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(pdf format only)

Position: National MHM and gender in WASH consultant

Employing Agency (Employer): Inductus Limited

Duration of the contract: Initial contract will be issued till 31-May-2026

Remuneration: Gross compensation budgeted for the position is very attractive. Please note that the offer made to the selected candidate shall be commensurate with qualifications, experience, and salary history. Applicants to mention their current professional fee & expected professional fee on www.inductusjobs.com/un

No. of Vacancy: 1 Positions (One)

Duty Station: He/she can work remotely as per pre-conditionality of hiring; but he/she must be available for strategic meetings across 4 Ministries, with UNICEF and/or other UN agencies. Most of the time these meetings happen every week and with prior notice of just 1-2 days so that consultant needs to be prepared accordingly and preferably based out of Delhi, NCR.

Reporting Line:

1. Administrative Supervision- Inductus Limited
2. WASH specialist focal for MHM and gender in WASH

Last Date for Application: 19th November 2025 (Mid-Night)

CONTENT OF TERMS OF REFERENCE(TOR)

1. Background:

India is home to the largest number of adolescents in the world, representing one-fourth of the country's total population (Census 2011). Gender inequalities impact 50 percent of these adolescents who are girls, their education, health, and social participation (Free Standards Group 2016). Menstruation is a recurrent monthly occurrence in lives of girls, women, transmen, non-binary persons. Menstruation is a crucial part of reproductive process, that starts during adolescence and continues till age of 45-50 years; despite the significant role of menstruation in ensuring continuity of human race, it's ironic that millions of girls across the world are denied the right to manage their periods in a dignified manner. The reasons for this exclusion can be either economic, social, cultural or a combination of these. This irony underscores the need to focus on normalization of menstruation in lives of millions of menstruators.

Menstrual hygiene management (MHM) as a program focuses on ensuring access to safe materials to adsorb or collect menstrual blood; enabling access to facilities for the safe disposal soiled menstrual management and access to right information about menstruation. The history of menstrual hygiene

management in India moved from deep, uncomfortable silence in this matter two decades ago to the present phase when India pro-actively participates in the global Menstrual Hygiene Management on 28th May. From being absent in public health discourse/agenda for around 50 years to having a dedicated program on MHM all the States in the country, menstrual hygiene program covered a long way. Though there is a positive momentum, especially in terms providing access to menstrual products to girls to manage periods in a safe manner, socio-cultural barriers leading to stigmatization of menstruators and poor waste management continue to be a challenge.

The reasons for these challenges need to be understood through overall sectoral overview. Different Ministries look after different aspect of menstrual hygiene program like:

- The Ministry of health and family welfare (MoHFW) works on menstrual awareness and supply of sanitary napkins. The health frontline workers named ASHA and Doctors and nurses in sub district/ community health centers are responsible for dissemination of right knowledge on MHM besides assisting with menstrual health issues. In some States ASHA workers look after distribution of free of cost sanitary pads/ or highly subsidized sanitary pads to girls.
- Ministry of Jal Shakti through its Swachh Bharat Mission Grameen program works towards ensuring toilets in households so that girls and women can have private space to change used menstrual absorbents. The SBM also looks after safe disposal of used menstrual absorbents which fits within the mandate of sustainable menstrual waste management.
- Ministry of Woman and Child focusses on needs of those girls who are not in school. Weekly or fortnight sessions for adolescent girls get organized in the village level childcare or Anganwadi center where key aspects of MHM are discussed with adolescent girls besides their health and nutrition.
- The Ministry of Education is responsible for ensuring that girls in educational institutions have access to safe, functional toilets and changing rooms. In many states, napkins are distributed to girls in schools by the State's Education Department.
- The Home Ministry, Tribal welfare Ministry and the Ministry of Sports and Youth Affairs ensure menstrual products and gender segregated toilets remain accessible to girls and women residing in institutions under their domain.

While it is encouraging to see that various Ministries are involved in MHM in the country, the challenge lies in their working together and not in silos. The information on work done by each Ministry is not available as cohesive, coherent, comprehensive compiled data for use in the public domain, besides being an impediment for proper program monitoring that can guide program planning. Conscious convergent action by the Ministries can help in making the program robust and responsive to the needs of the girls and women besides addressing key programmatic challenges in a holistic way. A National MHM task force was constituted in 2018, to streamline work of different Ministries, due to advocacy by UN ORGANISATION, but this has since remained in paper only as it was never prioritized from the highest level of bureaucracy. Over past 2 years the MoHFW was working with UN ORGANISATION on streamlining of information, education, and communication material (IEC) material on menstrual health and hygiene for frontline workers, health care providers and adolescent girls and boys; a part of this package was launched by the MoHFW last year and work on remaining part of the package is still under way. The MoHFW and UN ORGANISATION field offices have also reached out to us to help with training of master trainers using this training package. The proposed position of consultant will assist the MoHFW and field offices in this task.

