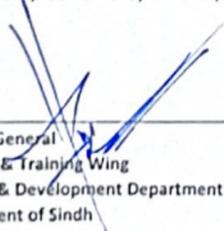




**Research & Training Wing,**  
**Planning & Development Department, Government of Sindh**  
**Annual Procurement Plan For The Year 2025-2026**

S. No.	Description	Quantity (If applicable)	Estimated Unit Cost (If applicable)	Estimated Cost	Fund Allocated	Source of Funds (ADP/Non ADP)	Method of Procurement	Anticipated Date of Start	Anticipated Date of Completion
1	Assessing Vocational Training Programs to Bridge Gaps Between Education System and Labor Market Demands	1	990,000	990,000	990,000	ADP	Hiring of Individuals Consultant	Mar-26	Jun-26
2	Results-Based Framework for Inclusion in the Public Sector Project for Monitoring of Development Projects in Planning & Development Systems	1	990,000	990,000	990,000	ADP	Hiring of Individuals Consultant	Mar-26	Jun-26
3	Structural Barriers and Challenges in Industrialization in Rural Areas (Case Study of Industrial Estate Larkana)	1	1,500,000	1,500,000	1,500,000	ADP	Hiring of Individuals Consultant	Mar-26	Jun-26
4	Social Protection in Sindh Building Resilience of Marginalized Populations Post-2022 Floods	1	1,500,000	1,500,000	1,500,000	ADP	Hiring of Individuals Consultant	Mar-26	Jun-26
5	Role of Corporate Governance in Enhancing the Effectiveness of CSR for Sustainable Business Growth	1	2,000,000	2,000,000	2,000,000	ADP	Hiring of Individuals Consultant	Mar-26	Jun-26

The above annual procurement plan is required to be hoisted on SPPRA & P&DD websites.

  
\_\_\_\_\_  
Director General  
Research & Training Wing  
Planning & Development Department  
Government of Sindh



GOVERNMENT OF SINDH  
PLANNING & DEVELOPMENT  
DEPARTMENT

NOTIFICATION

NO: SO(ADMN-I)(P&D)12(97)2012: In pursuance of Rule 67 (3) of SPPRA Rules, 2010 (Amended upto now), Consultant Selection Committee for hiring the services of individuals Consulting Firms / Training Institutions in respect of scheme namely Capacity Building of Human Resource of P&D Department and its attached offices ADP Gr. S.No. 3411 with following composition and Terms of Reference:

01	Director General, Research & Training Wing, P&D Department, GoS	Chairman
02	Deputy Secretary (Admn), P&D Department, GoS	Member
03	Representative of Finance Department, GoS (not below the rank of BS-18)	Member
04	Procurement Officer, Research & Training Wing, P&D Department	Member/Secretary
05	Technical Member from Concerned department for Consultation having adequate experience in the relevant field (not below the rank of BS-18)	Member

TERMS OF REFERENCE

1. Approval of Request for Proposal before issuance;
2. Shortlisting of consultants, responding to the Request for Expression of Interest, where applicable, in accordance with the criteria mentioned in Request for Expression of Interest;
3. Evaluation of technical and financial proposal, according to the selection method and evaluation criteria, mentioned in the Request for Proposal;
4. Finalization of recommendation based on evaluation as mentioned at sub-rule (3) of rule 8 of SPPRA Rules 2010 (Amended upto now)
5. Perform any other function ancillary, and accidental to the above.

-SHAKEEL AHMED MANGNEJO-  
CHAIRMAN, P&D BOARD, SINDH

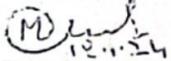
NO: SO(ADMN-I) (P&D)12(97)2012:

Karachi, 18<sup>th</sup> January, 2024

A copy is forwarded for information and necessary action to:

1. The Principal Secretary to Governor Sindh
2. The Principal Secretary to Chief Minister Sindh, Karachi.
3. The Secretary, Finance Department, Government of Sindh.
4. The Chairman/All Members of Committee.
5. The Deputy Secretary (Staff) to Chief Secretary Sindh
6. P.S to Chairman P&D Board Sindh, Karachi.
7. P.S to Secretary (Planning), P&D Board Sindh Karachi.

