

Terms of Reference

Consultants for implementation of Women Empowerment Policy

The Government of Bihar has recently approved the State Women Empowerment Policy, 2015. This policy will ensure the access of the girls and women to the schemes and programs and thus there will be significant contribution of this policy in overall development of women in the state.

Vision & Goals of the Policy

The basic vision of this policy is to remove all the structural and institutional obstacles beyond gender inequality, caste, class or race and to make a society based on equality.

The goal of the state policy is to insure women's access to social, economic, political, education and health related resources and to develop a favorable environment for their overall development. It will be achieved through networking with government and non government sectors.

The State policy of women empowerment will strengthen human development index and objectives of the state.

Objective of the Policy

To ensure women and girl's access to programs and systems and to make a favorable environment for their overall development, objectives of the women empowerment policy are as below :

- i. Ensure equal participation of women in economic development process and participation as a beneficiary through women empowerment into large and small economic policies, regional policies and programs under the structure of development.
- ii. Develop systems for the making and implementation of programs for the awareness about the reasons and impacts of the gender related violence and other human rights violations.

- iii. Ensure quality education, formal and informal, for women and girls on primary, middle and university levels and ensure equal opportunity of training and employment for them.
- iv. Provide sexual and reproductive health along with quality health services to women and girls and achieve health indicators related to maternal mortality rate, infant mortality rate and total fertility rate.
- v. Find ways to make easy access of women and girls to governance, leadership, decision making process and institutions.
- vi. Guiding on every levels of resources and public expenditure through implementation of Gender Budgeting process.
- vii. To promote and secure the human rights of women and girls through successful implementation of national and international documents of human rights.
- viii. Communicate peacefully and distribute guidelines to stakeholders like media, political parties and communities to make awareness about gender equality and its relativity with development.

For effective implementation of the Policy, it has been decided to hire the service of Consultants. The service of the consultant is required for a period of 1 year, any extension will depend upon the requirement and performance of the consultant.

WDC, Bihar is looking for the following Consultants :

Position Title	Lead Consultant, Women Empowerment Policy – 1
Position Purpose	The lead Consultant shall be responsible for providing support to WDC for facilitating the implementation of Women Empowerment Policy (WEP) through a collaborative approach with nodal departments.
Major Responsibilities	<ul style="list-style-type: none"> • Provide technical support to WDC in developing strategy frame work for implementation of the WEP in the state. • Support WDC in establishing collaboration with relevant departments for facilitating smooth roll out of programmes and schemes committed under WEP. • Support / facilitate in organizing consultation with various departments for guiding/steering relevant department's WEP specific action plan. • Assist in the monitoring of the action plan of the departments, developed to measure progress of their action plan. • Support WDC in leading Women Empowerment and

	<p>adolescent girl specific state and national level campaign/ events.</p> <ul style="list-style-type: none"> • Represent WDC in various forums for greater visibility and bringing new learning and practices for value addition to WDC's on going plans under the WEP policy framework. • Need based support, programme implementation, Monitoring & Evaluation, advocacy, IEC, training & capacity building.
Eligibility Criteria	<p>Candidate should be well organized, able to work independently, skilled at handling multiple task, able to meet deadlines, work in stressful situation and willing to travel extensively around India. Other specific qualifications should include at a minimum:</p> <ul style="list-style-type: none"> • Post Graduate in social science from any institute/university of repute. • Phd / MPhil in social science will be an added qualification. • Minimum 10 years work experience on women related issues covering women rights & acts, education, health, policy formulation, programme management, capacity building, Networking, Monitoring & Evaluation. • Out of these 10 years, should have atleast 5 years experience in inter departmental / inter institution coordination. • Well versed in writing/developing content to support policy advocacy. • Having potential to do multiple tasking, dealing with complex issues related to government coordination, partner capacity-building and consensus building among stakeholders; • Demonstrate experience in critically thinking and communicating persuasively on sensitive issues to a wide range of audiences, including corporate, government and media; • Knowledge of evaluation and impact assessment. • Fluency in English and Hindi speaking and writing.

Position Title	Consultant, Women Empowerment Policy – 1
Position Purpose	The consultant shall provide technical support to the Lead consultant in achieving the desired output.
Major Responsibilities	<ul style="list-style-type: none"> • Serve as one of the technical focal point for WEP implementation, keep contacts with inter- department officials and ensure proper networking.

	<ul style="list-style-type: none"> • Monitor and report on implementation of the policy on a regular basis; • Support Development of IECs. • Compile and disseminate best practices and lessons learnt on women empowerment issues; • Support Lead Consultant to identify the training needs of state departments for effective implementation of policy. • Document challenges and best practices/strategies that have been adopted. • Report on a regular basis to the Lead Consultant. • Support Lead Consultant in development projects on Women empowerment issues for resource mobilization.
Eligibility Criteria	<p>Candidate should be well organized, able to work independently, skilled at handling multiple task, able to meet deadlines, work in stressful situation and willing to travel extensively around India. Other specific qualifications should include at a minimum</p> <ul style="list-style-type: none"> • Post Graduate in social science from any institute/university of repute. • Minimum 5 years work experience on women related issues covering women rights & acts, education, health, policy formulation, programme management, capacity building, Networking, Monitoring & Evaluation. • Well versed in writing/developing content to support policy advocacy. • Having potential to do multiple tasking, dealing with complex issues related to government coordination, partner capacity-building and consensus building among stakeholders; • Demonstrate experience in critically thinking and communicating persuasively on sensitive issues to a wide range of audiences, including corporate, government and media; • Knowledge of evaluation and impact assessment. • Excellent Report writing skills; • Fluency in English and Hindi speaking and writing

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APPLLLICATION FORMAT FOR HIRING THE SERVICES OF CONSULTANTS

Position Applied For: _____

1. Name:

2. Father's Name:

(married female candidate should also mention father's name only)

3. Date of Birth:

4. Permanent Address:

5. Address For Correspondence:

6. E-Mail:

7. Mobile No:

8. Educational Qualilfication:

(Graduate level on wards)

Degree/Diploma Certificate	Year	College/Institute/University	Subjects	Division/Marks

9. Experience (reverse chronological order – latest first):

S.N.	Name Of Organisation	Designation	Tenure	Responsibility/Assignment	Achievement

10. Language Proficiency:

Language	Read	Write	Understand
English			
Hindi			
Any Other, pls, Specify			

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11. Computer Proficiency:

12. Any Other Relevant to applied for Information that Applicant may like to add
(may use separate sheet if required):

13. References:

Name and Designation	Phone No.

Date:-

Name:

Place:

Signature



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Instruction for filling up the application format:

- a. Application not received in the prescribed format shall be subject to rejection.
 - b. If required additional sheet on information may be provided along with application form.
 - c. Application format filled up and signed should be submitted/mailed in PDF format to **support@wdcbihar.org.in**
 - d. No support documents apart from filled up application form is required to be submitted along with application.
 - e. Only shortlisted candidates shall be called for interview/test.
 - f. The list of shortlisted candidates shall be posted on the WDC website.
 - g. The required supporting documents/marksheets/certificates/ID Proof shall be brought during the time of interview/test in form of photocopy&original.
 - h. The original will be returned back immediately after verification.
 - i. Any legal dispute shall be subject to Patna jurisdiction.
 - j. Any false claims made in the application shall be liable for punitive action.
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