ADVERTISEMENT

FOR INVITING APPLICATIONS FROM ELIGIBLE PERSONS FOR VARIOUS TEMPORARY & CONTRACTUAL POSITIONS TO UNDERTAKE DIFFERENT NATIONAL AND STATE LEVEL RESEARCH/EVALUATION STUDIES/PROJECTS IN SCSTRTI

Government of India in the Ministry of Tribal Affairs (MoTA) have sanctioned 07 State Level Research/ Evaluation Studies/Projects during 2017-18 in favour of the Scheduled Castes and Scheduled Tribes Research and Training Institute (SCSTRTI), Odisha as stated below.

A. State Level Research /Evaluation Study/Projects

1. Customary Laws and usages among ST communities of Odisha and their implications for making modification in land laws relating to property, inheritance and land tenure (Tribes-Dangria Kandha & Paudi Bhuyan)
2. Universal Bench Mark Survey of one sample ITDA & formulation of a Five Year Perspective Plan
3. Universal Bench Mark Survey of one sample Micro Project & formulation of a Five Year Perspective Plan
4. Impact of Focused Area Development Programme (FADP) on the livelihood Improvement of Scheduled Tribes in TSP areas in Odisha in 4 selected ITDAs
7. Incidences of Sexual Abuses in Residential Schools: An Impact Assessment due to the preventive interventions based upon Time Series Data

SCSTRTI has decided to engage the required technical personnel in various capacities such as Consultant, Research Associate, Research Assistant and Data Analyst for smooth accomplishment of the tasks of these seven research / evaluation studies/projects within the stipulated time. For this, SCSTRTI invites applications from interested eligible persons with the required qualification and experience for the contractual engagement to conduct the studies in house. The engagements are purely project specific, temporary, and contractual and are not regular engagement.

The interested candidates may submit their applications enclosing copies of their bio-data and documents in support of their qualification and experience along with requisite detail address for correspondence and contact telephone number and email address in a sealed cover super scribing the name of the study/project and post for which applied, addressed to The Commissioner-cum-Director, SCSTRTI, CRPF Square, Nayapalli, Bhubaneswar-03. The sealed covers containing the
applications may be dropped in the sealed box kept in the office. Any application received after the
due date and time or in incomplete form are liable to be rejected. Canvassing in any form will be a
disqualification. However, applicants who are interested to apply for the position of consultant along
with their application are to submit a brief framework of the study in which they are interested to
work.

Interested applicants are to download the Terms of Reference (TOR) from the website of ST
& SC Development Department on Odisha Government portal www.stscodisha.gov.in or website of
SCSTRI www.stscrti.in to know details about the position that are to be filled up for these 07 research
projects. They are to submit their applications so as to reach the undersigned on or before
8th August 2017 by speed post or in person during office hours (10:00 A.M to 5:00 PM).

-Sd-
COMMISSIONER-cum-DIRECTOR

Memo No. 1554  Dt. 13.07.17
Copy to The Head, Portal Group, Secretariat, I.T. Centre, Bhubaneswar for wide circulation
of the Tender Notice through Govt. website.

-Sd-
Asst. Director (Admn.)

Memo No. 1555  Dt. 13.07.17
Copy to Notice Board of ST & SC Dev. Deptt., SCSTRTI, OSFDC, OTELP and ATLC,
Bhubaneswar for information.

-Sd-
Asst. Director (Admn.)

Memo No. 1556  Dt. 13.07.17
Copy to Chief Receptionist, Secretariat, Bhubaneswar for information. He is requested to
publish the advertisement in the Department’s Notice Board.

-Sd-
Asst. Director (Admn.)
1. Position Applied for:

2. PERSONAL DETAILS

<table>
<thead>
<tr>
<th>Name of the Candidate</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Father’s/Husband’s Name</td>
<td></td>
</tr>
<tr>
<td>Correspondence Address</td>
<td></td>
</tr>
<tr>
<td>Mobile / Phone No.</td>
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<tr>
<td>Telephone – Residence/ Office</td>
<td></td>
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<tr>
<td>Email Id.</td>
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</tr>
<tr>
<td>Category:</td>
<td>SC ☐ ST ☐ SEBC ☐ General ☐</td>
</tr>
<tr>
<td>Sex: (Male/ Female)</td>
<td>Male ☐ Female ☐</td>
</tr>
<tr>
<td>Age (as on 1st July 2017)</td>
<td></td>
</tr>
</tbody>
</table>

3. EDUCATION QUALIFICATION (Recent First; Graduation Onwards)

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Board/ University</th>
<th>Subjects/ Specialization</th>
<th>Year of Passing</th>
<th>Division/Grade</th>
<th>Percentage of Marks</th>
</tr>
</thead>
<tbody>
<tr>
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</tbody>
</table>

Documents as proof of the educational qualification must be attached.

