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**(pdf format only)**

**Position: Consultant** Technical Assistance to WCD & Child Development on Schemes & Services for Adolescent Empowerment, Ending Child Marriage and Parenting

**Employing Agency (Employer):** Inductus Limited

**Duration of the contract:** Till 31<sup>st</sup> Dec 2025 from the date of joining (extendable for further period based on the consultant's performance and fund availability)

**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](http://www.inductusjobs.com/un)

**No. of Vacancy: 1 Positions (One)**

**Duty Station** : Women and Child Department, Government of Odisha

**Reporting Line:** (1) Administrative Supervision- Inductus Limited  
: (2) Child Protection Specialist - Bhubaneswar

**Last Date for Application:** 16th Apr 2025 (Mid-Night)

### **TERMS OF REFERENCE (TOR)**

#### **PROVIDING TECHNICAL ASSISTANCE TO THE DEPARTMENT OF WOMEN AND CHILD DEVELOPMENT ON SCHEMES & SERVICES FOR ADOLESCENT EMPOWERMENT, ENDING CHILD MARRIAGE AND PARENTING**

##### **1. BACKGROUND/RATIONALE**

India has the largest adolescent population in the world, 253 million, and every fifth person is between 10 to 19 years old. India stands to benefit socially, politically, and economically if this large number of adolescents are safe, healthy, educated, and equipped with information and life skills to support the country's continued development. Both adolescent girls and boys lack access to information on issues affecting their lives and have limited spaces to develop competencies crucial for active participation. Adolescent girls, especially, are exposed to multiple layers of vulnerability due to pernicious social norms affecting the value of girls, which in turn affects their ability to move freely and to make decisions affecting their work, education, marriage, and social relationships.

About 43 percent of girls drop out before completing secondary education due to household responsibilities, marriage, child labour, limited relevance of education for employment and employability, distance to school, and/or lack of sanitation facilities at the school. Menstruation disrupts the lives of girls in ways that are unimaginable in many countries. At least 42 percent of girls in India use cloth rather than disposable sanitary napkins. Child marriage, a deeply rooted social norm, provides glaring evidence of

widespread gender inequality and discrimination. Odisha has 20.5% child marriages and 7.6% of adolescent girls in Odisha are pregnant or mothers by the age of 19. The sex Ratio at Birth (SRB), declined to 894 girls per 1000 males. In Odisha, crimes against women also witnessed an increase in number of registered cases from 25,489 to 31,352 from 2020 to 2021. Violence negatively affects women's general well-being and prevents women from fully participating in society. It impacts their families, their community, and the country at large. It has tremendous costs, from greater strains on health care to legal expenses and losses in productivity.

Critical game changers in leveraging the potential of adolescents in India include postponing marriage, improving the health and nutritional status, quality education, providing employability skills, opportunities to participate in decisions concerning their life and opportunities to congregate and express themselves. The aim is to develop their communication skills and amplify their voices in the public domain, so that they can influence policies and programmes concerning them now and in the future.

Hence, this consultancy is envisaged to support the government in addressing the multifaceted issues related to ending child marriage, gender-based violence, and promoting adolescent empowerment through platforms like Advika and many women related schemes. The consultant will provide support on the planning, execution, monitoring, and evaluation of activities related to women in the Department of Women & Child Development, Government of Odisha.

## **2. PURPOSE OF ASSIGNMENT**

- The consultant will provide technical assistance to the Department of Women & Child Development, Government of Odisha in addressing the multifaceted issues related to gender-based violence, ending child marriage, and promoting adolescent empowerment.
- Focused support on the planning, execution, monitoring, and evaluation of activities aligned with the goals of outputs 4.1 & 4.3 respectively.
- The consultant will provide professional technical support to planning, administration, monitoring, and evaluation of activities, data analysis, and progress reporting, in support of the achievement of planned objectives of the agreed actions as part of the collaboration.
- Support is required to coordinate the administrative and programmatic requirements to achieve the agreed and mentioned year-end deliverables as per the approved Child Protection work plan.

## **3. PROGRAMME AREA AND SPECIFIC PROJECT AREA**

Project: Child Protection MWP 2023-2024

*CP Output 4.1 By 2027 Government and partners have strengthened capacities to develop, implement and monitor laws, policies and plans and deliver inclusive, gender responsive, preventive and responsive child protection, justice and psychosocial support services for children.*

CP Output 4.3: 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 effective technical assistance to DWCD in formulating schemes and policies to end violence against women and girls.
- To support initiatives promoting adolescent empowerment and ending child marriage.
- Advocacy and technical support for policies, guidance, and frameworks for strengthening and enhancing of child protection workforce.
- To strengthen the engagement with boys and men through the Advika platform to address harmful masculinities.
- To provide technical support and advocacy to strengthen meaningful adolescent participation and engagement that is gender transformative and promotes positive masculinity.
- To support research initiatives to end child marriage by using established research platforms to identify new evidence on best practices for ending child marriage and on norm changes.
- To facilitate knowledge sharing with stakeholders and enhance collaboration for effective program implementation.
- To support the development and strengthening of a capacitated resource pool of departmental stakeholders on MHPSS in 30 districts.
- Promote social behavior change and gender transformative approaches through parenting programmes, promoting positive masculinity, and integrating social behavior change components. This will be facilitated through platforms such as Advika, schools, SHG meetings, traditional leaders' meetings, RKSK, and GKS in collaboration with SBC and Education.

