Youth Consultant
to undertake development of
Youth Engagement strategies under the JTELP Project

1. Background

1.1 Introduction: Jharkhand Tribal Development Society is an apex body under the Department of Welfare, Govt. of Jharkhand to foster development of tribal community in the state of Jharkhand. JTDS seeks to develop and implement a replicable model that ensures household food security and improves livelihood opportunities and overall quality of life of the Tribal population based on sustainable and equitable use of natural resources.

The organizations key objectives are:

- Empowering the Tribal Grassroots associations and user groups including women and other marginal groups.
- Promoting activities, which generate sustainable increases in production and productivity of land and water resources.
- Facilitate action research projects.
- Act as think tank for large policy implication for the development and empowerment of the tribal communities in the state of Jharkhand.

Jharkhand Tribal Empowerment & Livelihoods Project (JTELP) is being implemented in Ranchi, Khunti, Gumla, Simdega and Lohardaga districts in Ranchi Division, West Singhbhum, East Singhbhum and Saraikela-Kharsawan districts in Kolhan Division, Latehar district in Palamu Division and Godda, Dumka, Pakur, Sahebganj and Jamtara districts in SanthalPargana Division. All these are TSP districts. Within these districts the blocks (sub-districts) that have rural tribal population of more than 50% and population below poverty line (BPL) of at least 50% will be selected.
JTELP is expected to support 136,000 households (including 36,000 households covered under JTDP) in 1330 villages across 164 Panchayats, 30 blocks and 14 districts.

JTELP is covering 178 villages spread across 5 districts (Sahibganj, Godda, Pakur, Jamtara & Dumka) of Jharkhand and working on a targeted mode with PVTG communities.

1.3 YGs in JTELP (reference PIM, pp. 182)

As per project design including PIM, YGs are to be promoted with specific objectives and functions as follows:

- Two YGs per Panchayat.
- YGs will not undertake savings and credit activity.
- Seed capital of Rs 40,000 to each YG in two instalments (1st instalment upon formation of YG; 2nd instalment after 2 years subject to social audit report by GSPEC).
- Key objectives and activities:
  - Promotion of sports, music and drama.
  - Social development activities like road cleaning, cleaning of water sources, etc.
  - Use seed capital for purchase of sports and music equipment.
  - Provide training to become Book writers for SHGs.
  - Take up voluntary works for community benefits.
  - Accounts to be audited by external auditors.
  - Introduce competition among YGs around the followings (for which Project will allocate Rs 2,500 per Panchayat every year for six years):
    - Cleanliness of villages;
    - Participation of all children under five years of age in Anganwadi;
    - 100% access to PDS;
    - Enrolment of children in School;
    - Widow pensions to all eligible persons;
    - Old age pension to all eligible persons;

1.4 Trends in YG formation and activities (in line with Youth aspirations):

- Most YGs are village-based, rather than Panchayat based.
- Average memberships are 15-17.
- Most memberships in YG are male; presence of girl/young women practically nil.
- Most YGs appear to primarily focus on small savings and limited credits; also came across a number of YGs undertaking some sports activities, mainly hockey and football.
- Conspicuous absence of credible cultural activities among most YGs.

1.5 Re-calibrating YG activities in line with the spirit of project design

- In line with the spirit of the design, the activities of the YGs could be facilitated to re-calibrate around three integrated areas, namely, social activities, cultural & sport activities, and economic activities (the economic activities being the areas of interest of most YGs interacted with in the fields).
➢ **Social activities:** Promoting youth voluntarism for various social development activities such as,

- Cleaning village roads and footpaths;
- Cleaning of village water sources;
- Wastes disposals of biodegradable and non-biodegradables;
- Enumeration/mapping of eligible persons for social entitlements (widow pensions, old age pensions, disability pensions, etc.);
- Enumeration of children (under five years) attending or not attending Anganwadi;
- Enumeration of school drop outs;
- Voluntarism to support extremely poor households / households with differently challenged persons, etc. for repair of houses/dwelling place following calamities, etc.
- Follow-up on delayed payment / unfair payment for works done under government programmes such as MGNREGS;

➢ **Culture & sports activities:**

- Organising cultural activities such as traditional songs and dances;
- Promoting and learning traditional songs, dances and music, and musical instruments;
- Promoting story telling activities / events by the village elders / knowledgeable men and women;
- Communicating through drama enactments and street plays on social challenges, JTELP project activities, government programmes, problems of alcoholism, etc.;
- Organising sports and dance competition for children, young kishories, etc.

