

TERMS OF REFERENCE (Re-advertised)

Individual Consultant to Support Mission Shakti of the MWCD for providing technical support for Child Protection System Strengthening (Open to National Consultants only)

Duty Station: New Delhi

Contract Duration: 12 months

Closing Date: 14th August 2023

1. BACKGROUND

India has a fairly comprehensive policy and legal framework addressing rights and protection for children and providing opportunities to ensure that all children have equal access to quality protection services. Despite this, all across India gender inequality results in unequal opportunities. While it impacts the lives of both genders, statistically it is girls that are the most disadvantaged. Girls face multidimensional deprivations such as poverty, social exclusion, and gender discrimination. Due to the gender barriers still 4 million girls in India do not have opportunities to go to school. This deep-rooted harmful norm continues to expand where in adulthood only a quarter of women are seen in the formal workplace. Empowering girls socially and economically is critical for the more inclusive and sustainable growth of India. Changing the perception of gender roles takes time and can be achieved by investing in a range of assets for girls now, such as economic empowerment, education, nutrition, life skills, gender socialization, social protection, health, and protective services.

The Government of India has been making concerted efforts towards achieving the SDGs, by bringing all relevant schemes and programmes under the umbrella of three schemes namely Mission Shakti, Mission Vatsalya, and Mission Poshan of the Ministry of Women and Child Development (MoWCD). Ministry of Women and Child Development (MoWCD) has taken a cross-sectoral approach to promote adolescent girl's empowerment and address their deprivations through the Beti Bachao Beti Padhao (BBBP) programme under the Mission Shakti. It is a coordinated and convergent effort of diverse stakeholders and various ministries, and it has influenced the national and mainstream discourse in favour of girls and women. The focus is also to move from awareness of the initiative to influence behaviour change.

In partnership with the MoWCD, UNICEF India has adopted a lifecycle approach and focuses on adolescents as a cross-cutting beam with a strong lens on using gender transformative approaches to promote adolescent empowerment. Within UNICEF, the lifecycle approach for adolescents brings together the contributions of different program sections to promote the survival, development, protection and participation of adolescent girls and boys. Much of the work focuses on enhancing the value of girls, increasing the degree of autonomy adolescents have over decisions affecting their lives, reducing child marriage and adolescent pregnancy and improving the access to services, schools and entitlements for adolescents.

UNICEF India and state offices are working towards the strengthening of the BBBP programme as a long term and systemic intervention to ensure child survival, development, protection and empowerment. The partnership includes support for facilitation of programmes at the state and district level such as the planning, implementation, monitoring, capacity building, development of advocacy and social and behaviour change communication package.

UNICEF has supported the MWCD in successfully developing, designing, and disseminating the national guidelines and implementation framework for the flagship scheme in the country for the girl child and had a sterling launch of it on the International Day of the Girl Child. The strategic integration of primary issues affecting the welfare of the girl child in the country, helped us incorporate government-led action and communication on ending child marriage, addressing school dropout, more gender-equal parenting, and other such concerns. This has also led to greater convergence between relevant ministries and concrete steps toward gender transformative action at all levels of implementation.

UNICEF also partnered with MWCD and YuWaah (Generation Unlimited) and conducted a national-level event for promoting skilling for young girls in non-traditional livelihoods, where most of the beneficiaries

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| <p>violence against children and women, other coordination and technical support on need basis for Mission Vatsalya.</p> <p>1.8 Conduct field visit to state offices and support field offices.</p> | <p>include a field mission report.)</p> <p>1.5 Consolidated report on Women Hubs/Centres at the district/state initiated adolescent centric interventions under Mission Shakti and other flagships programmes. (The report should include updates if any such activities are integrated under government schemes as well as updates from field mission.)</p> | <p>Within 4 months</p> |
| <p>2. Technical support to roll out BBBP guidelines, district guidelines, MIS, and convergence with other ministries.</p> | | |
| <p>2.1 Provide technical support to MoWCD in roll-out of BBBP guidelines, communication package and capacity building of the State and district level personnel (mid-line managers, front line workers, community structures and CSOs) for roll out of BBBP implementation across BBBP districts in India.</p> <p>2.2 Provide technical support to ensure coordination with State and District Nodal officers on implementation and contextualization of package of interventions/innovations/thematic issues.</p> <p>2.3 Provide technical support to implement commitment between MoWCD and Ministry of Skill Development & Entrepreneurship (MSDE) on the development and roll out of Non-traditional skilling and livelihood opportunities for young girls. Support to develop District Skill Development Plans (DSDPs) by District Skill Committees (DSCs) addressing the specific requirement of women including adolescent girls and develop guidelines/SOPs focusing on gender friendly skilling environment.</p> <p>2.4 Provide technical support to all the ministry supported events during the National Day of the Girl Child, International Women's Day, International Day of the Girl Child and other key events as and when planned.</p> <p>2.5 Coordination with state offices to review the effective implementation of the district action plans, activities suggested in the calendar and the score card roll out under the newly developed BBBP operational guidelines</p> <p>2.6 Conduct field visit to state offices and support field offices.</p> | <p>2.1 Consolidated report training on the BBBP guidelines, and communication package with the state and district level personnel.</p> <p>2.2 Comprehensive report on the aggregation of requirements for non-traditional occupations at the state and national level for designing suitable skilling interventions. (Including a field mission report.)</p> <p>2.3 Submission of SOP and other documents developed focusing on gender friendly skilling environments.</p> | <p>Within 5 months</p> <p>Within 6 months</p> <p>Within 7 months</p> |

