

LETTER OF INTENT**BETWEEN****BENAZIR BHUTTO SHAHEED HUMAN RESOURCE RESEARCH & DEVELOPMENT BOARD
(BBSHRRDB)****AND****UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION (UNIDO)**

This Letter of Intent (the "LoI") records the mutual intention of the Benazir Bhutto Shaheed Human Resource Research & Development Board ("BBSHRRDB") and the United Nations Industrial Development Organization ("UNIDO"), together referred to as the "Parties", to cooperate in strengthening the transition of skilled graduates and trainees from training to employment, self-employment and sustainable enterprise creation in Sindh.

BBSHRRDB mandate. BBSHRRDB is an autonomous body established under the Government of Sindh with a mandate to promote human-resource development through technical and vocational skills training. Its role includes expanding access to market-relevant training, improving the employability of youth and women, supporting self-employment and sustainable livelihoods, and linking graduates and trainees with opportunities arising from provincial and district economic demand.

UNIDO mandate. UNIDO is a specialized agency of the United Nations mandated to promote inclusive and sustainable industrial development. Within that mandate, UNIDO brings technical expertise in entrepreneurship and enterprise development, industrial competitiveness, innovation, productive skills, sustainable livelihoods, private-sector engagement and the development of market-based opportunities that enable individuals and enterprises to participate more effectively in local value chains.

Building on these complementary mandates, the Parties intend to focus their cooperation in Tharparkar, Badin, Thatta, Sujawal and Larkana through the following two components.

Proposed Areas of Cooperation

1. Entrepreneurship development and business start-up support. BBSHRRDB may facilitate the identification and mobilization of graduates and trainees who have relevant technical skills, demonstrate entrepreneurial interest and are willing to develop viable business ideas. BBSHRRDB may provide information reasonably required for programme design and participant assessment and will obtain informed consent, where required, before sharing personal information with UNIDO.

The Parties will agree the eligibility, outreach and selection approach. UNIDO will support an entrepreneurship bootstrapping process through which participants refine their business ideas, understand customers and markets, assess costs and revenues, and prepare business plans. Business concepts and plans will be assessed against transparent criteria such as commitment, feasibility, entrepreneurial aptitude and successful participation in the programme. Candidates meeting the applicable requirements may be shortlisted for mentoring, coaching, advisory or incubation support.

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Across Rural Sindh

Subject strictly to donor funding, approved project resources, UNIDO rules and procedures and the relevant programme guidelines, UNIDO may award start-up grants to selected eligible participants. Any such grants or financial assistance shall be provided and administered by UNIDO in accordance with its applicable rules and procedures, and BBSHRDB shall have no financial, fiduciary, repayment, guarantee or other liability in respect thereof. Where grants or enterprise support are provided, the Parties may facilitate proportionate follow-up to help beneficiaries address early business challenges and review the use and sustainability of the support.

2. Demand-driven skills development. The Parties will use available labour-market information and focused consultations with employers, industries, sector bodies and other relevant district stakeholders to identify skills shortages, emerging occupations and viable local economic opportunities. The purpose is to select a limited number of priority or emerging trades for which there is credible demand, rather than to introduce training solely on the basis of existing course availability.

Once priorities are agreed, the Parties will define the occupational scope, expected competencies, target participants, delivery approach and appropriate industry linkages. BBSHRDB may facilitate coordination with suitable affiliated training providers and relevant local stakeholders, subject to its applicable rules, required approvals and available resources. UNIDO may provide technical assistance for competency-based programme design, training methodology, curriculum enhancement, quality considerations and the integration of entrepreneurship, and may support agreed training activities financially where approved budgets and resources are available.

Relevant employers may be engaged, as appropriate, in validating training content, contributing practical exposure or workplace learning, and providing feedback on graduate readiness. The Parties may review training completion, certification and employment or self-employment outcomes in a proportionate manner to inform future programming.

General Understanding

Activities under this Lol will be jointly developed and undertaken only after the required approvals. Specific scope, responsibilities, timing, participant arrangements and resources may be recorded in separate work plans, project documents or other written arrangements where necessary. Any financial or in-kind support other than already committed in this Lol, procurement, expenditure or other resource commitment by either Party shall be subject to a separate written arrangement where applicable, specifying the relevant scope, responsibilities, resources and conditions.

All activities and any financial support remain subject to the respective rules, regulations, policies and procedures of the Parties and to donor and resource availability. Each Party will bear its own costs unless otherwise agreed in writing for a specific activity. Neither Party shall incur expenditure, enter into a procurement or contractual commitment, or create any financial or other obligation on behalf of the other Party without its prior written authorization.

Nothing in this Lol shall be construed as creating an agency, partnership, joint venture or authority for either Party to act on behalf of the other Party.

BBSHRRDB will share personal information with UNIDO only where reasonably required for an agreed activity and in accordance with applicable requirements and informed consent, where required. The Parties will apply appropriate safeguards to protect such information and use it only for the purposes for which it is shared, subject to their respective applicable rules and procedures.

This Lol is a non-binding expression of intent and does not itself create a legal, financial or operational obligation or a commitment of funds. Nothing in this Lol shall require either Party to undertake any activity or incur any expenditure unless the necessary approvals and, where applicable, a separate written arrangement have been completed. Neither Party may use the other Party's name, acronym, emblem or official mark without prior written authorization. Nothing in or relating to this Lol constitutes a waiver, express or implied, of any privileges and immunities of UNIDO.

This Lol will take effect on the date of the last signature and remain valid for two years. It may be extended by mutual written agreement. Either Party may terminate it by providing 90 days' prior written notice. The Parties will consult on the orderly completion or closure of activities underway, and termination will not affect any separate written arrangement unless otherwise agreed.

Signed in two originals by the duly authorized representatives of the Parties.

For BBSHRRDB	For UNIDO
Engr. Munawar Ali Mithani Secretary, BBSHRRDB	Badar ul Islam National Program Coordinator, PAIDAR -UNIDO
Signature: _____	Signature: _____
Date: 20 th August, 2026	Date: 20 th August, 2026
Place: Karachi	Place: Karachi

SECRETARY
 Benazir Bhutto Shaheed
 Human Resource Research & Development Board
 Universities & Boards Department
 Government of Sindh

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