Over past 1.5 years the MoJS and the central pollution control board have been working jointly with us to develop National level guidelines and standards for incinerators, and we are part of this working group; this proposed position will help us better support these efforts.

Apart from MHM this position will also assist gender in WASH programs as this aspect remaining relatively less focused in WASH related programs of different Ministries in Government of India. Over past 4 years due to UN ORGANISATION's advocacy the nodal department for WASH i.e. the department of drinking

water and sanitation (DDWS) has started focusing on gender under the Jal Jeevan Mission and Swachh Bharat Mission- Gramin by instituting “swacch Jal nari shakti awards” to recognize women champions and inspire others. To ensure sustainability in gender equity related efforts of the nodal ministries it is essential to support them for incorporating gender related aspects more prominently in their programs. UN ORGANISATION WASH section has prominently included gender in our results framework and multiyear work plan hence there is a need to support them with advocacy and guidance documents, capacity development packages and documentation of best practices.

Services of a consultant are required to support in UN ORGANISATION’s national programs related to menstrual hygiene and gender in WASH to help in our advocacy with key Ministries for addressing the major gaps, besides helping with physical and financial program planning, monitoring as required by the nodal ministries. The proposed position will assist in responding to these ongoing requests from the nodal Ministries as well as our field offices.

2.Purpose of Assignment:

The purpose of this consultancy is to provide technical support to menstruation hygiene management and gender aspects of WASH programming to enable inter-ministerial/departmental convergence at various levels to ensure cohesive and coherent approach to address the above-mentioned gaps. As menstrual hygiene management and gender in WASH programming involve more than one ministry this position is envisaged help in convening stakeholders for enabling converge of knowledge and resources for catalysing changes in this sector.

The consultancy will help in identifying major challenges in MHM, gender related WASH programming and to propose sustainable approaches to address the same. Through this consultancy, support will also be extended to field offices for better planning for MHM and gender in WASH programs, state inter-departmental convergence activities, process documentation as well as capacity development of the key stakeholders.

3.Major tasks to be accomplished:

Following are major tasks and sub tasks:

1. Conducting a secondary literature review to do a bottleneck analysis (BNA) for MHM and gender in WASH programs in India country scenario. The deliverable would be 2 documents after incorporation of inputs of supervisor. This work will involve proactive consultation with output leads for water and sanitation in section and interested field offices.
2. Provide inputs for inclusion of MHM component within standard operating procedures for clean and green schools rating SHVR and in the PM SHRI schools handbook aligned with the Mission LiFE. The inputs shall be treated as deliverables for this.
3. Assist in developing new and/or revising components of the IEC package on menstrual hygiene and Health as per requirements expressed by the MoHFW as there are upcoming requests.
4. Support in organizing and taking sessions during national level training of trainers/ resource person coordinated by the MoHFW once the IEC package once the MHM IEC package is finalised

5. Assist the Ministry of Education in focusing on gender within WASH specific programs like climate resilient Swachhata action plans and the Harit and swacch (clean and green) Vidyalaya rating scheme.
6. The Ministry of Health and Family Welfare (MoHFW) will be assisted in review the state wise action plans under National MH policy, as per their requirements.
7. The MoJS has been planning to revise the National MHM guidelines 2015; so, the consultant will support these efforts once started.
8. The consultant will help field offices in drafting, best practices on MHM in schools/ communities and gender in WASH programs as the scenario is rapidly changing on ground and more best practices are emerging. This will be in form of a PPT as well as a word document. 9 trips of 3 days each are estimated to be made for this task.
9. Monthly or frequent sectoral updates will need to develop, on directives/ initiatives from nodal ministries apart from highlighting media coverage. Minimum 1 sectoral update per month will be required during tenure of this contract.
10. Data analysis from key sources will be conducted as needed for MHM programs. Data collation for the Joint Monitoring Programme (JMP) for MHM will also be supported.
11. Support will be provided to actively engage and involve young people (Eco club, Youth Club/ Child Cabinet, through UN ORGANISATION's YuwaaH team or separately) for promoting environment friendly MHM within institutions and households. The person on this position will help in conducting sessions with relevant stakeholders as required.
12. The consultant shall support major advocacy and mass communication events like the MHM day and the International Women's Day by way of preparing advisory notes for nodal ministries, template for reporting for field office and thereafter help with final report consolidation. This will help in reporting against the work plan targets as well as core standard indicator targets 2025.
13. Support the nodal departments like Bureau of India Standards BIS in preparation of National standards for menstrual cups, tampons and biodegradable menstrual absorbents as and when needed.
14. Consultant will be required to assist UN ORGANISATION field offices in planning, capacity development, program assessment and stakeholder consultation for MHM as per requirements. The specific aspects covered will depend on the requirements expressed by the field offices. This will involve at least 9 trips of 3 working days depending upon requirement in field offices.

