

Applications to be submitted on: www.inductusjobs.com/un (pdf format only)
(no other means is considered)

Position: National Menstrual Hygiene Consultant

Employing Agency (Employer): Inductus Limited

Duration of the contract: 15th October 2024 to 31st May 2025

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: New Delhi

Reporting Line:

1. Administrative Supervision- Inductus Limited
2. WASH +CCES in Institutions &MHM specialist
3. **Last Date for Application:** 26th October 2024 (Mid Night)

Terms of Reference

- **BACKGROUND/ RATIONALE**

India is home to the largest number of adolescents in the world, representing one-fourth of the country's total population (Census 2011).. Menstruation is a recurrent monthly occurrence in lives of girls, women, transmen, non-binary persons. Menstruation is a crucial part of reproductive process, that starts during adolescence and continues till age of 45-50 years; despite the significant role of menstruation in ensuring continuity of human race, it's ironical that millions of girls across the world are denied the right to manage their periods in a dignified manner. The reasons for this exclusion can be either economic, social, cultural or a combination of these. This irony underscores the need to focus on normalisation of menstruation in lives of millions of menstruators.

Menstrual hygiene management (MHM) as a program focuses on ensuring access to safe

materials to adsorb or collect menstrual blood; enabling access to facilities for the safe disposal soiled menstrual management and access to right information about menstruation. Over past 12 years the menstrual hygiene management program in India moved from deep, uncomfortable silence in this matter to the present phase when India pro-actively participates in the global Menstrual Hygiene Management on 28th May. From being absent in public health discourse/agenda for almost 60 years of Independence to having a dedicated program on MHM all the States in the country, menstrual hygiene program covered a long way. Though there is a positive momentum, especially in terms providing access to menstrual products to girls to manage periods in a safe manner, socio-cultural barriers leading to stigmatization of menstruators and poor waste management continue to be a challenge.

The reasons for these challenges need to be understood through overall sectoral overview. Different Ministries look after different aspect of menstrual hygiene program like:

- The Ministry of health and family welfare (MoHFW) works on menstrual awareness and supply of sanitary napkins. The health frontline workers named ASHA and Doctors and nurses in sub district/ community health centers are responsible for dissemination of right knowledge on MHM besides assisting with menstrual health issues. In some States ASHA workers look after distribution of free of cost sanitary pads/ or highly subsidized sanitary pads to girls.
- Ministry of Jal Shakti through its Swachh Bharat Mission Grameen program works towards ensuring toilets in households so that girls and women can have private space to change used menstrual absorbents. The SBM also looks after safe disposal of used menstrual absorbents which fits within the mandate of sustainable menstrual waste management.
- Ministry of Woman and Child focusses on needs of those girls who are not in school. Weekly or fortnight sessions for adolescent girls get organized in the village level childcare or Anganwadi center where key aspects of MHM are discussed with adolescent girls besides their health and nutrition.
- The Ministry of Education is responsible for ensuring that girls in educational institutions have access to safe, functional toilets and changing rooms. In many states, napkins are distributed to girls in schools by the State's Education Department.
- The Home Ministry, Tribal welfare Ministry and the Ministry of Sports and Youth Affairs ensure menstrual products and gender segregated toilets remain accessible to girls and women residing in institutions under their domain.
- While it is encouraging to see that various Ministries are involved in MHM in the country, the challenge lies in their working together and not in silos. The information on work done by each Ministry is not available as a cohesive, coherent, comprehensive compiled data for use in the public domain, besides being an impediment for proper program monitoring that can guide

program planning.

4. MAJOR TASKS TO BE ACCOMPLISHED

Under the overall guidance of the UN ORGANIZATION CR WASH in Institutions+ MHM Specialist and the WASH Section Chief/OIC, the consultant will support the Ministry of Education (MoE), MoHFW, MoEFCC, MoHUA and the MoWCD for all the programmatic components related to MHM in schools, communities and health care facilities

Key Governmental programs to be supported are as below:

- Ministry of Education (MoE): National Education Policy 2020, Samagra Shiksha (Swachhata Action Plan), Swachh Vidyalaya Puraskar, SOP for climate resilient WASH in School, Swachhata Action plan: as these include MHM components
- Ministry of Woman and Child Development (MWCD): Seti bachao betio padhao, Saksham Anganwadi as these schemes include MHM.
- Ministry of Health and Family Welfare (MoHFW): School Health and Wellness Ambassador Programme as this included MHM thematic area.
- Ministry of Panchayat Raj and Rural Development (MoPRD): National rural livelihood mission as this includes focus on MHM through support for SHG's to support MHM.

Following are major tasks and sub tasks:

- ▶ Conducting a secondary literature review to do a bottleneck analysis (BNA) for MHM in India country scenario. The deliverable would be a final version of BNA document after incorporation of inputs of supervisor.
 - ▶ Provide inputs for inclusion of MHM component within clean and green schools in the PM SHRI schools handbook aligned with the Swachh Vidyalaya program and Mission LiFE. The inputs shall be treated as deliverables for this.
5. **Official travel involved: (Yes)** Consultant is expected to undertake 12 field visits of 3 days per travel in the total duration of the contract, the field mission may involve travel to any of the state and districts in the country, for State / National Travel level consultation / meetings, documentation and for supervision. The itinerary cannot be provided at this point of time based on instructions from our nodal ministries and requests from States.
6. **Duration of the contract:** Starting from 1st November -2024 till 31-May-2025
7. **QUALIFICATIONS / SPECIALIZED KNOWLEDGE/EXPERIENCE / COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL)/ LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT**
- **Educational Qualification:** University degree in Social Sciences/ Medicine/ Public Health/ Gender Studies/ Environmental Studies '!'with specialized knowledge on MHM, National programs focused on MHM within the Ministries of health, women and child development, education, water and sanitation and hygiene in communities and institutions. Higher qualification in a discipline covering MHM will be added asset.
 - **Experience:** At least 4 years of professional experience must be focused on working on Menstrual Hygiene Management. At least 6 years of progressive experience of working in

water, sanitation and hygiene sector in communities and schools, anganwadis and health facilities.

- Proven ability to advocate effectively with National, state and district level officers of counterpart and other departments.
- In-depth knowledge of sector policy & practice, in particular, relating to MHM like RKSK, SABLA, Kishori Shakti Yojana, Swachh Vidyalaya Puraskars and SBM-G.

8. PAYMENT SCHEDULE

- The payments will be done on a monthly basis upon raising approved deliverables and other related formats.