

## **Terms of Reference (ToRs) to Develop a Training Module for Building capacities of the Judiciary, Police, Prosecutors, and Relevant Commissions on the Child Marriage Restraint Act, Gender, Women, and Child Rights in Punjab.**

**Consultancy:** Develop a training module for the judiciary, police, prosecutors, and relevant commissions on the Child Marriage Restraint Act, gender, women, and child rights in Punjab.

**Who we are:** Group Development Pakistan (GDP) is a Civil Society Organization (CSO) registered under the Societies Registration Act of 1860, working on protecting and promoting child rights and strengthening child protection and Justice with children across Pakistan. GDP believes in a democratic and humanistic society in which the most important stakeholders – children - are acknowledged, respected, and protected from all forms of violence and discrimination. GDP follows a holistic, creative, participatory, inclusive, eco-friendly, child-focused, and human rights-based approach.

### **1**

## **Background**

Pakistan ranks sixth globally in terms of the number of girls married before the age of 18. This alarming statistic underscores the urgent need for targeted interventions to address child marriage.

Child marriage remains a significant challenge in Punjab, with adverse consequences on the rights and well-being of children, particularly girls. Despite the existence of the Child Marriage Restraint Act and other legal frameworks aimed at protecting the rights of women and children, implementation and enforcement remain inadequate. Moreover, gender inequality and discrimination continue to persist, further exacerbating the vulnerabilities of women and children.

In light of these challenges, there is a pressing need to enhance the capacity of key stakeholders, including the judiciary, police, prosecutors, and relevant commissions, to effectively address issues related to child marriage, gender inequality, and child rights violations. Capacity-building efforts are essential to ensure that these stakeholders have a comprehensive understanding of the legal provisions, as well as the gender and child rights perspectives, necessary for efficient enforcement and protection.

Group Development Pakistan (GDP), as a leading CSO dedicated to promoting child rights and strengthening child protection and justice systems across Pakistan, recognizes the urgency of addressing these issues. With a commitment to fostering a democratic and humanistic society where children are acknowledged, respected, and protected from all forms of violence and discrimination, GDP has launched this initiative.

Through the development of a comprehensive training module, GDP aims to empower the judiciary, police, prosecutors, and relevant commissions in Punjab with the knowledge and skills needed to effectively implement the Child Marriage Restraint Act and uphold gender,

women, and child rights as per international standards. By collaborating with relevant stakeholders and adopting a holistic, participatory, and rights-based approach, GDP seeks to contribute to the promotion of a more just and equitable society for all.

## 2 Objective of the Consultancy

The objective of this consultancy is to enhance the capacity of key stakeholders, including judiciary, police, prosecutors, and relevant commissions in Punjab, in effectively addressing issues related to child marriage, gender inequality, and child rights violations.

Specifically, the consultancy aims to:

1. Develop a comprehensive training module for judiciary, police, prosecutors, and relevant commissions in Punjab that focuses on the Child Marriage Restraint Act. The module should capitalize upon training material already developed by GDP and should cover:
  - The legal provisions, penalties, and enforcement mechanisms related to child marriages.
  - Address the specific needs of the relevant stakeholders. These groups play essential roles in preventing and addressing child marriages.
  - Ensure that the training material is accessible, clear, and culturally sensitive to resonate with the diverse audience.

## 3 Expected Outcomes

The expected outcome of the consultancy are the following:

- Strengthened capacities of the duty bearers for the effective implementation of the child marriage law and protection of women's and girls' rights during marriage, divorce, and inheritance.

## 4 Tasks

The duties and responsibilities of the consultant undertaking this consultancy initiative include:

### **Developing a Training Module:**

- Researching and gathering relevant information on the Child Marriage Restraint Act, gender perspectives, and women and child rights in Punjab.
- Researching and gathering already existing training module on the topic developed by GDP.
- Designing a comprehensive training module that covers key legal provisions, case studies, best practices, and practical exercises.
- Ensuring that the training module aligns with the specific needs and context of the judiciary, police, prosecutors, and relevant commissions in Punjab.
- Ensure that the training content is aligned with international and constitutional principles, and is child/gender/culture sensitive.
- Ensure that the training methodology is interactive and cognitive.

### **Adhering to GDP's safeguarding policies:**

- Conducting all consultancy activities with integrity, professionalism, and respect for diversity, gender equality, and human rights principles.

- Ensuring compliance with relevant laws, regulations, and GDP's ethical guidelines, i.e., child and gender safeguarding policies.

## 5 Key Deliverables

The consultant is responsible for producing, delivering, and submitting the following key deliverables:

S. No.	Milestone	Deadline (tentative)
1.	Kickoff meeting with GDP's team and submission of a detailed work plan.	April 29, 2024
2.	Development of a training module	May 13, 2024

## 6 Duration of Assignment

The consultancy is expected to be completed in 15 days for the development of the module, i.e., between April 29<sup>th</sup> and May 13<sup>th</sup>, 2024.

## 7 Requirements for the Assignment

- The consultant must have completed the UN PSEA online course, and a certificate of completion must be provided with the proposal for consideration.
- Boarding and lodging will not be provided separately. It is the responsibility of the consultant to arrange their travel and lodging where required.

## 8 Expected Start Date of Assignment

The assignment is expected to commence on April 29, 2024.

## 9 Required Competencies

**Qualifications:** Relevant education background in law/LLB.

### Experience

- 3 to 5 years of experience of working on issues related to child rights, child protection, and Justice with Children in Pakistan, especially child marriage.
- 3 to 5 years of experience in court litigation for cases pertaining to family law and criminal law.
- Extensive experience in capacity-building tool development related to child rights, child protection, gender-based violence, or similar areas.
- Demonstrated expertise in conducting research, analysing policy frameworks.
- Proven track record of contributing to the development and implementation of policies and frameworks aimed at addressing social issues such as child marriage and gender-based violence.

- Strong understanding of legal and regulatory frameworks pertaining to child rights and gender equality in Pakistan.

## Skills

- Excellent English drafting skills
- Ability to work in a participatory manner with tight deadlines and under pressure
- Gender and culture-sensitive, with full command over written and oral Urdu and English
- Familiar with the cultural context in the concerned provinces in Pakistan.

## Core Competencies

- Able to coordinate and deliver in a timely manner.
- Understands and is familiar with drafting and, if possible, previous experience of developing a similar

## 9

### How to Apply

Interested individuals/companies are requested to send separate detailed technical and financial proposals inclusive of the individual profile, NTN number, detailed research plan with timeline inclusive of steps/procedures involved in the development of the training tool to end child marriage, CV of consultant, (if applicable), previous work examples by **April 26, 2024**, to Director Finance & Operations, Group Development Pakistan, Office # 11-18, Lower basement, Magnum Arcade Northern Strip, 2, FECHS E 11/2 E-11, Islamabad, phone (051) 2305547. TORs can be downloaded from <https://gdpakistan.org/opportunity-type/recruitment/>

For any queries or to submit proposals, please contact GDP at 051-2305547 or email at [procurement@gdpakistan.org](mailto:procurement@gdpakistan.org)

### Important Notes:

- Interested individuals/firms must submit separate technical and financial proposals.
- The consultant will be responsible for managing his/her taxes. GDP will withhold taxes as per the taxation laws of Pakistan.