| 3. Technical support for overall coordination with UNICEF and the MoWCD, review documents, develop plans, produce reports, and provide other support | | |
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| <p>3.1 Provide technical support and update on intradepartmental convergence for effective implementation of actions plans at state/districts level purview of Mission Shakti Scheme.</p> <p>3.2 Support for ensuring regular coordination and follow up with MoWCD-Mission Shakti team, UNICEF and district nodal officers for implementation of interventions focusing Child Protection, GBV and other relevant areas within Mission Shakti Scheme.</p> <p>3.3 Support events and campaigns under Mission Shakti & Mission Vatsalaya on various issues agreed by the MoWCD and UNICEF.</p> <p>3.4 Ensure documentation of key stakeholder meetings and follow up action points. Also, support in talking points and decks for Secretary and JS for Mission Shakti meetings.</p> <p>3.5 Support for regular documentation initiatives and good practices at state/district/block level.</p> <p>3.6 Support to organize learning symposium and exchange visit with Partners and Government Representatives.</p> <p>3.7 Technical support in scaling up blended platforms for skilling and employability for adolescents and funding for girl centered and adolescent led programming (Dove funded project).</p> <p>3.8 Support expansion of ECM initiative in the North Eastern part (Tripura).</p> <p>3.9 Any other technical support as needed to streamline adolescent programming in Child Protection.</p> | <p>3.1 Submission of a consolidated report on the special awareness campaigns and/or capacity building workshops in partnership with “Mission Shakti” Scheme under the MoWCD targeted at young girls.</p> <p>3.2 Consolidated report on the support provided for ensuring regular coordination and follow up with MoWCD-Mission Shakti team, UNICEF and district nodal officers for implementation of interventions focusing Child Protection, GBV and other relevant areas within Mission Shakti Scheme. This will include a field mission report as well.</p> <p>3.3 Consolidated report on the roll-out of the Gender Transformative Accelerator roadmap at the state level. (The report should include updates if any such activities are integrated under government schemes.)</p> <p>3.4 Consolidated report on findings from desk review for the programme expansion in Tripura.</p> <p>3.5 Progress report on organizing learning symposium with Partners and Government Representatives.</p> | <p>Within 8 months</p> <p>Within 9 months</p> <p>Within 10 months</p> <p>Within 11 months</p> <p>Within 12 months</p> |

4. DUTY STATION

New Delhi, with mission travel to state offices

5. OFFICIAL TRAVEL INVOLVED (ITINERARY AND DURATION)

Three (3) domestic air travel of 5 days each (total 15 days)

6. ESTIMATED DURATION OF CONTRACT

12 months, from 1st September 2023

7. QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT

Minimum Qualifications required:

Master's in social sciences, Social Work, Gender, Development Studies or Law.

Knowledge/Expertise/Skills required:

- Technical knowledge with at least 8 years of work experience on issues relating to gender, child protection, and governance.
- Experience in working with Government such as MoWCD is preferred.
- Experience in working with UN Agencies or International development organizations, CSOs etc.
- Ability to engage with a wide range of people, including government partners, academic centers, formal and in-formal Networks & Collectives, NGOs/CSOs and technical experts if required to collate all relevant information.
- Computer skills, analytical- and excellent writing skills.
- Fluency in written and spoken English is essential and Hindi will be an asset.

8. TECHNICAL EVALUATION CRITERIA (WITH WEIGHTS FOR EACH CRITERIA)

Technical and Financial ratio is 80:20 (technical proposal-80 points and financial proposal-20 points)

1) Educational Qualification: 10 marks

2) Relevant Experience in technical areas: 15 marks

3) Relevant experience of working with government, UN agencies / other development organizations / NGOs / CSOs: 15 marks

Note: Candidates scoring a minimum of 32 marks (out of 40) will be called for a written test.

4) Written Test: 15 marks

Note: Candidates scoring a minimum of 44 marks (out of 55) will be called for an interview

5) Interview: 25 marks

Note: Qualifying score in technical evaluation is 64 out of 80 points.

9. PAYMENT SCHEDULE

Payment will be made on submission and acceptance of deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant

10. IMPORTANT NOTES

- Individuals engaged under a consultancy or individual contract will not be considered "staff members" under the Staff Regulations and Rules of the United Nations and UNICEF's policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

- The selected candidate is solely responsible to ensure that the health insurance (and visa if applicable) required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.
- UNICEF offers reasonable accommodation for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

HOW TO APPLY:

The application to be submitted through the online portal and must contain three separate attachments, as follows:

1. A cover letter (max 2 pages) outlining understanding of the scope and activities, motivation to undertake it and demonstrating fit for the assignment **(to be uploaded online under “Cover Letter” tab)**
2. An updated CV demonstrating all requirements stated above **(to be uploaded online under “Resume” tab)**
3. A financial proposal indicating all-inclusive amount (professional fee + travel cost as applicable) against each of the deliverable, as per the template attached. Please do not forget to specify your name in the file while saving **(to be uploaded online under “Financial Proposal” tab).**

Important Note: Please do not indicate financials anywhere else in the online application form, please mark "n/a or 00", under the fee related questions in the online application form.

Without all the above 03 documents, your application will be considered incomplete and invalid and will not be considered further.

- Any attempt to unduly influence UNICEF’s selection process will lead to automatic disqualification of the applicant.
- Joint applications of two or more individuals are not accepted.
- Please note, UNICEF does not charge any fee during any stage of the process.
- Women, trans, non-binary and gender diverse candidates meeting the requirements are strongly encouraged to apply.
- UNICEF is committed to diversity and inclusion and encourages qualified candidates from all backgrounds including persons living with disabilities to apply.
- General Terms and Conditions for the Consultancy Contract is attached, for your reference.

For any clarifications, please contact:

UNICEF

Supply & Procurement Section

73, Lodi Estate, New Delhi 110003

Email: indconsultants@unicef.org