

Applications to be submitted on: www.inductusjobs.com/un (pdf format only)

Position: Re-Consultant Adolescent Empowerment, Early Child Marriage and EVAWC

Employing Agency (Employer): Inductus Limited

Duration of the contract: Initial Period 1-Jan-2025 to 31st May 2025, extendable till 31-Dec-2025 (TOR validity till Dec-2026)

Remuneration: Gross compensation budgeted for the position is very attractive. Please note that the offer made to the selected candidate shall be commensurate with qualifications, experience, and salary history. Applicants to mention their current professional fee & expected professional fee on www.inductusjobs.com/un

No. of Vacancy: 1 (ONE)

Duty Station: JSCPS (3 days a week) + JWDS (2 days a week) - Ranchi

Reporting Line:

1. Administrative Supervision- Inductus Limited
2. Director JSCPS
3. **Last Date for Application:** 25th December 2024 (Mid Night)

Terms of reference

1. BACKGROUND/RATIONALE

Adolescence, often referred as second window of opportunity is a critical time period for change. Child marriage and violence against children and women are serious concerns for the state of Jharkhand. To bring about important and positive changes in the state scenario in favour of adolescents, the key areas of focus are: a) protection of adolescents from violence and prevention of child marriage; b) convergent approach for ensuring adolescents are aware about their entitlements and services like skilling etc and are able to access them; (c) increasing linkages to social protection schemes and services; (d) mobilization and capacity building of parents and duty bearers to provide an overall enabling environment to adolescents for their development and empowerment. A state level policy framework and enabling guidelines/SOPs/action plans with monitoring frameworks and regular review will also further improve implementation of laws/guidelines etc. For this, liaisoning with various departments like health, police, education, DWCD, legal services authority, JSLPS, P&RD is required along with leveraging government funds and functionaries/platforms to create adolescent friendly structures and provisions. Capacity building to support ending child marriage, violence against children and gender-based violence is also critical.

2. PURPOSE OF ASSIGNMENT

The purpose of the assignment is to work closely with DWCD&SS and co-ordination with other concerned departments like department of education, health, PRI, RD etc to support develop guidelines/SOP; support update, review of the state plan for ending child marriage focusing on adolescent empowerment and protection, Ending Violence Against Children and Women and other harmful social norms and develop regular reports on progress of the implementation. The purpose of the assignment is also to support the department to update the existing convergent costed state plan of action to make Jharkhand Child Marriage Free and have a review system in place to enhance accountability within the Mission Vatslaya framework and strengthen convergence with Mission Shakti and other flagships. The assignment also requires the consultant to support DWCD&SS develop/enhance components of new/existing schemes that promotes adolescent development and empowerment and prevents child marriage and violence. It would also require providing technical expertise for creating a statewide adolescent platform through various government and civil society adolescents' networks. Support plan and implementation of programs on promoting positive masculinity, scale up of parenting programs, safety-security and mental emotional wellbeing components both within Early Childhood Development (ECD) and Adolescent Development and Empowerment (ADE) framework. Also to provide support at the state level by establishing a system of review and reporting from high prevalence districts to state on status of progress with regard to ending child marriage, violence against children and women and ADE

3. PROGRAMME AREA AND SPECIFIC PROJECT AREA

By 2027, children including adolescents, families and their communities have increased awareness and opportunities for participation to transform gender and social norms and prevent violence, child marriage and other harmful practices

4. OBJECTIVE/S

- To provide technical support to DWCD&SS and co-ordinate with various departments of the state to implement, review and operationalize policies and state action plans to end child marriage, and EVAWC and other harmful social norms and establish a mechanism of bottom-up reporting on the progress, support in drafting guidelines/SOPS etc.
- To co-ordinate with directorate/departments like Social Welfare for Mission Shakti, JWDS, Skill Development, Education (KGBV), RD, Health (RKSK etc), youth organisations like NSS/NYKS, tribal Welfare, PRI and other relevant departments on ECM and EVAWC and Adolescent development and empowerment. Liaisoning and influencing for increasing reach of adolescents from most marginalized/hard to reach communities benefitting from protective and other relevant /preventive services to prevent child marriage and other protection risks
- To provide technical support for adolescent development and empowerment and integrating existing adolescent gender transformative packages within these existing platforms (RKSK/JSLPS/NSS/NYKS/CSOs/PRI etc) and provide overall support in documenting the platforms leveraged and how and reporting the progress.