➢ **Economic activities:** [not main activities as per project design but the youth are interested on economic activities]

- Some small savings on regular basis;
- Some small borrowings/credits from seed capital for gainful activities;
- Small group businesses such as running of grocery and stationary shops (particularly in remote villages where there are no shops, etc);
- Small agro-businesses that could also benefit the village farmers/communities;
Get training to be a Book writer of SHGs / CRPs in community development / managing the Farmers Service Centre on business model, etc.

1.6 Linking YGs with NYKS

In recent months, JTELP has registered most of the YGs promoted by it with the State Directorate of Nehru Yuva Kendra Sangathan (NYKS).

2. Objective of the assignment

The key objectives are:

i. To develop the project strategy for constructive engagement of youth and their empowerment within the frame work of JTELP Project. The strategy will include linking the YGs with NYKS and skill development programme of the government to benefit from the Jharkhand Skill Development Policy 2018 and Jharkhand Youth Policy 2007

ii. Develop context-specific training strategies and action plans for topics not covered by NYKS.

iii. To develop strategies for developing YG level action plan and monitoring systems.

3. Scope of Work

Develop Training Manual with Course Module and tool kits for training the YGs (as well as FNGOs and DPMUs) to prepare their own development agenda incorporating: (a) social action plan; (b) culture & sports action plan; and (c) economic improvement action plan.

- Design the training content and training aids on the formulation of a YG action plan incorporating social, cultural, sports and economic aspects. This action plan would guide the work of the YG and the use of the financial support they receive from JTELP.
- The training material will be developed in Hindi. JTELP will organize its subsequent translation into English as well as local languages.
- The Consultant will conduct of training of trainers for the master trainers/ resource persons of NYKS as well as FNGO staff and youth leaders. By the end of the training of trainers, the participants should be in a position to replicate the training themselves and assist the YG in developing their action plans.

Develop IEC Materials for Youth Engagement and their Empowerment on their roles and responsibilities in the larger perspectives of overall village development (Social, cultural, economic and leaderships):

a. Draw up a plan for developing and designing of the IEC Materials for Youth Engagement and their Empowerment considering the objectives, purpose and target communities in consultation with the SPMU, JTDS
b. Design the contents for the IEC Materials for Youth Engagement and their Empowerment in Hindi (with the English version also made available to SPMU, JTELP).

c. Design the IEC Materials for Youth Engagement and their Empowerment in a way that could be used by CRPs, Community Facilitators, FNGO Staff for the training of Youth groups.
d. Language and literature should be simple and clear for the target groups and must be free from all kinds of technical jargons.

e. IEC Materials for Youth Engagement and their Empowerment’s contents should be designed (pictorial) as per the project’s objective and should be aligned to the trainings scheduled in the project, and should be gender sensitive.

f. Some good practices related to Youth Engagement and their Empowerment can be the part of IEC Materials

**Develop Strategy for Linking YGs with NYKS, JSDMS & NHM**

(a) Develop social activities, cultural & sport activities, and economic activities (the economic activities being the areas of interest of most YGs interacted with in the fields).

(b) Develop strategy for linking the YGs with NYKS in order to benefit from various programmes of the NYKS, particularly from the following programmes/schemes:
   - Youth and Adolescent Development (Life Skills Education);
   - Inter-State Tribal Youth Exchange Programme;
   - Youth Leadership Development Programme to foster spirit of adventure, risk, national integration and team work.

(c) Develop strategy and action plan for implementation in enabling the youth to benefit from the Jharkhand Skill Development Policy 2018 and Jharkhand Youth Policy 2007 such as strategy for linking with Jharkhand Skill Development Mission Society (JSDMS) which in turn is linked to Jharkhand State Livelihoods Promotion Society (JSLPS).

(d) Develop strategy and action plan for implementation in linking with National Health Mission particularly for the Kishori Groups / young adolescent girls to benefit from the following programmes of NHM:
   - AFHS (Adolescent Friendly Health Services)
   - MHS (Menstrual Hygiene Scheme)
   - WIFS (Weekly Iron and Folic Acid Supplementation) Programme

**4. Process of submission of deliverables**

a) The consultant would share the draft of the designed guidelines for Training and action plan development tools in PDF version to the reporting authority on behalf of SPMU, JTDS for inputs, comments and suggestions.

b) The consultant would submit the finalized CDR and PDF version of the designed and customized IEC materials as per the project requirements incorporating the inputs and suggestions to the reporting authority on behalf of SPMU, JTDS for inputs and suggestions.

c) The consultant will submit the strategy document for linking the YGs with NYKS as well as ways and means of benefiting from the Skill Development and Youth Policy of the State in PDF version. SPMU JTDS will review the document for comments and suggestions.

