

**Application has to be submitted only on: [www.inductusjobs.com/un](http://www.inductusjobs.com/un) (No application will be considered by any other means)**

**Position:** State Consultant- Gender & PCPNDT (UNFPA)

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

**Duration of the contract:** 1 year from the date of selection

**Note:** *"It is a consultancy position for which the candidates are required to quote monthly professional fee (include TDS, if being deducted). The position requires travel outside the duty station. Inductus will arrange the travel. OPE costs for any pre-approved official travels outside, would be paid to the consultant by Inductus based on standard rates prevalent in the respective State. No other fee/ expenses would be paid or reimbursed apart from the above"*

**No. of Vacancy:** 1

**Duty Station:** Directorate of Health Services, Government of Madhya Pradesh

**Reporting Line:**

1. Administrative Supervision- Inductus Limited
2. State Head, UNFPA State office, MP
3. Joint Director, PCPNDT/Regulations, Dept of PH&FW MP

Last Date for Application: **14th April 2025 (Mid Night)**

**Terms of Reference for the State Consultant- Gender & PCPNDT (MP)**

**Honorarium Offered:** Rs. 70,000 to 85,000 per month

**Background and Rationale**

UNFPA Country programme envisions an India where every woman and young person, including those from the most vulnerable groups, enjoys gender equality, realizes sexual and reproductive health and reproductive rights and contributes to sustainable development. UNFPA focuses on ensuring universal access to high quality sexual and reproductive health services; investing in adolescent health and well-being and empowering young people with critical life skills; addressing gender-based violence (GBV) and harmful practices such as gender-biased sex selection and child marriage and using population data to maximize the demographic dividend.

Harmful practices like gender-biased sex-selection, early marriage and teenage pregnancies among young girls continue to be of concern in the state with 23.1% of women aged between 20 and 24 years getting married before they turn 18. Among adolescent girls aged 15–19 in

MP, 5.1% have already begun childbearing, i.e., they were already mothers or pregnant at the time of the NFHS-5. Gender-biased sex-selection has led to an alarming decline in sex-ratio in Madhya Pradesh. The sex ratio at birth for MP is 956 female per 1000 male.

Achieving Zero harmful practices is one of three transformative goals of UNFPA's Strategic Plan. Gender based Sex Selection and Child Marriage stems from gender-based discrimination and addressing them is critical to the achievement of the SDGs. Madhya Pradesh has improved in terms of reducing Child marriages and address Gender based sex selection, but challenges remain. UNFPA works closely with the Department of Public Health & Family Welfare for the enhancing the health, reproductive health of adolescent girls and enhancing the value of girl child. In the coming years, it is proposed to work on addressing Gender based violence, building capacities of various stakeholders on Gender issues from public health perspective. UNFPA will be providing technical support to the Department in the area of strengthening the response towards Gender based discrimination and addressing gender based violence from the public health perspective. In this context, it is planned to provide technical support to the Department of PH&FW on addressing Gender Based Violence and stronger implementation of PCPNDT Act and other Gender legislations. A technical consultant will be hired who will work closely with the Joint Director and Senior Officials of Department of PH&FW on the above areas.

### **Job Responsibilities**

#### **Technical support, Programme management & coordination**

- Work closely with relevant programme staff at the State level to support the initiatives of the Department of Health for rolling out a health sector response to GBV.
- Act as the first point of contact for all technical assistance, capacity building and knowledge management on health sector response to GBV.
- Legal guidance on matters of PCPNDT registration of centers/machines. Technical advice on registered cases of PCPNDT Act in the State. Suggest evidence-based interventions for better implementation of PCPNDT Act.
- Legal guidance on implementation of regulatory Acts implemented by DoPHFW
- Constitution/renewal of committees/board as deemed appropriate under PCPNDT Act.
- Collaborate with related departments like Women and Child Development, Home, Law & legislative Affairs and Judiciary for a coordinated response to survivors of violence.
- Ensure coordination of health facility with the One Stop Center to ensure to and fro referral of survivors.
- Initiate organization of meetings at regular intervals between health facility and OSC staff including police, shelter, justice, services for better coordination.
- Ensure availability of screening protocols/ SOPs and job aids/ contents of sexual assault forensic examination kit are available at all hospitals for documentation of GBV and to provide care.
- Ensure availability of space for private and confidential consultation and examination of survivors of sexual violence at all hospitals.
- Making district hospitals and Civil Hospitals compliant with the protocols related to Health Sector Response to Violence

### **Training & Capacity Building**

- Organise capacity building of Superintendents of District Hospitals on a comprehensive health sector response to GBV, including medico legal care of survivors of sexual violence.
- Organise capacity building of Medical Officers (OBGY, casualty, forensic) and staff nurses from District hospitals and medical colleges on a comprehensive health sector response to GBV
- Build capacities of frontline functionaries on identification of survivors of violence and for referral
- Provide necessary technical inputs for preparation/ adaptation of reading/ learning material for capacity building programmes of different stakeholders.
- Support the development of checklists for quality assurance on GBV and capacity building of internal committees on quality assessment.
- Ensure all counsellors at sub district hospitals, where OSCs are not available are trained to counsel survivors of violence.

### **Documentation, Monitoring and Evaluation**

- Progressive tracking of activities approved in RoP under PCPNDT component. Regular and timely conduction of SSB, SAA and SAC meetings. Coordination for CBA of registered sonologists as per Act and Rules.
- Closely monitor roll out of GBV activities in district hospitals and medical colleges to identify and document best practices as well as constraints, share them with the DHFW and UNFPA
- Ensure that data on GBV is captured through the health management information system.
- Support the roll out of a quality assurance system to ensure provision of quality services to survivors. Monitoring performance and progress of DIMCs and coordination of NIMC visits.
- Based on quality assessment, identify gaps and recommend solutions to overcome the issues at the facility level/ district level/ State level.
- Undertake regular visits to sub district hospitals to monitor the quality of services being provided to survivors.

### **Other activities**

- Carry out any other related activities as and when required and as advised by UNFPA/DPH&FW.

### **Deliverables**

- Analysis of the progress of the monthly utilisation of the related schemes Gender programmes
- Develop monthly and annual work plans for undertaking the roles and responsibilities as a State Consultant in discussion with UNFPA and Dept of PH&FW
- Develop quarterly report and monthly brief of the activities undertaken by the State Consultant
- Details of any materials/ guidelines developed

### **Reports**

- Submission of travel reports within four working days of travel to Joint Director, PCPNDT, Dept of PH&FW and UNFPA
- Development of monthly, quarterly and annual reports

**Qualifications and Experience**

- Graduation in Law from a recognized university/ Institute
- Having at least 3-5 years of predominant experience in technical and legal aspects of Programme management and experience working in area of Gender

**Knowledge, Skills and Abilities:**

- Technical Skills, good communication and training skills
- Good skills in operating computers and MS Office package
- Creative skills and ability in planning, implementation and monitoring programs.
- Ability to understand and address development related issues.
- Ability to work with a diverse group and settings.
- Experience in the analysis of data and good documentation skills
- Have good language skills – Both Hindi and English