#### **5. MAJOR TASKS TO BE ACCOMPLISHED**

- Provide technical assistance to DWCD to strengthen existing programs aimed at preventing violence against women & children.
- Support DWCD in drafting schemes and policies to end violence against women and girls.
- Provide technical assistance to DWCD to develop and implement strategies, awareness campaigns, IEC & training on gender-based violence.
- Support the design and execution of initiatives promoting Advika, focusing on empowering adolescents through education, skill-building, and awareness.
- Building strategic partnerships by technical and institutional support to DWCD in the scaling up of successful approaches that address the needs of girls as well as access to information and new evidence to support the advocacy and awareness-raising campaigns.

- To provide technical support to DWCD and other departments and stakeholders on the implementation of the Strategic Action Plan on ending child marriage, adolescent empowerment & violence against women including review and adaptation.
- Plan and facilitate implementation of awareness activities & campaigns with parents/families to enhance the value of girl child and promote gender transformative programming as well as positive parenting.
- Mapping of the core and allied workforce (or potential workforce) and developing a plan of action for regular skill building for preventive and response action.
- Converge, coordinate, and strengthen systems for MHPSS services delivery for vulnerable children, and communities.
- Design resource materials (text and audio-visuals) on the common mental health concerns among children, and related child protection concerns.
- Support in the development and strengthening of a capacitated resource pool of departmental stakeholders on MHPSS in 30 districts.
- Provide support to the Department of Women and Child Development to strengthen the capacities of functionaries to prevent, identify, and respond to gender-based violence in CCIs and capacitate children to prevent violence.
- Develop leadership capacities of adolescent peer leaders, strengthening the agency of adolescents under Advika and other youth platforms towards addressing protection risks of children specifically on ending child marriage and ending violence against children.
- Support in the Capacity building of CP stakeholders PRIs, frontline workers, GPCPCs, and other community-level institutions like Traditional Leaders' Forum, adolescent collectives, WSHG networks/federations towards making Child Marriage Free Gram Panchayats and Ending Violence Against Women, Girls, and Boys.
- Support in Training and capacity building of community-based structures/youth groups etc. through IEC and SBC.
- Support analytical documentation of best practices in the engagement of community platforms and promotion of role models in the state towards ECM and EVAWGB.
- Provide support to district administrations in community mobilization, capacity building, and system strengthening for child protection, reducing harmful practices of child marriage, and empowering adolescents through community engagement and CSO Partnership.

- Leverage surveys that track public finance and expenditures; generate and disseminate knowledge on best practices in designing social protection schemes; and coordinate support to roll out toolkits to improve social protection schemes.

## 6. DELIVERABLES AND DEADLINES

### For the years 2025 to 2027

S No.	Work Assignments Overview ( <i>Include Major Tasks and Activities</i> )	Deliverables/Outputs	Timeline/Date for Submission of Deliverable	Estimated Budget
<b>Year: 2025 onwards</b>				
1	<ul style="list-style-type: none"> <li>• Provide technical assistance to DWCD in strengthening existing programs on preventing violence against women &amp; children.</li> <li>• To provide technical support to DWCD and stakeholders on the implementation of the Strategic Action Plan on Ending Child Marriage for the review and updating of District Action Plans (DAP), and their implementation.</li> <li>• Strengthening district and block task force on ECM and AE to ensure effective inter-departmental convergence.</li> <li>• Provide technical assistance to DWCD in training &amp; capacity building of allied stakeholders to EVAWC</li> <li>• Provide technical assistance to DWCD in developing and implementing strategies, awareness campaigns, IEC &amp; training on gender-based violence.</li> <li>• Support the design and execution of initiatives promoting Advika, focusing on empowering adolescents through education, skill-building, and awareness.</li> <li>• Converging, coordinating, and strengthening systems for MHPSS services delivery for vulnerable children, and communities.</li> <li>• Support the design and development of resource materials on the common mental health concerns among children and related child protection concerns.</li> </ul>	<p>Monthly progress report on the following:</p> <ul style="list-style-type: none"> <li>• Technical support provided to DWCD on EAW &amp; C and ECM programmes</li> <li>• Analytical reports</li> <li>• Documentation on activities carried out under Jagruti, Advika &amp; ending child marriage.</li> <li>• IEC materials developed on ADVIKA</li> <li>• MHPSS systems documented with a detailed report</li> <li>• Case studies and HIS Campaign reports prepared and shared</li> </ul>	Every month	Not Applicable

