

**Hire a Consultancy for Development of a Training Curriculum (Modularized) on Child Marriage Restraint Act and Rules, Gender Equality, Child Protection and Roles and Responsibilities of CMPCs.**

**1. Background of the Organization:**

Founded over [80 years](http://plan-international.org/about-plan/about-plan/plan-75-years) ago, Plan International is one of the oldest and largest children's development organizations in the world. Plan International plays an important role in mobilising children, communities and civil society organisations to claim the rights of children and achieve agreed upon local development priorities, towards a commitment to ensuring the wellbeing of children in support of the United Nations Convention on the Rights of the Child (UNCRC). Plan International is independent, with no religious, political or governmental affiliations, and with a vision of a world in which all children realize their full potential, in societies that respect people's rights and dignity.

Plan International works in 52 developing countries across Africa, Asia and the South America, and 21 countries raise funds to support these efforts. In 2015, Plan International worked with 84 million children in 85,280 communities. Plan International's stated Global Strategic Goal is to reach as many children as possible, particularly those who are excluded or marginalized, with high-quality programs that deliver long-lasting benefits. Children are at the heart of everything we do.

Plan International is an independent development and humanitarian organization that advances children’s rights and equality for girls. Plan International envisages a world in which all children and young people realize their full potential, a vision now shared by the 193 Heads of State and Government who adopted the 2030 Agenda for Sustainable Development in September 2015.

We believe in the power and potential of every child. This is often suppressed by poverty, violence, exclusion and discrimination. Its girls who are most affected. Plan International’s new Global Strategy aims to transform the lives of 100 million girls by implementing an integrated programme and influence approach.

**2. Project description: Combating Early Marriage in Bangladesh (CEMB)**

In Bangladesh, we have set our vision for 2030 as, ‘We will partner to empower girls and young women, to be heard, to live without fear of violence and to achieve their rights’. We have started the new country strategy in July 2020 aiming to achieve this exciting and ambitious vision. This would require the organization to have an effective, efficient and committed workforce willing to challenge the prevailing status-quo, engaging men women boy’s youth people, specially girls and bringing best out of all to create synergy for movement at all levels – from community to national, and beyond.

In line with our vision and programme objectives, we have developed a project namely combating child marriage in Bangladesh (CEMB) funded by Global Affairs Canada targeting following major outcomes:

1. Increased agency of adolocent girls and boys to protect themselves from harful gender norms and practices, including child, early and force marriage, and exercise choice in decision affecting their futures.

1. Improved community acceptance of norms that value the girl child and actions that support girls and boys to delay marriage.
2. Increase responsiveness of duty bearer at national, district and sub-district level to prevent and respond to child right violations, including child marriage, particularly among vulnerable girls.

The CEMB Project supports the Government of Bangladesh’s commitment from the 2014 Global Girls’ Summit to: create a National Plan of Action to eliminate Child Early and Forced Marriage (CEFM) below 15; reduce by a third marriages below 18 years by 2021; and end all CEFM by 2041. It will promote the progressive provisions of the Child Marriage Restraint Act (CMRA) 2017 and envisions close cooperation with the Ministry of Women & Children Affair, Ministry of Education, a2i and other relevant stakeholders to contribute in implementation of NPA for Adolescent Health strategy in Bangladesh. The initiative is also fully aligned with the goals set by the South Asian Association for Regional Cooperation (SAARC) governments through the regional South Asia Initiative to End Violence against Children (SAIEVAC).

From 2021, the project be scaling up at national level. At the national level, CEMB Project will be providing support to build the capacity building of Child Marriage Prevention Committees (CMPC) at division, district and upazila (sub-district) level in 42 districts under seven (7) divisions to related training curriculum development process to Ministry of Women and Children Affairs (MOWCA) and UNICEF. It should be noted that the capacity building support for CMPCs will be also spread up at districts, upazila (sub-district) & union level under district model intervention (Bhola and Jhalokathi).

**3. Background of the assignment**

To build the capacity of Child Marriage Prevention Committees (CMPC) at district and upazila (sub-district) & union level in 42 districts under 7 divisions it’s required to hire a National Consultant to conduct a training need assessment (TNA) and upon the findings & recommendation from assessment a ToT module will be developed mainly focusing the Child Marriage Restraint Act 2017, Child Marriage Rules, 2018, Child Marriage Action Plan 2018-2030 including Child Protection & Gender Equality to eliminate Child Marriage.

