



Complete Human Resource Solutions (Pvt. Ltd.)

RESEARCH & EVALUATION PROFILE OF

COMPLETE HUMAN RESOURCE SOLUTIONS PVT LTD (CHRS)

A Company Registered
Under Companies Ordinance
1984

Website: www.chrs.pk, **Email:** info@chrs.pk

Organizational Overview

Complete Human Resource Solutions Pvt Ltd (CHRS) is a leading multidisciplinary research and consulting firm registered in Pakistan. CHRS specializes in delivering high-impact, evidence-based research, evaluations, and policy analysis to public sector institutions, development partners, and international organizations. With a robust portfolio of national and provincial-level studies, CHRS has demonstrated excellence in labor market assessment, inclusive development diagnostics, gender research, migration studies, and impact evaluations.

Core Research Capabilities

- Quantitative and qualitative research design and execution
- Labor market and employment diagnostics
- Value chain and sectoral market assessments
- Gender analysis and inclusion research
- Migration dynamics and smuggling studies
- Pre- and post-intervention impact evaluations
- Youth employability and skills needs assessments
- Capacity to conduct online and on-site surveys nationwide

Selected Research Assignments

1. National Labour Market Assessment

Client: Pakistan Poverty Alleviation Fund (PPAF)

Scope: Comprehensive diagnostic of national labor market trends, employment gaps, and policy challenges.

Value Addition: Provided critical input for employment-linked poverty reduction strategies.

2. Service Sector Market Study

Client: Plan International Pakistan

Geography: Islamabad, Chakwal, Vehari

Objective: Identify service sector opportunities for youth employment.

Outcome: Strategic recommendations on skills development and private sector alignment.

3. Construction Sector Gender Baseline Study

Client: International Labour Organization (ILO)

Purpose: Assess systemic gender inequalities in the construction workforce.

Deliverables: Data-driven gender inclusion strategies and policy suggestions.

4. Market Assessment & Value Chain Analysis

Client: PPAF/IFAD under National Poverty Graduation Programme (NPGP)

Coverage: 10 districts across Punjab and Sindh

Highlights: Mapped profitable value chains in agriculture and non-farm sectors, with a focus on women and CIGs.

5. Brick Kiln Sector Assessment

Client: World Vision International

Region: Pattoki, District Kasur

Focus: Investigated bonded labor, child labor, and intergenerational poverty traps.

Impact: Enabled advocacy for labor reforms and social protection policies.

6. Future of Work National Survey

Client: Ministry of Overseas Pakistanis & ILO

Role: Conducted national consultations and surveys on evolving labor dynamics.

Themes: Work and society, decent work, production reorganization, and labor governance.

Contribution: Informed Pakistan's position in global ILO Future of Work framework.

7. Countering Migrant Smuggling in Pakistan

Client: International Organization for Migration (IOM)

Study Focus: Business models of migrant smugglers in Punjab and KP.

Output: Policy recommendations for disrupting illicit migration networks.

8. Skills and Job Market Assessment

Client: Save the Children / SYCOP

Region: Muzaffargarh

Purpose: Align youth skills training with market needs.

Findings: Informed programmatic investment in vocational and technical training.

9. Market Assessment Survey – BRACE Programme

Client: BRSP under EU-funded BRACE

Location: Rural districts of Balochistan

Scope: Map economic opportunities, assess vocational skill needs.

Result: Designed rural micro-enterprise strategies and inclusive value chain pathways.

10. Pre- and Post-Intervention Impact Assessment of Media Campaign on Trafficking and Smuggling

Client: United Nations Office on Drugs and Crime (UNODC)

Provinces: Sindh and Balochistan

Objective: Evaluate the effectiveness of a nationwide media campaign against trafficking in persons and smuggling of migrants.

Methodology: Longitudinal surveys, media content analysis, and community response tracking.

Results: Measured shifts in awareness, reporting behavior, and stakeholder coordination.

Strategic Strengths

- Robust network of national field researchers and enumerators
- Advanced data analytics capabilities
- Deep familiarity with local contexts and provincial governance structures
- Institutional linkages with TVETs, civil society, and government entities
- Capability to manage digital survey tools, virtual FGD platforms, and geo-tagged field monitoring

Clients and Partners

- International Labour Organization (ILO)
- International Organization for Migration (IOM)
- Pakistan Poverty Alleviation Fund (PPAF)
- Plan International Pakistan
- World Vision International
- NRSP & European Union (EU)
- Save the Children / SYCOP
- United Nations Office on Drugs and Crime (UNODC)



Complete Human Resource Solutions (Pvt. Ltd.)

Website: www.chrs.pk, **Email:** info@chrs.pk