M/F

  
(MUHAMMAD FAISAL)  
SECTION OFFICER (ADMIN-I)  
PH: 021-991211926



GOVERNMENT OF SINDH  
PLANNING & DEVELOPMENT  
DEPARTMENT

NOTIFICATION

NO: SO(ADMN-I)(P&D)12(97)2012: In pursuance of Rule 67 (3) of SPPRA Rules, 2010 (Amended upto now), Consultant Selection Committee for hiring the services of individuals Consulting Firms / Training Institutions in respect of scheme namely **Capacity Building of Human Resource of P&D Department and its attached offices ADP Gr. S.No. 3411** with following composition and Terms of Reference:

01	Director General, Research & Training Wing, P&D Department, GoS	Chairman
02	Deputy Secretary (Admn), P&D Department, GoS	Member
03	Representative of Finance Department, GoS (not below the rank of BS-18)	Member
04	Procurement Officer, Research & Training Wing, P&D Department	Member/Secretary
05	Technical Member from Concerned department for Consultation having adequate experience in the relevant field (not below the rank of BS-18)	Member

TERMS OF REFERENCE

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2. Shortlisting of consultants, responding to the Request for Expression of Interest, where applicable, in accordance with the criteria mentioned in Request for Expression of Interest;
3. Evaluation of technical and financial proposal, according to the selection method and evaluation criteria, mentioned in the Request for Proposal;
4. Finalization of recommendation based on evaluation as mentioned at sub-rule (3) of rule 8 of SPPRA Rules 2010 (Amended upto now)
5. Perform any other function ancillary, and accidental to the above.

-SHAKEEL AHMED MANGNEJO-  
CHAIRMAN, P&D BOARD, SINDH

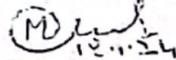
NO: SO(ADMN-I) (P&D)12(97)2012:

Karachi, 18<sup>th</sup> January, 2024

A copy is forwarded for information and necessary action to:

1. The Principal Secretary to Governor Sindh
2. The Principal Secretary to Chief Minister Sindh, Karachi.
3. The Secretary, Finance Department, Government of Sindh.
4. The Chairman/All Members of Committee.
5. The Deputy Secretary (Staff) to Chief Secretary Sindh
6. P.S to Chairman P&D Board Sindh, Karachi.
7. P.S to Secretary (Planning), P&D Board Sindh Karachi.

M/F

  
(MUHAMMAD FAISAL)  
SECTION OFFICER (ADMIN-I)  
PH: 021-991211926



NOTIFICATION

NO: SO(ADMN-I)(P&D)12(97)2012 In pursuance of Rule 31 of SPPRA Rules, 2010 (Amended upto now), a Complaint Redressal Committee (CRC) to receive grievance (s) during hiring the services of individuals Consulting Firms / Training Institutions in respect of scheme namely Capacity Building of Human Resource of P&D Department and its attached offices ADP Gr. S.No. 3411 with following composition/TORs:-

01	Secretary (Planning), Planning & Development Department, Government of Sindh	Chairman
02	Representative of Accountant General, Sindh	Member
03	An Independent Professional from relevant field (To be nominated by Head of Procuring Agency)	Member

TERMS OF REFERENCES (TORs)

- The Complaint Redressal Committee (CRC) upon receiving a complaint from an aggrieved bidder may, if satisfied;
- Prohibit the Procurement Committee from acting or deciding in a manner, inconsistent with these rules and regulations;
- Annul in whole or in part, any unauthorized act or decision of the Procurement Committee; and
- Recommend to the Head of Department that the case be declared a mis-procurement if material violation of Act, Rules, Regulations, orders, instructions or any other law relating to public procurement has been established.
- Reverse any decision of the Procurement Committee or substitute its own decision for such a decision; Provided that the complaint Redressal committee shall not make any decision to award the contract.

