

# **RESEARCH & EVALUATION PROFILE OF**

COMPLETE HUMAN RESOURCE SOLUTIONS PVT LTD (CHRS)

**A Company Registered  
Under Companies Ordinance  
1984**

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## 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)



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