

**INVITATION FOR EXPRESSION OF INTEREST (EOI)**  
**Provision of Skills Development Services for**  
**Promoting Gender Equality for Decent Employment Project in Pakistan**

**DESCRIPTION:**

The International Labour Organisation (ILO), Pakistan, is implementing a project funded by the Canadian International Development Agency (CIDA), *Promoting Gender Equality for Decent Employment (GE4DE)*. The project aims at promoting gender equality and decent employment by raising awareness amongst employers and workers and developing the skills of rural and urban women and men.

The project is seeking skills development proposals to train women and men with a view to promote gender equality in the world of work in Balochistan, KPK and Gilgit-Baltistan.

Interested organisations are requested to submit a concept note according to the details below, outlining your experience and expertise and a project proposal outline for skills development.

Expressions of Interest must be submitted by November 27<sup>th</sup>, 2012 to the National Project Coordinator (GE4DE), ILO Office for Pakistan, ILO Building, G-5/2, Islamabad.

**CLOSING DATE FOR SUBMISSION OF EOI:**

November 27<sup>th</sup>, 2012

**POSTING DATE:**

November 6<sup>th</sup>, 2012

**EOI REFERENCE:** EOI N° 54-2012

## A. BACKGROUND

The International Labour Organisation (ILO), Pakistan, is implementing a project funded by the Canadian International Development Agency (CIDA), *Promoting Gender Equality for Decent Employment (GE4DE)*. The project aims at promoting gender equality and decent employment by raising awareness amongst employers and workers and developing the skills of rural and urban women and men. This is based upon the conviction that gender equality in the world of work is a fundamental matter of human rights, social justice and is instrumental in achieving social and economic development goals.

The project has the following three interwoven components:

1. Strengthening national mechanisms to promote equal employment opportunities for women through upstream policy interventions and capacity building initiatives;
2. Enhancing skills and employability of poor women in rural and urban areas of selected economic sectors and communities; and
3. Strengthening capacity of media to raise awareness on issues related to working women

This EOI is to identify implementing partners to deliver part of the skills development component. GE4DE is looking for implementing partners to deliver an integrated skills development package which combines pre-training, training and post-training support to ensure productive employment according to standards of decent work. We are looking for organisations that have experience in skills development, employer and market engagement, small enterprise development, community mobilisation, access to microfinance services, women's empowerment and a commitment to gender equality.

## B. PROCUREMENT OF SERVICES

### 1. Objective

The ILO requests interested organizations to submit a concept note outlining their proposal for skills development interventions under the GE4DE project. The purpose of this EOI is to shortlist organisations who will be invited to submit full proposals.

### 2. Scope

The current round of skills development proposals is intended to meet the following project training targets:

Province	District	Women trainees	Men trainees
KPK	Charsadda	800	100
Balochistan	Preferably Hub or Gwadar, but good proposals from other districts will be considered	1100	200
Gilgit Baltistan	Skardu	280	70

These targets will be met through a combination of projects. Proposals can be for all or part of the total target, in all or any of the districts/provinces.

### **3. Methodology**

The guiding principle for all proposals must be skills development that leads to productive employment, formal or informal, waged or own businesses, in conditions of decent work. Skills development initiatives will be implemented using ILO's TREE (Training for Rural Economic Empowerment) methodology details of which are in the TREE manual, available at the following link [http://www.ilo.org/islamabad/whatwedo/publications/WCMS\\_152250/lang--en/index.htm](http://www.ilo.org/islamabad/whatwedo/publications/WCMS_152250/lang--en/index.htm).

In brief, the TREE methodology involves the following three, integrated components: i) pre-training identification of economic opportunities and social mobilisation, ii) competency based, demand driven training delivery and iii) post-training support. Proposals must show strong outcomes for women's empowerment, gender equality and poverty alleviation.

### **4. Eligibility**

This EOI is open for officially registered, local, non-government, development organizations with at least three years experience in skills development.

### **5. Evaluation and selection process**

In the first stage, the Concept notes will be evaluated by an ILO panel on the following criteria:

- At least three years experience in skills development in Pakistan.
- Results and impact of past work, especially as it relates to skills development, employment, poverty alleviation and women's empowerment.
- Proposal outline, in terms of how the proposed concept is likely to lead to strong outcomes for skills development, employment, poverty alleviation, women's empowerment and sustainability.

Applicants will be informed of the panel's decision by the middle of December, 2012. The panel reserves the right to accept or reject any EOI without giving any explanations or reasons. Shortlisted applicants will subsequently be invited to submit a full project proposal.

## **C. SUBMISSION OF EOI**

All documents should be prepared in English and presented according to the given guidelines.

### **1. Format of EOI**

Interested organisations are invited to express their interest by submitting a concept note that contains

a) Organisational profile and b) Project proposal outline as follows:

- Organisational Profile (*not more than 500 words*)
  - The organisation's experience in skills development especially in the chosen geographical areas.
  - The organisation's outreach in the chosen geographical areas.
  - A summary of notable results achieved in skills development, especially in terms of employment, gender equality and poverty alleviation and in the chosen geographical areas. Results should include figures and description of impact/outcomes of initiatives.
  - Copy of registration

- Proposal outline (*not more than 500 words*)
  - This summary should include details of the type of skills development to be offered and what makes the proposed approach best suited to achieving women's empowerment, gender equality and poverty alleviation and what makes it a sustainable approach.

## **2. Questions**

Any questions related to the EOI should be addressed by email to Munawar Sultana, Senior programme officer, GE4DE at [msultana@ilo.org](mailto:msultana@ilo.org) and copied to Frida Khan, National Project Coordinator, GE4DE at [frida@ilo.org](mailto:frida@ilo.org). The ILO will answer questions received by November 13<sup>th</sup>, 2012, close of business. Written copies of ILO's response (including an explanation of the query but without identifying the source of inquiry) will be published on on the UN Global Marketplace website at the following link: <https://www.ungm.org/Notices/Item.aspx?Id=22609>. Queries should be sent via email only.

## **3. Submission and closing date**

Two hard copies of the EOI are to be submitted through postal/courier service with a tracking number. Soft/emailed copies are not permitted to the following contact:

**Frida Khan**  
**National Project Coordinator**  
**Promoting Gender Equality for Decent Employment**  
**ILO Office for Pakistan**  
**ILO Building**  
**G-5/2**  
**Islamabad**

Please indicate **Ref: EOI N° 54-2012** on all communications. Documents must reach the contact address no later than November 27<sup>th</sup>, close of business. Late submissions cannot be entertained.

## **D. FURTHER INFORMATION**

Applicants must be able to work with all intended beneficiaries, regardless of their race, religion, political opinion or gender. The applicant must provide assistance on the basis of agreed needs only, without linking this, either directly or indirectly, to any religious, ethnic or political consideration or interest.

This EOI does not constitute a solicitation. ILO reserves the right to change or cancel this procurement process or any of its requirements at any time during the process; such actions by ILO will either be posted publicly or directly communicated to all participants, as appropriate. Invitations to participate in Tenders and any subsequent contract will be issued in accordance with the rules and procedures of ILO.