-SHAKEEL AHMED MANGNEJO-  
CHAIRMAN, P&D BOARD, SINDH

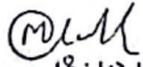
NO: SO(ADMN-I) (P&D)12(97)2012:

Karachi, 18<sup>th</sup> January, 2024

A copy is forwarded for information and necessary action to:

- The Accountant General Sindh, Karachi.
- The Chairman/All Members of Committee.
- The Director General, Research & Training Wing, P&D Department
- P.S to Chairman P&D Board Sindh, Karachi.
- P.S to Secretary (Planning), P&D Board Sindh Karachi.

M/F

  
18.1.24  
(MUHAMMAD FAISAL)  
SECTION OFFICER (ADMIN-I)  
PH: 021-991211926



No. RTW/P&DD/GOS/ID/001-005/2025-26  
GOVERNMENT OF SINDH  
PLANNING & DEVELOPMENT  
DEPARTMENT  
RESEARCH & TRAINING WING

Dated: 17<sup>th</sup> March, 2026

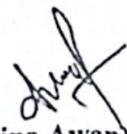
To,

The Director (Advertisement),  
Information & Archives Department,  
Government of Sindh,  
Karachi,

**SUBJECT: - PUBLICATION OF ADVERTISEMENT FOR NIT.**

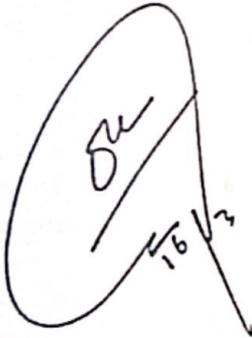
I am Directed to enclose herewith 07 (07) copies of Advertisement for following Expression of Interest (EOI) of Planning & Development Department, Government of Sindh, Karachi.

1. Request for Expression of Interest (REOI) for Hiring of Individual Consultants for the Research Studies.
2. It is requested to kindly get the same published in leading Newspaper of English, Urdu and Sindhi.

  
(Hina Awan)  
PROCUREMENT OFFICER

CC:

1. P.S. to Chairman, P&D Department, Government of Sindh, Karachi.
2. P.S. to Secretary (Planning), P&D Department, Government of Sindh, Karachi.
3. Master File

  
16/3

O/c



PLANNING & DEVELOPMENT DEPARTMENT  
(RESEARCH & TRAINING WING)  
GOVERNMENT OF SINDH

Tender No. RTW/P&DD/GOS/TD/001-005/2025-26

Karachi, dated: 17<sup>th</sup> March, 2026

REQUEST FOR EXPRESSION OF INTEREST (REOI)

For Hiring of Individual Consultants for the Research Studies

Research & Training Wing of the Planning & Development Department, Government of Sindh inviting CVs from individuals who have the required considerable experience (minimum of 05 years), minimum Master's Degree (18 years of education) in Social Sciences, Economics, Public Health, or other relevant field(s) (As mentioned in TORs), and professional expertise in undertaking research studies that analyze social sector initiatives, strategies, and policies to inform public sector planning and investments. The proposed studies with objectives are as under:

