Form TECH-3

**Comments and Suggestions on the Terms of Reference, Counterpart Staff, and Facilities to be Provided by the Client**

Form TECH-3: comments and suggestions on the Terms of Reference that could improve the quality/effectiveness of the assignment; and on requirements for counterpart staff and facilities, which are provided by the Client, including: administrative support, office space, local transportation, equipment, data, etc.

**A - On the Terms of Reference**

Terms of Reference (TOR) aims to procure very efficient and competent training and employment service providers to cater training and employment services to the youths. Besides this, being a consultants organization here are some comment and suggestions in the existing TOR while implementing the assignment.

According to the present Terms of Reference context,

**Comments:**

* Incentive scheme given to A Category with 100%, B Category with 80% and C Category with 60%, due to which consultant organization will be focused to A, B and C Category for gaining 100%, 80% and 60% incentive respectively by which a lot more upgrading chances of those category.
* It is clarified that while claiming the result should be with 50% gainful employment rate which makes the consultant mentally prepared about how to implement the assignment effectively.
* It is mentioned that, 10% incentive is given for remote areas (disadvantaged districts), due to which consultant organization are interested to implement even with the difficulties and challenges faced at the time.

**Suggestions:**

* As per incentive scheme given for C Category with only 60%, there is a chance of consultants organization not focusing as a priority which can be the reason of poor men from other castes be lacking behind, if those category and incentive scheme would be according to the poor for all castes than the consultant would be just focusing to upgrade the poor people at all societies.
* There are some chances to repeat the participation of the former trained youths and the similar duration and same training programs which will not help them to create employment/self-employment in the trained areas.
* Along with the trainings there is required employment services through providing start-up facilities to the trained youths in concerned areas so that initially they should able to set business and motivate toward employment.
* The training needs to link with the industry sector to gain required output. In the TOR there needs mentioning to create a positive environment to mainstream the industry/business sector in the training and employment activities.
* Due to the limited (390hrs.) training duration trainees may not have adequate exposure and cannot be able to get adequate skills of real work situation, so the duration of the training which includes On the Job Training (OJT) could be added.
* Additionally, in the present context, the state has declared the provinces and to cope with this for the equal growth and development, providence level training number and training providers in particular provinces can be determined and provided opportunity in their respective province. It will increase the training providers capacity and help on quality and sustainability.

**B - On Counterpart Staff and Facilities**

The document developed by EVENT project has rightly mentioned about the counterpart staff and facilities that can be supported to the consultant for instance; Assist the Consultant with obtaining work permits and such other documents as shall be necessary to enable the Consultant to perform the Services. Assist the Consultant with promptly obtaining, for the Experts and, if appropriate, their eligible dependents, all necessary entry and exit visas, residence permits, exchange permits and any other documents required for their stay in the Client’s country while carrying out the Services under the Contract. The Client also has warranted that the Consultant shall have, free of charge, unimpeded access to the project site in respect of which access is required for the performance of the Services.

Such supports and facilities by the client in line to this assignment mentioned in the document is adequate. However, we expect following additional supports from the client.

* Besides the economic feasibility we would like to point out some challenges which arrangements for consultants naturally contain to make ease in implementation of the assignment in every stage.
* The role of a consultant or advisor differs considerably from an implementer’s role: the implementer working straight forward to fulfill the tasks, the consultant’s role is rather the one of a coach, contributing to research, reflection, advice, and capacity building of the implementer. In this regard we wish to have flexibility from the client.
* We propose to get assigned training support officer from the project side so that we can easily get responses of our quarries related to training implement and reporting activities.
* We also expect capacity building programs from the client to upgrade our staff's capacity on training implementation, management, coordination and industry-academia relation building.
* The programs are supposed to conduct in different regions/provinces so we expect regional team from the client side to support the training and employment services, develop relation with the local level government and other authorities.