4.Deliverables and Deadlines:

S.No.	Major Task	Deliverable	Technical Supervisor-UN ORGANISATION/Government*
1	Bottleneck analysis (BNA) for MHM and gender in WASH programs in India country scenario	2 documents related to BNA for MHM and gender programs	UN ORGANISATION
2	Inclusion of MHM component within standard operating	Record of inputs provided	

	procedures for clean and green schools rating SHVR and in the PM SHRI schools handbook aligned with the Mission LiFE		
3	Assist in developing new and/or revising components of the IEC package on menstrual hygiene	Record of inputs provided	UN ORGANISATION
4	Support in taking sessions during national level training of trainers/ resource person once the MHM IEC package is finalised	Report of training sessions	
5	Inclusion of gender in WASH specific programs like climate resilient Swachhata action plans and the Harit and swacch (clean and green) Vidyalaya	Record of inputs	
6	Assist in review of State wise action plans on MHM.	Record of inputs provide	
7	Support MoJS in revision of the National MHM guidelines 2015	Revised version of the MHM guidelines	
8	Help in preparing best practices documentation on MHM	One PPT and word document of good quality	UN ORGANISATION
9	Monthly sectoral updates on MHM and gender in WASH will need to be developed	At least 6 six-sectoral updates during the duration of the contract	UN ORGANISATION
10	Data analysis from key sources will be conducted as needed for MHM programs	At least one data analysis document	UN ORGANISATION
11	Support will be provided to actively engage and involve young people on MHM	Two documents for the support provided for this purpose	UN ORGANISATION
12	The consultant shall support field offices in facilitating events like the MHM day and the International Women's Day	At least 3 – three, advisor documents, reporting	UN ORGANISATION

		templates and final report of events	
13	Support BIS in preparation of National standards for menstrual cups, tampons etc.	Record of inputs provided and meetings	
14	Support UN ORGANISATION field offices in planning, capacity development, program assessment, stakeholder consultation for MHM	Record of support provided	

5. Qualifications/Specialized Knowledge/ Experience/Competencies/Core/Technical/Functional)/Language Skills Required for the assignment:

Minimum Qualifications required** : Bachelors ☒ Masters ☐ PhD ☐ Others? Enter Disciplines:	Years of Experience/Knowledge/Expertise/Skills required*** : • University degree in Social Sciences/ Medicine/ Public Health / Gender Studies/ Environmental Studies with specialized knowledge on MHM, National programs focused on MHM within the Ministries of health, women and child development, education, water and sanitation and hygiene in communities and institutions. Higher qualification in a discipline covering MHM will be added asset. • At least 5 years of professional experience must be focused on working on Menstrual Hygiene Management. At least 6 years of progressive experience of working in water, sanitation and hygiene sector in communities and/or schools, anganwadis and health facilities. • Proven ability to advocate effectively with National, state and district level officers of counterpart and other departments. • At least 2 trainings/ courses completed successfully on gender based programming including WASH. • In-depth knowledge of sector policy and practice relating to MHM like the RKSK, SABLA, Kishori Shakti Yojana, Swachh Vidyalaya Puraskars and SBM-G.
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	• Experience and knowledge of Management Information Systems, data bases, monitoring and evaluation tools will be an added advantage • Previous experience working with UN or bilateral agency will be an advantage • Good verbal and high quality written communication skills in English and Hindi, including presentational skills • Demonstrated skills in training of various levels of stakeholders. • Ability to use computer software i.e. MS Office, MS Excel, PowerPoint, online data bases, and Internet programs is a must
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6.Payment Schedule: On monthly basis

Enquiries:

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