S. No.	Name of the Study	Main Objective	Duration of the Study
1	Assessing Vocational Training Programs to Bridge Gaps Between Education System and Labor Market Demands	To evaluate the effectiveness of vocational training programs in aligning educational curricula with the skills demanded by the labor market	1 months
2	Results-Based Framework for Inclusion in the Public Sector Project for Monitoring of Development Projects in Planning & Development Systems	To develop a robust framework for results-oriented monitoring and evaluation of public sector projects.	1 months
3	Structural Barriers and Challenges in Industrialization in Rural Areas Case Study of Industrial Estate Larkana	To identify barriers hindering industrial growth in rural areas and propose actionable solutions	1.5 months
4	Social Protection in Sindh Building Resilience of Marginalized Populations Post-2022 Floods	To examine the effectiveness of social protection programs in Sindh in reducing poverty and vulnerability, and to assess how these initiatives strengthen the resilience of marginalized and low-income populations against economic, social, and climate-related shocks.	1.5 months
5	Role of Corporate Governance in Enhancing the Effectiveness of CSR for Sustainable Business Growth	To analyze the role of corporate governance structures in strengthening CSR implementation and improving long-term sustainable business performance.	1.5 months

The Interested Individuals may submit their detailed Resume indicating Experience, description of similar assignments, experience under similar conditions, staff etc along with a covering letter, addressing to the Director General Research & Training Wing, Planning & Development Department, Government of Sindh using EPADS on the time of submission mentioned below and one hard copy should be submitted on the address given at the bottom up to 6<sup>th</sup> April, 2026 at 2:00 pm. Any proposal that is not submitted through EPAD will not be considered.

AA

The individual consultant should have Master's degree in social Sciences, Economics, Public Health, or other relevant field(s) with 5 years' experience in the relevant field (As mentioned in TORs). The shortlisted individuals will be informed through letter as well as by posting report on SPPRA website.

This EOI along with detailed Terms & References is also available on the websites of Research & Training Wing and SPPRA i.e. [www.rtw.sindh.gov.pk](http://www.rtw.sindh.gov.pk) & [www.ppms.pprasindh.gov.pk](http://www.ppms.pprasindh.gov.pk) respectively.

"The Procuring Agency may reject any proposal subject to relevant provision of SPP Rules 2010(Amended up-to now) and may cancel the process at any stage as per Rule -25(i) of said rules of SFP Rules 2010(Amended up-to now)." No claim in connection with preparation and submission of RFP will be entertained as per Rule 72 (8).

**Address for submission of Proposal:**

Director General, Research & Training Wing, Planning & Development Department, Government of Sindh

Address: Fayyaz Centre, Mezzanine Floor, Opp. FTC Building, Shahrah-e-Faisal, Karachi.

Ph: # (021) 99332153

  
**HINA AWAN**  
Procurement Officer  
Research & Training Wing  
Planning & Development Deptt.  
Government of Sindh



**GOVERNMENT OF SINDH**  
**PLANNING & DEVELOPMENT DEPARTMENT**  
**(RESEARCH & TRAINING WING)**

Tender No. RTW/P&DD/GOS/TD/004/2025-26

**Terms of Reference for the Research Study on**  
**'Assessing Vocational Training Programs to Bridge Gaps between Education**  
**System and Labor Market Demands,**

**1. Background and Introduction**

- 1.1 The alignment between education systems and labor market demands is critical for economic growth, employment generation, and workforce productivity. In Sindh, a significant gap exists between the skills imparted through formal education and the requirements of the labor market. This mismatch contributes to unemployment, underemployment, and low productivity, particularly among youth.
- 1.2 Vocational and technical training programs are designed to bridge this gap by equipping individuals with market-relevant skills. Various public and private sector institutions in Sindh offer vocational training; however, concerns remain regarding the relevance, quality, accessibility, and effectiveness of these programs.
- 1.3 There is a need to assess whether existing vocational training initiatives are aligned with industry demands and capable of improving employability outcomes. This study aims to evaluate vocational training programs in Sindh and identify strategies to enhance their effectiveness in meeting labor market needs.