5. MAJOR TASKS TO BE ACCOMPLISHED:

- Support DWCD&SS to develop policy, scheme, SOP and update action plan on ending child marriage and Ending Violence Against Children and Women with strategies, key activities

and result framework for adolescent empowerment endorsed by the different departments.

- Support leverages resources to ensure convergent actions are undertaken.
- Support government develop monitoring and review mechanism with a task force/committee (under Mission Vatsalya etc) to oversee the implementation of state and district plan for adolescent empowerment, ending child marriage, ending violence against children/adolescent.
- Support DWCD&SS plan regular campaigns on adolescent empowerment, ending child marriage, Ending Violence Against Children and Women, gender-based violence and support roll out of gender transformative toolkit for adolescents, parents/caregivers, service providers, community leaders in partnerships with Mission Shakti (BBBP), JSLPS, NYKS, NSS, PRI, CSOs, government and other platforms.
- Support drafting of SOPs /guidelines for Support Persons and its roll out
- Support capacity building for support persons and other key stakeholders (judiciary, SJPU, DCPU, CWC, medical professionals, SPP etc) and institutionalization of capacity development for effective implementation of POCSO. Support institutionalization of multi-stakeholder consultations at district/divisional/state level to provide gender and child sensitive services for victims/survivors of child sexual abuse.
- Co-ordinate with Health department to strengthen services for survivors of child sexual abuse, establishing child sensitive medical examination center, capacity development of medical professionals and review of implementation of the state guidelines issued by Health department on POCSO. Liaisoning and coordination with education department, PRI, Police, JSLPS and other relevant departments on EVAC (especially POCSO) and ECM.
- Advocacy and technical support for composite child protection structures in select district focusing on ECM and EVAC.
- Develop regular reports, document case studies/human interest stories of change, progress related to leveraging resources for adolescent empowerment and development (ADE), ending child marriage (ECM) and Ending Violence Against Children and Women (EVACW)
- Advocacy and technical support to increase linkages of most marginalized adolescents with government schemes which promotes education and discourages child marriage.
- Support departments to promote positive masculinity and scale up of parenting programs, safety and security and mental wellbeing both within ECD and ADE framework.
- Any other task related on child protection as communicated by Supervisors.
- Submit quality monthly progress report and plan (travel plan) every month. Submit including field trip report within fifteen days of completion of travel

S. No.	Major Task	Deliverable
1	Support DWCD&SS to develop policy, scheme, SOP and action plan with strategy, key activities and result framework for adolescent empowerment and contributing towards ending child marriage and Ending Violence Against Children and Women endorsed by the different departments	<ul style="list-style-type: none"> - Status report of the implementation of state plan of action to make Jharkhand Child Marriage free (twice in a year) - Consultation report on updating state plan of action for adolescent empowerment and ending child marriage and violence. - Draft updated state plan of action for adolescent empowerment contributing to ending child marriage and ending violence

	Influence to leverages resources form various departments/agencies convergent actions to end child marriage and violence against children and women.	<p>against children with monitoring framework developed.</p> <ul style="list-style-type: none"> - SOP on ECM and EVAC developed and shared - Report on leveraging funds/resources from various departments for ending child marriage and violence against women and children
2.	Support government develop co-ordination, monitoring and review mechanism with a task force/committee (under Mission Vatsalya etc) to oversee the implementation of state and district plan and agenda setting for Ending Violence Against Children (EVACW) and implementation of POCSO	<ul style="list-style-type: none"> - Mapping of schemes and programs available in the state to address the issues related to protection of children and gender related issues along with its implementation status in last three years prepared and shared - Monitoring and review framework to monitor implementation of state and district plan for adolescent empowerment, ending child marriage, ending violence against children/adolescent developed and shared - Status of district action plans and its implementation collated and shared at state level on quarterly basis - Minutes of the multi-departmental meeting to review the implementation of state plan twice a year
3	Support DWCD&SS plan regular campaigns on adolescent empowerment, ending child marriage, Ending Violence Against Children and Women, gender-based violence and support roll out of gender transformative toolkit in partnerships with Mission Shakti (BBBP), JSLPS, NYKS, NSS, CSOs, government and other platforms.	<ul style="list-style-type: none"> - Campaign plan on ECM, EVACW, ADE with monitoring framework developed and shared - Campaign reports compiled and shared. - Report on status of roll out of gender transformative toolkit developed and twice every year. - Plan for scaling up gender transformative toolkit for adolescent empowerment developed and shared - Good practice document developed and shared
4	<p>Support DWCD&SS to develop SOPs /guidelines for Support Persons and support its implementation and review.</p> <p>Support institutionalisation of capacity building for support persons and other key stakeholders (judiciary, SJPU, DCPU, CWC, medical professionals, SPP, one stop centers etc) for effective implementation of POCSO.</p>	<ul style="list-style-type: none"> - Report on dissemination of the guideline/SOP on support person. - Minutes of multistakeholder meeting on POCSO twice in a year is available - Capacity building reports developed and shared within 15-20 days on completion of the training (as per the activities organised) - Monitoring and reporting framework to support state monitor functioning of support persons and services provided to victim of child sexual abuse and violence developed and shared

