



Date of Issue: 4th August 2010
Closing Date: 19th August 2010

(Reference NO. UNDP/SSA/2010/004)
TERMS OF REFERENCE

Post Title : **Consultant**
Organization : **UNDP**
Duty Station : **New Delhi**
Type of Contract : **Special Service Agreement (SSA)**
Duration : **45 working days**

Background : UNDP is the designated lead agency in the UN system for interventions with MSM/TG communities. In October 2009, UNDP organized the first national transgender – hijra consultation in Delhi, this community consultation helped address various issues and significantly brought to the fore the need for urgent and special attention to the Hijra community. One of the emerging community needs were to systematically document the Tamil Nadu Transgender Welfare Board and its origins and the work done by the board in terms of ensuring inclusion in the government's plan for social protection of marginalized communities. The documentation of this model will strengthen the evidence base, help UNDP and other development partners design interventions around social protection and development needs of the transgender – hijra community and also facilitate setting up of similar boards in other states.

About Tamil Nadu Transgender Welfare Board

The Government of Tamil Nadu has constituted a Board for Transgender with the Honourable Minister of Social welfare as its Chairperson on January 23rd 2008, with an aim to rehabilitate the transgender and achieve equality in the community and security in the society for them. This development was preceded by a public hearing by NGOs on the plight of the community and recommendations by a citizens' jury. This public hearing was facilitated and led by the Tamil Nadu AIDS Solidarity Action group (TASA), Tamil Nadu State Commission for Women and Action Aid.

The Board has been constituted with 11 Official members and 8 Non Official members. These Non official members will hold the post for 3 years. This Board will look into the various problems, difficulties and inconvenience faced by them. Some of the welfare activities proposed by the board are as follows:

- Provision of Identity Cards
- Scholarship for education
- Assistance for self employment
- Accidental relief assistance
- Transit home

Purpose and objective

The purpose of this project is to develop a document on the Transgender Welfare Board, Tamil Nadu. This project would provide a wide range of development, health and community professionals with updated information about specific challenges in the areas of social protection and inclusion for transgender – hijra communities.

Study objectives

Research and document the experience of the TG Welfare Board in securing social protection services for the transgender-Hijra community including its genesis, lessons learnt and challenges of the Board, its community partner organisations, and local beneficiaries, how they were overcome and design/suggest a replicable model based on the research and the feedback from the stakeholders.

The consultant will:

- Study the genesis of the Tamil Nadu TG welfare board
- Document the various community programmes supported by the Board, their evolution and processes
- Assess the extent to which these programmes are addressing health and social protection priorities at community level
- Document success stories of the Board and its partner organisations.
- Document the challenges faced (including how they were overcome) and the lessons learnt from the perspective of the Board officials and its partner organisations
- Assess and document the benefits that the community/ CBOs have derived from TG welfare Board support (in the activities mentioned in the background note of the TG welfare Board)
- Design a replicable model based on the research and the feedback from stakeholders for easy replicability by other states. The processes, practices and the systems required in implementing the recommended model/s should be clearly defined. It should clearly outline how such a model could be, or has been, facilitated and coordinated.
- Identify how community programmes could be supported by other state governments in order to improve the quality of services and to scale up their work; and to ensure the future sustainability of such programmes.

Duties and Responsibilities:

The consultant(s) will work in close coordination with the UNDP Programme Officer (Sexual Minorities). Specific duties will include the following:

- Regular communication and collaboration with UNDP HIV & development unit
- A comprehensive review of existing data pertaining to Transgender Welfare Board and the government – civil society - community engagement.
- Development of a framework for how this best practice and supporting case studies will be documented
- Agreement on format of the document – written, oral, visual (photographic/video) and development of an appropriate template.
- Development of tools to collect data

- Site visits/ Meetings with development partners [TASA, Social Welfare Board, Action Aid, Tamil Nadu AIDS Initiative (TAI)] and MSM – Transgender – Hijras community groups
- Writing of document and development of replicability action plan

Final deliverables :

A report containing

- In-depth study of the TG Welfare Board model including its genesis, lessons learnt and challenges of the Board, its community partner organisations, and local beneficiaries, how they were overcome
- Design of a replicable model based on the research and the feedback from the stakeholders.

Deliverables are required as given below.

- Complete desk review
- Developing a framework for the research, document and supporting case studies
- Agreement on the design of the document– written, oral, visual (photographic/video)
- Development of tools to collect data
- Site visits/ meetings with development partners(TASA, Social Welfare Board, Action Aid, TAI) and MSM – Transgender – Hijras community groups
- Writing the document and development of the replicable model
- Power-point summary of preliminary findings
- Final Report – with finalized findings and recommendations

Educational Qualifications : Post-graduate degree in any social science or health.

Experience : Prior experience in documentation and development of best/ good practices, process documentation. The consultant/s should have experience in networking with community groups and civil society groups. A good understanding of the community movement in south India with specific regards to the Tamil Nadu would be welcome. Previous experience of interaction with TG groups and work at a national level development agency would be an added advantage.

Core Competency : Technical knowledge of process documentation and development of best practices notes and replicable models/strategies

Language : Good command over spoken and written English. Knowledge of Tamil would be preferable.

How to Apply:-

Applications should be preferably sent by email to ssa.in@undp.org Or addressed to the Procurement Division, United Nations Development Programme, 55, Lodi Estate, New Delhi-110003.

Deadline for submission of applications is 1700 hrs India Time on 19th August 2010.

Note: Applicants must mention the Post Title and Reference Number in their mail.