**2. Objectives of the Study**

- 2.1 The primary objective of the study is to assess the effectiveness of vocational training programs in bridging the gap between the education system and labor market demands. 2.2 The specific objectives of the study are to:

**2.2 Specific Objectives**

- i. Evaluate the current landscape of vocational and technical training programs in Sindh.
- ii. Assess the alignment of training curricula with labor market requirements.
- iii. Identify gaps in skills development, training quality, and program delivery mechanisms.
- iv. Analyze employment outcomes of trainees and their transition into the labor market.
- v. Examine the role of public and private sector institutions in delivering vocational training.
- vi. Develop policy recommendations to improve the effectiveness of vocational training systems.

*Handwritten signature*

### 3 Demographics:

The study will cover selected regions of Sindh, including both urban and rural areas, to ensure a comprehensive understanding of vocational training dynamics.

The target groups will include:

- a) Youth (male and female) enrolled in vocational training programs
- b) Graduates of technical and vocational institutions
- c) Employers and industry representatives
- d) Training providers (public and private institutions)

The study will also consider demographic factors such as age, gender, education level, and geographic distribution.

### 4 Scope of Work:

4.1 The Research & Training Wing (P&DD) intends to hire an individual consultant to conduct the study covering the following aspects:

4.2 Review national and international literature on Technical and Vocational Education and Training (TVET) systems.

4.3 Map existing vocational training institutions and programs in Sindh.

4.4 Assess the relevance of training curricula to current labor market demands.

4.5 Identify gaps in training quality, infrastructure, and delivery mechanisms.

4.6 Evaluate employment outcomes and job placement rates of trainees.

4.7 Conduct consultations with stakeholders including:

- Training institutes
- Employers and industry representatives
- Government departments
- Trainees and graduates

4.8 Identify challenges in industry-academia linkages and coordination.

4.9 Develop actionable policy recommendations to strengthen vocational training systems.

### 5. Time Frame:

The study is expected to be completed within 1 months from the date of effectiveness of the contract. The detailed timeline for submission of reports is provided in the reporting section.



## 6. Methodology:

6.1 The consultant will propose a detailed methodology demonstrating a clear understanding of the assignment. The methodology may include:

1. Desk review of policies, reports, and existing studies on vocational training.
2. Surveys and questionnaires targeting trainees, graduates, and employers.
3. Key Informant Interviews with policymakers, institutional heads, and industry experts.
4. Focus group discussions with trainees and stakeholders.
5. Comparative analysis of best practices in vocational training.
6. Use of appropriate quantitative and qualitative data analysis techniques

## 7. Reporting Requirements and Time Schedule for Deliverables

The consultant shall submit progressive periodic deliverable reports for review to the client during the course of their assignment

Sr #	Description of Services	Time Frame
1	Inception Report - (methodology, work plan, and research framework).	Within 5 days of the Effectiveness of the
2	Progress Update / Preliminary Findings	Within 14 days of the Effectiveness of the
3	Draft Report documenting findings, analysis, and preliminary recommendations (02 hard copies and soft copy).	Within 21 days of the Effectiveness of the Contract.
4	Final Report (incorporating comments)	Within 30 days of the Effectiveness of the

## 8. Payment

The total estimated budget for this consultancy is PKR 990,000. The consultant will receive 40% of the total contract amount upon submission of Progress Update / Preliminary Findings and the remaining 60% upon approval of the Final Report.

## 9. Qualification of Key Professional Staff (Whose CV and Experience would be evaluated).

The consultant should possess a minimum Master's Degree (18 years of education) in Economics, Education, Public Policy, Development Studies, or related field and possess significant professional experience and expertise (minimum of 5 years) in conducting research studies related to education policy, labor market analysis, skills development, or economic research.

**Note:** The Interested Individuals may submit their detailed Resume indicating Experience, description of similar assignments, experience under similar conditions, staff etc. along with a covering letter, addressing to the Director General Research & Training Wing, Planning & Development Department, Government of Sindh using EPADS on the time of submission mentioned below and one hard copy should be submitted on the address

*given in REOI up to 6th April, 2026 at 2:00 pm. Any proposal that is not submitted through EPAD will not be considered.*