	Support institutionalization of multi-stakeholder consultations at district/divisional/state level to provide gender and child sensitive services for victims/survivors of child sexual abuse and effective implementation of POCSO	- Status report on implementation of POCSO (twice a year)
5	<p>Liaisoning with Health department to strengthen services for survivors of child sexual abuse, establishing child sensitive medical examination center, capacity development of medical professionals and review of implementation of the state guidelines issued by Health department on POCSO. Liaisoning and coordination with education department, PRI, Police, JSLPS and other relevant departments on EVAC (especially POCSO) and ECM.</p> <p>Advocacy and technical support for composite child protection structures in select district</p>	<p>- Report on the changes made as a result of liaisoning with health department and other departments related to POCSO implementation.</p> <p>- Note on strengthening child protection structures to address violence related issues and ending child marriage</p>

6. DELIVERABLES AND DEADLINES

Deliverables	Deadlines
<ul style="list-style-type: none"> - Status report of the implementation of state plan of action to make Jharkhand Child Marriage free - Status of district action plans and its implementation collated and shared at state level on quarterly basis - Monthly report 	December
<ul style="list-style-type: none"> - Report on status of roll out of gender transformative toolkit developed and shared - Status report on implementation of POCSO (child centric services) - Campaign plan on ECM, EVACW, ADE with monitoring framework developed and shared - Monthly report 	January
<ul style="list-style-type: none"> - Consultation report – updated state plan of action to end child marriage, ADE, EVAC - Report of the dissemination of support person’s guidelines - Mapping of schemes and programs available in the state to address the issues related to protection of children and gender related issues along with its implementation status in last three years prepared and shared. 	Feb

- Monthly report	
<ul style="list-style-type: none"> - Minutes of the multi-departmental meeting to review the implementation of state plan - Draft updated state plan of action for adolescent empowerment contributing to ending child marriage and ending violence against children with monitoring framework developed. - Note on strengthening child protection structures to address violence related issues and ending child marriage. - Monthly report 	March
<ul style="list-style-type: none"> - Status of district action plans and its implementation collated and shared at state level - Monitoring and reporting framework to support state monitor functioning of support persons and services provided to victim of child sexual abuse and violence developed and shared - Monthly report 	April
<ul style="list-style-type: none"> - Campaign reports compiled and shared - Report on status of roll out of gender transformative toolkit developed and shared - Monthly report 	May
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7. **DUTY STATION:** JSCPS (3 days a week) + JWDS (2 days a week)

8. **SUPERVISOR:** Director JSCPS

9. **OFFICIAL TRAVEL INVOLVED (ITINERARY AND DURATION):** Yes, 12 days in a year

10. **ESTIMATED DURATION OF CONTRACT:** 1st December '24 to 31st May 2025, extendable for further period till Dec-2025. TOR validity till 31-Dec-2026. Period of extension after Dec-2025 will be based on the fund availability & performance of the selected candidate

11. **QUALIFICATIONS /SPECIALIZED KNOWLEDGE/EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL)/ LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT (Please use as applicable)**

- Postgraduate/Master's degree in social work/ Social Sciences / PGDRD/Arts from reputed university (full time course only)
- (7) Seven years or more of experience in development sector with minimum (5) five years of experience in the field of child protection/gender/adolescent development and empowerment
- Experience of working with government/Bilateral/International/UN agencies will be preferable
- Good communication, presentation and training skills
- Proficient in Hindi and English

12. **PAYMENT SCHEDULE**

Payment will be made on monthly basis upon receipt of the deliverable and certified invoice by supervisors. The monthly payment will be as mentioned in point 6.