	<ul style="list-style-type: none"> <li>• Technical support in preparation for State Level Sports, Cultural, and Skill based programs under ADVIKA.</li> <li>• Developing leadership capacities of adolescent peer leaders, strengthening the agency of adolescents under Advika and other youth platforms towards addressing protection risks of children specifically on ending child marriage and ending violence against children.</li> <li>• Support in capturing best practices and case studies on ending child marriage &amp; adolescent empowerment</li> </ul>			
2	<ul style="list-style-type: none"> <li>• Undertake field visits for supportive supervision and technical assistance to ending violence against women and children, child marriage, and adolescent empowerment programmes of DWCD</li> <li>• Visits to strengthen systems for MHPSS services delivery for vulnerable children, and communities.</li> <li>• Undertake field visits to support state level sports, cultural, and skill-based programs under ADVIKA</li> </ul>	Need-based field visits to the districts of Odisha (Field visit report)	Every month	
3	<ul style="list-style-type: none"> <li>• Technical assistance for capacity-building programs on Advika</li> <li>• Mapping of the core and allied workforce (or potential workforce) and developing a plan of action for regular skill building for preventive and response action.</li> <li>• Provide support to the Department of Women and Child Development to strengthen the capacities of functionaries to prevent, identify, and respond to gender-based violence in CCIs and capacitate children to prevent violence.</li> <li>• To analyze public finance data to share with government for designing social protection schemes</li> <li>• Support in the Capacity building of PRIs, frontline workers and GPCPCs, and other community-level institutions like Traditional Leaders' Forum, adolescent collectives, WSHG</li> </ul>	<ul style="list-style-type: none"> <li>• Capacity building reports (after workshops and training initiatives)</li> <li>• Event reports</li> <li>• Best practices document and knowledge product</li> <li>• Case studies and HIS</li> </ul>	During February-November of every year	

	<p>networks/federations towards making Child Marriage Free Gram Panchayats and Ending Violence Against Women, Girls, and Boys.</p> <ul style="list-style-type: none"> <li>• Support analytical documentation of best practices of engagement with community platforms and promotion of role models in the state towards ECM and EVAWGB.</li> <li>• Technical support for Consultation of the Juvenile Justice Committee with support of WCD &amp; UN ORGANISATION.</li> <li>• Coordinate the process of Collection of relevant data for the Study on the Status of POCSO Cases in Odisha (second round data collection)</li> <li>• Capacity building of Master Trainers for the ADVIKA Scheme</li> <li>• Training and capacity building of staff of DCPU/SSC/JAGRUTI Homes etc. on responsive mechanisms on VAW &amp; MHPSS</li> </ul>			
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7. **DUTY STATION:** Women and Child Department, Government of Odisha

8. **SUPERVISOR:** CP specialist, UN ORGANISATION Bhubaneswar Field Office.

9. **OFFICIAL TRAVEL INVOLVED (ITINERARY AND DURATION):** The consultant would be based in Bhubaneswar. The consultant will be required to undertake approximately 40 days of travel within and outside the state, with prior approval of W&CD & UN ORGANISATION. DSA is applicable only for travel **involving overnight stays**. The travel cost, whether by air (economy, most direct), train, or taxi, would be actual, based on the invoice submitted.

10. **ESTIMATED DURATION OF CONTRACT (PART TIME / FULL TIME): 20 months –**  
01<sup>st</sup> May 2025 – 31<sup>st</sup> December 2027 **(Initial contract will be issued till 31-May-2026)**

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

**A. Educational qualification:**

- The consultant should have a bachelors or master’s in social work, Sociology, Law, Anthropology, Communication, or any other relevant discipline.

**B. Work Experience:**

- Have a minimum of 4 years of working experience in the development sector with expertise in areas of child rights and child protection, adolescent empowerment, women’s rights, and gender issues.
- Sound knowledge & experience in child protection work is a must, experience of working in policy development and working with adolescent is an asset.
- Preference will be given to candidates who have experience working with the Union or State government.

- Good understanding of the national flagship programs like Beti Bachao Beti Padhao, Mission Shakti, Mission Vatsalya, and Bal Vivah Mukh Bharat is desirable.

**Language and competency:**

- Fluency in both oral and written communication in English is desirable. Functional knowledge of Odia will be an asset.

**Computer:**

- Proficiency in computer skills like the use of MS Office, conversant with the use of the internet for emails and sharing documents

**11. PAYMENT SCHEDULE:**

Unless otherwise specified in the contract, make payment within 30 days of the receipt of the contractor's undisputed invoice every month along with the monthly report of the consultant.

**12. PERFORMANCE REVIEWS:**

Evaluation of the third-party agency will be through a performance evaluation report aligned with the scope of work. The technical performance review of the consultant will be done by the Child Protection Specialist.