This ToR invites an individual consultant/company who have hand-on experience to design module / training session/ training materials government (high officials DC, ADC, UNO) modules on Law & Rules in line with Child Rights Child Marriage, Child Protection and Gender Equality along with Training Need Assessment (TNA). Also conducting training for GOB officials. The individual consultant/ company will work closely with the Senior Project Manager, Capacity development specialist & Child Protection Specialist of CEMB project. The deadline for completing the assignment of need assessment and development of modules in 45 days from the day of receiving confirmed work order from Plan International Bangladesh.

**4. Specific objectives and scope:** A. Review of relevant legal provisions: Aware of specific issues affecting on Child Marriage. The module on Child Marriage will build the understanding of Child Marriage Restraint Act and Rules and other national & international policies & standards. It’s required to review Plan policies and standards with National and international legal structures. This module will be focused on the role’s responsibilities of CMPCs as per government roles. District level CM situation monitoring and action taking process

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| B. Conduct Training Need Assessment (TNA) of CMPCs and related government officials: The module will be developed based on the Need assessment of CMPCs at national, district, upazila (sub-district) and union level CMPC’s members. The need assessment process, methodology and tools should be developed in consultation with Capacity Building Specialist, Child Protection Specialist and Project Manager. This will be further supplemented through the conduct of Key Informant Interviews (KII) with relevant stakeholders for a TNA, from a sample of CMPC members on CMRA 2017, GE, child rights and protection, and their roles and responsibilities as per relevant laws and policies.  |

The Plan safeguarding polices and other principles need to be considered during development of documents related to Training Need Assessment. Total four (4) assessment will be conducted at four (4) different places. Among four (4) TNA one will be at national level, one at district level, one at upazila (sub-district) level and one at union level.

C. Develop TOT and training modules for CMPCs: As a part of capacity building of Child Marriage Prevention Committees (CMPC) at District and Upazila (Sub-district) and Union level. One (1) TOT module for National and District level and (2) Another will be developed for Upazila and Union level. The module package will be focused on basic ToT and beneficiaries training with the contents of Child Marriage Restraint Act, and Rules, role & responsibilities of CMPCs, Child Marriage Action Plan 2018-2030 inluding Gender Equality and Child protection, and safegarding aspects in ToT modules the training curriculam will be a package of modules for for National, District, Upazila (sub-district) and Union level CMPCs.

D. Field test and Finalize the module: A field test (ToT) will be conducted basis on the draft module in line with Training Need Assessment (TNA). The field test will be implemented in one (1) location with the consultation of PIB under the jurisdiction of CEMB project. The findings and recommendations from the field test will be added in the ToT module. After incorporating field test findings module will be finalized.

E. Pre and post-test tool: A pre and post-test tool will be developed to capture the trainees’ levels of adequate practical knowledge to better understand the effectiveness of the training and to measure Enhanced capacity of government officials and CP actors

**5. Deliverables:**

The following deliverables are expected from the consultant:

* An inception report in Bangla containing the detailed plan of action on Training Need Assessment (TNA), Draft Training modules, Field Tests and finalization of modules including details of methods and tools.
* TNA report in Bangla.
* First draft of package of 3-days course ToT modules related to District, Upazila and Union level CMPCs in including safeguarding aspects in for providing training for the partner NGOs and the Government officials in Bangla.
* First draft of package of 2-days course training modules for providing training the CMPCs at District, Upazila and Union level in Bangla.
* One pre and post-test form in Bangla.
* Field tests report in Bangla
* 2nd Draft package of modules (District, Upazila and Union) in Bangla and English.
* Final and accomplishment report including final package of modules along with all relevant handouts & materials (District, Upazila and Union) in Bangla and English-Soft copies and 2 hard copies.

Terms of Reference (TOR) for the assignment can be downloaded from this link.

**Submission of Proposal**

The technical and financial proposals should be submitted electronically to the email address:

Planbd.consultant.hiring@plan-international.org with subject line “**Hire a Consultancy for Development of a Training Curriculum (Modularized) on Child Marriage Restraint Act and Rules, Gender Equality, Child Protection and Roles and Responsibilities of CMPCs”** as subject line or before 24 April 2021 at 2:00pm.

**Proposal submitted to any other email account except this and in hard copy will be treated as disqualified.**

Submissions deadline **24 April, 2021 at 2:00 pm**. Both technical and financial proposal should be submitted PDF format into one zip folder with a covering letter addressing to Md. Enamul Haque, Supply & Procurement Specialist, Plan International Bangladesh.

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