consultant will manage traveling from their source to the project office and back by their own. The logistics such as food, transport, for the 125 women participants to and from the training location will be managed by BMZ project.

DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSAL:
Interested individual consultants/consultancy must submit the following documents/information to demonstrate their qualifications:
• Technical Proposal:
  (i) Explaining why the consultant / bidder is the most suitable for the work;
  (ii) Provide a brief methodology on how they will approach and conduct the work;
• Detailed work plan;
• Financial proposal (including fee, travel cost (if any), and other relevant expenses)
• Profile of the bidder, and;
• Curriculum Vitae of the Lead and support trainers, as applicable.