

**Terms of Reference**  
**Lead Consultant – Gender and PNDT**

National Health Systems Resource Centre (NHSRC), New Delhi on behalf of Ministry of Health & Family Welfare (MoH&FW) is seeking applications from qualified candidates for the above mentioned post purely on contractual basis.

**Role and Responsibilities**

- In collaboration with state counterparts, state advisors, NGOs and other partners contributes substantively to the formulation and design of the country programme and its component projects in line with government priorities. Ensure quality of programmes, incorporating lessons learned, newly developed policies and the best practices and establishing appropriate execution and monitoring mechanisms and systems.
- Analyses and interprets the political, social, legal, economical and administrative environment relevant to declining child sex ratio, PNDT Law and gender and identifies opportunities for interventions. Keeps abreast of new policy developments and strategies analyzing policy papers, strategy documents, national plans and development frameworks and prepare briefs and inputs for policy dialogues, technical assistance coordination and development frameworks.
- Expedites and coordinates project implementation establishing collaborative relationships with executing agencies, experts, government counterparts and other agencies facilitating timely and effective delivery of mission inputs
- Help create and documents knowledge about the current and emerging declining child sex ratio, PNDT implementation trends, and gender issues, by analyzing programmes, projects, strategies, approaches and ongoing experience for lessons learned, best practices and use knowledge for planning future strategies.
- Assist advocacy efforts of the Ministry by preparing relevant documents i.e., project summaries, speeches; presentations, etc. and participate in partners meetings and public information events.
- Assist monitoring efforts of the Ministry in terms of implementation of PNDT act at the state and district level and facilitate the appropriate authorities to implement PNDT law.

**Tasks and Functions**

- Assessment of sex ratios of States and problems, appraise/review PNDT strategies, activities, budgets, and development of communication tools to address the issue of skewed sex ratio in State PIPs and suggest appropriate actions to strengthen the same. Follow up to ensure that suggestions are satisfactorily addressed in the revised state PIPs.
- Review of existing guidelines and modification of revised operational guidelines (if required)-based on feedback from field visits/monitoring; ensure that necessary approvals are obtained and guidelines are disseminated through workshops, training modules, etc.
- Work with various divisions in the ministry to strengthen action taken by each division to incorporate a gender perspective in their on-going work.
- Assessment of progress at field level through analysis of reports received, data available in the web based HMIS,
- Periodic visits to Districts/sub districts, analysis of reports of field visits/Action taken reports of National/State inspection visits to facilities offering diagnostic services to identify strengths and weaknesses and formulate effective strategies for follow-up and improvement.
- Response to various queries including analysis of reports received from national and international agencies
- Formulate proposals on all emergent issues related to declining sex ratio in the country
- Work in collaboration with the training division to incorporate gender issues (including PCPNDT and sex selection) in the training key cadres such as ASHAs, ANMs and medical officers, etc. and facilitate gender training to service providers
- Identify actions for incorporating PCPNDT / sex selection issues within the on-going NHM PIPs and thematic areas
- Review state PIPs from a gender perspective and assist selected states in strengthening actions to reduce gender Specific barriers to health services
- Identify ways including innovations in Information, Education, Communication (IEC) strategies to reach out and cater effectively to the public, law enforcers/implementing agencies and medical fraternity
- In particular, identification of opportunities for effective integration of training programmes catering to specific target groups
- Assistance/support to bring about continuous process improvement in planning and monitoring systems towards improving service delivery/quality

**Eligibility:**

- Post graduate degree in women/ gender studies or related social sciences with good technical knowledge of gender issues
- 10-15 years of experience in implementing Gender related programmes out of which 7 years' experience at the policy level in monitoring the implementation of PC&PNDT Act on a senior position at national level
- Technical knowledge and field experience of gender related issues in public health programs under NHM particularly PNDT and sex selection/ FP/ Reproductive Health (RH)/ Maternal and newborn Health (MNH).
- Familiarity with the public health system, key stakeholders and relevant government policies/ strategies, particularly National Health Mission and State Health Societies
- Good understanding of strong number skills and experience programme management, capacity building and supervisory support
- Strong interpersonal relations, communication and team-work skills.
- Computer proficiency with high level of familiarity with commonly used packages like MS Word, Excel, Power Point & Web surfing to search relevant data & documents.
- Excellent communication and presentation skills, analytical and interpersonal abilities, excellent oral and written communication skills in English. Working knowledge of Hindi also desirable.
- Demonstrated ability to work in a multi-disciplinary team environment.

**Key outcome indicators**

- Training of Concerned authorities and health service provider
- Development of training material for the capacity building
- Handholding and guidance of the States to ensure effective implementation and execution of program
- Monitoring and analytic reports of all the indicators pertaining to the programs
- Policy brief and strategic papers on convergence models of gender related programmes and legislations
- Documentation of success stories and devising the strategy for scaling up

**Age Limit:** Upper Limit 55 years as on last date for receiving application and having sound health to undertake extensive field visits

**Remuneration Range:** Between Rs.1,30,000 to Rs.1,70,000/- per month (Consolidated)

\*Fee offered within the band will be commensurate to qualification and experience

**Reporting officer:** Director (PNDT), Ministry of Health and Family Welfare

**Place of posting:** New Delhi

**To Apply:** Candidates are requested to download the application form attached with the TOR, which is uploaded on the NHSRC website and email the duly filled application form to [rch.recruitment@gmail.com](mailto:rch.recruitment@gmail.com) only by **03-Mar-2020**. Application submitted in other format will not be accepted. Please ensure to mention post applied for on the application form, without which the application form will not be accepted.