d) The consultant will submit the finalized CDR and PDF version of the strategy document to SPMU after revising the draft with incorporation of the comments and suggestions received from SPMU.
### 5. Milestones and Key Deliverables

Key deliverables expected from the assignment are following:

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<th>Milestones</th>
<th>Key Deliverables at the Milestones</th>
<th>Time Frame</th>
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<td>Finalization of a detailed plan for undertaking the assignment and its acceptance by the SPMU, JTDS</td>
<td>• Inception report for undertaking the assignment, with agreed dates for the submission of deliverables under the assignment.</td>
<td>2 working days from the start of the assignment.</td>
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| Submission of the Training guidelines and action plan development tools    | • The draft Manual, Module and tool kits for YG action plan would be submitted by the Consultant organization to SPMU, JTDS within 15 days of the start of the assignment  
• Branding of the module is approved by SPMU, JTDS | Within 15 working days from the start of the assignment |
| Submission of final copy of the training content and materials on YG action plan | • The consultant would submit the finalized CDR and PDF version of the designed Manual, Module and tool kits for YG action plan incorporating the inputs and suggestions to the reporting authority on behalf of SPMU, JTDS for inputs and suggestions. | Within 5 working days after receiving the comments and suggestions from SPMU, JTDS |
| Submission of the draft IEC Materials for the Youth Engagement and their development indicating roles and responsibilities of Youth groups in the larger village development/ Youth leadership. | • The draft IEC materials would be submitted by the Consultant organization to SPMU, JTDS within 30 days of the start of the assignment  
• Branding of the module is approved by SPMU, JTDS | Within 30 working days from the start of the assignment |
| Submission of YG strategy Linking YGs with NYKS, JSDMS & NHM               | • The consultant would submit the finalized CDR and PDF version of the designed strategy incorporating the inputs and suggestions to the reporting authority on behalf of SPMU, JTDS for inputs and suggestions. | Within 45 working days after receiving the comments and suggestions from SPMU, JTDS |
6. Timeline and reporting

The assignment should be completed within 60 days of signing of contract with the SPMU, JTDS. During the assignment, the consultant will closely liaise with SPMU, JTDS team and report to State Project Director SPMU, JTDS and will be supervised by the Manager – Community Institutions and Gender.

7. Expertise required

Education:

- PG degree or diploma in Rural Development/Rural Management, Social Science, MSW (Full time course).

Professional Experience:

- Sound understanding of working with government departments, civil society in India and in the poorest states in particular; voice and accountability work of civil society.
- Understanding of local governance systems in the country in general and Jharkhand in particular.
- Appreciation of the range of governance, rights & entitlements and social inclusion issues and the role of youth leaders in addressing these concerns.
- At least 5 year experience of developing training manuals, modules, tools kits and IEC materials on Youth engagement and their empowerment.
- At least 5 year experience in undertaking capacity building programmes at scale, using participating training methods.
- At least 5 year experience of working with the Youth related schemes in the state of Jharkhand

8. Remuneration

The selected person will be paid daily consultancy fees of Rs. 6000/- for a period of 60 days starting on [March 01, 2019] and completing on [May 15, 2019]. He/She will not be entitled for any other facilities like earned leave, gratuity, Employees provident fund etc. For undertaking travel for project requirement he/she will be paid TA/DA as per the existing HR rules of JTDS.

9. Application and selection process

Consultants are requested to submit a technical and financial proposal by 29 January 2019 in the prescribed format attached with this ToR. The consultants shortlisted through the evaluation process based upon the technical proposals will be called for an interaction and presentation to the SPMU, JTDS team and the final selection would be contingent to agreement on the technical and financial proposal and discussions to take place subsequently.
# Application form for Individual Youth Consultant

Name:  
Sex:  
Age:  
Father’s/Husband Name:  
Contact Address:  
Permanent Address:  
Mobile No:  
Email ID:  

 Educational Qualification (Starting from Highest level to 10\textsuperscript{th} Standard)

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<th>Sl No</th>
<th>Examination</th>
<th>Subject/Specialization</th>
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 Work Experience: (Starting from the last organization work with)

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PP size Photograph
Details of works accomplished related to Youth development/initiatives

Details of Work Experience in the area of Youth Development

Language Known:

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Place:                      Signature

Date:

Note: Please send the duly filled application form in closed envelope mentioning “Application Youth Consultant” along with the self attested photocopies of the all educational marks sheet & Certificates and work experience certificates to the following address by hand/post/currier:

Jharkhand Tribal Development Society,
Jharkhand Tribal Welfare Research Institute Campus,
Tagore Hill Road,
Morabadi, Ranchi – 834008,
Phone + Fax No.: 0651-2552088