4. OTHER QUALIFICATION (Including Relevant Short term certificate/ professional courses)

<table>
<thead>
<tr>
<th>Course Name</th>
<th>Duration (From date to date)</th>
<th>Year of Passing</th>
<th>Institution</th>
<th>Course Details</th>
</tr>
</thead>
<tbody>
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</tbody>
</table>
5. RELEVANT EMPLOYMENT / WORK EXPERIENCE (Current Employment First)

<table>
<thead>
<tr>
<th>Name of Employer/Organisation</th>
<th>Duration of Employment</th>
<th>Major Professional Responsibilities held, relevant to the scope of work</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</table>

6. COMPUTER LITERACY (Please Tick the Appropriate Column)

<table>
<thead>
<tr>
<th>Software Package/Application</th>
<th>Level of Knowledge</th>
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</tr>
</thead>
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<tr>
<td></td>
<td>Basic</td>
<td>Working</td>
<td>Expert</td>
<td></td>
</tr>
<tr>
<td>Word Processing</td>
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<tr>
<td>Spread sheet</td>
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<tr>
<td>Database</td>
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<tr>
<td>Presentation</td>
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<tr>
<td>Web/ E-Mail</td>
<td></td>
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</tbody>
</table>

7. LANGUAGE PROFICIENCY (Please Tick the Appropriate Column)

<table>
<thead>
<tr>
<th>Language</th>
<th>Ability to Converse</th>
<th>Ability to Read</th>
<th>Ability to Write</th>
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</thead>
<tbody>
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<td>Poor</td>
<td>Fair</td>
<td>Good</td>
</tr>
<tr>
<td>English</td>
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<tr>
<td>Hindi</td>
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<tr>
<td>Oriya</td>
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<tr>
<td>Other (Please specify Gujarati)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

8. ANY OTHER INFORMATION* (May be Provided by Applicant on professional capacity to Strengthen Candidature)

* May include Publication, Paper presented in Seminar, Membership etc. & continue in separate sheet.
9. REFERENCE (Two Persons to whom you have Professionally Reported)

<table>
<thead>
<tr>
<th>Reference 1 (Name, Official Address, Phone &amp; Email)</th>
<th>Reference 2 (Name, Official Address, Phone &amp; Email)</th>
</tr>
</thead>
</table>

10. DECLARATION

I do hereby declare that all statements made in the application are true, complete and correct to the best of my knowledge and belief. In the event of any information being found false or incorrect at any point of time, my candidature/ appointment may be cancelled/ terminated without assigning any notice.

Date:
Place:

(Signature of the Applicant)
A. Study Background:

Indian tribes including the Odishan tribes have maintained their cultural identities by their distinctive racial traits, languages, social systems, customs and traditions which they have developed to maintain orderly social life. These tribal societies, by and large, are folk societies where indigenous cultural matrices revolve around oral traditions and endogenous value systems and their customs and traditions still continue to maintain the code of conduct of the folks. It is therefore said that the tribal folks are "custom-bound" and "tradition oriented". The cultural foundations of tribal traditions and customs have started weakening under the present circumstances of rapid social, economic and political change. In this situation, there emerges the need for exploration, documentation and promotion of unwritten, time tested valid tribal customs and usages, which have survived the test of time. Study of tribal customs and traditions is therefore useful for closer understanding of their society and culture. It is also necessary for their better administration and development.

In spite of all the protective laws to check the age old exploitation of tribal land and forest resources during pre-independence and post-independence times, the tribals problems relating to land and forest has not been solved very satisfactorily. Being members of simple societies, they follow their customary rules and usages relating to property which are oral in nature. This is different from the formal system of land laws introduced since the time of colonial rule and continuing at present. Hence, there is a conflict between both the systems. Now there emerges the need to bring about a synergy between the customary system and modern system which may be more acceptable to the tribal people.

The present study seeks to explore, document and analyze the tribal customary laws and usages to suggest modifications in land laws relating to property, inheritance and land tenure. Under this study the customary laws of two selected PVTGs of Odisha namely Dangria Kandha and Paudi Bhuyan will be documented.

B. Required Human Resource:

For smooth conduct of the study, there will be a team of five consultants (1 Consultant supported by 3 Research personnel and 01 Data Analyst). Category wise Terms of Reference is detailed below.
## Terms of Reference:

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Educational Qualification and Work Experience</th>
<th>Activities</th>
</tr>
</thead>
</table>
| **Consultant (1 No)** | Post Graduate degree in Anthropology/ Tribal Studies / Sociology from a recognized university. Must have proficiency in handling computers. Candidates having a PhD Degree on a related topic will get preference. **Work Experience:**  
- Minimum 05 years of work experience (As on 1st July 2017) in the field of empirical ethnographic studies or study of tribal society and culture.  
- Candidate should have strong skills of research, documentation and production of reports, etc. **Age:** 35 years and above but below 60 years on 01.07.2017. **(However in special cases the age, educational qualification, expertise & experience of the applicant may be relaxed).** | The candidate, as Consultant, is required to perform the following duties.  
1. Preparation of the study design including study methodology, tools and chapterisation for conducting the study.  
2. Desk review of secondary data, literature on customary Laws and usages of the target communities.  
3. Guide and Supervise Associates and Assistants to perform their duties from the beginning to end and more particularly during field study.  
4. Drafting of ethnographic reports separately on each of the two communities with recommendations based upon study findings.  
5. Coordinate for organising workshops, consultation meetings with the field level functionaries, key informants and the research personnel of SCSTRTI at different stages of the study. Any other work assigned by the Commissioner-cum-Director, SCSTRTI relevant to the study. |
| **Research Associate (1 No.)** | Education: Post Graduate degree in Anthropology/ Tribal Studies / Sociology from a recognized university. Must have proficiency in handling computers. **Work Experience:**  
- Minimum 03 years of work experience (As on 1st July 2017) in the field of empirical ethnographic studies or study of tribal society and culture.  
- Candidate should have strong skills of research, Documentation and production of reports, etc. **Age:** 25 years and above but below 50 years on 01.07.2017. | The candidate, as Research Associate, is required to support the Consultant in the following activities.  
1. Assistance to the Consultant for Preparation of the study design including study methodology, tools and chapterisation for conducting the study  
2. Desk Review of Secondary data, literature on the customary Laws and usages of the target communities  
3. Guide and Supervise Research Assistants to perform their duties from the beginning to end and more particularly during field study.  
4. Assistance to the Consultant for Drafting of ethnographic social status reports separately on each of the two tribal communities with recommendations based upon study |
5. Assistance to the Consultant for coordination and organization of workshops, consultation meetings with the field level functionaries, key informants and the research personnel of SCSTRTI at different stages of the study.

Any other work assigned by the Consultant and Commissioner-cum-Director, SCSTRTI relevant to the study

| **Research Assistant** (2 Nos.) | Bachelor’s degree and preferably Masters Degree either in Anthropology/ Tribal Studies/ Sociology. Must have proficiency in handling computers. 

**Work Experience:**
Minimum 2 years of work experience (As on 1st July 2017 Research Experience in conducting ethnographic research studies and collecting and analyzing empirical data.

**Age:** 25 years and above but below 50 years on 01.07.2017. |
| The candidate, as Research Assistant, is required to support the Consultant and the Research Associate in following activities

1. Assist in collection of empirical data with the research team members, make field visits, hold personal interviews with the key informants (both from the Community to be studied and the Government functionaries).

2. Make analysis and interpretation of the empirical (primary) data using appropriate research tools and prepare notes and reports. |

| **Data Analyst** (1 No.) | PGDCA from a recognized institution. 

**Work Experience:**
Should have at least 2 years experience of working in research projects/institutions, in handling data analysis and assisting in preparation and computerization of research reports including assisting the researchers in statistical analyses of empirical data in research/evaluation projects including doing graphs, charts, tables etc.

**Age:** 25 years and above but below 40 years on 01.07.2017. |
| The candidate as Data Analyst, is required to support the Consultant and the Research Associate in following activities

1. Assist the Consultant and his research team in formulating a detailed study design of the Research Project, in carrying out exhaustive review of literature on the research project, in preparation of Framework of the Study including the chapter plan, schedules etc,

2. Making Power Point Presentations

3. Making the analysis of the empirical data using statistical tools, drafting, finalizing and computerizing the empirical report to the satisfaction of the expert committee incorporating the comments received from the Committee. |
C. Remuneration/ Compensation:
Following will be the structure of the consolidated monthly remuneration for the Contractual Research Personnel subject to satisfactory performance.

<table>
<thead>
<tr>
<th>Designation</th>
<th>Tenure in Months</th>
<th>Monthly Remuneration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant(1)</td>
<td>6</td>
<td>Rs. 50,000.00/-</td>
</tr>
<tr>
<td>Research Associate(1)</td>
<td>6</td>
<td>Rs. 25,000.00/-</td>
</tr>
<tr>
<td>Research Assistant(2)</td>
<td>4</td>
<td>Rs. 20,000.00/-</td>
</tr>
<tr>
<td>Data Analyst(1)</td>
<td>6</td>
<td>Rs. 10,000.00/-</td>
</tr>
</tbody>
</table>

- The **Consolidated Remuneration** will be paid on each month against the deliverables linked accomplishment of task as would be indicated in the mutual agreement for the study / project and TDS will be deducted as applicable, against which TDS certificate will be issued. For travel, TA and DA for the field visits will be paid as per the entitlements. No other allowance will be admissible.

D. Terms of Engagement:
a. The positions are purely contractual in nature and co terminus with the study duration.
b. The selected candidate will be given contract as per the tenure mentioned above vis-à-vis the position
c. The candidate will work under the direct supervision of Commissioner-cum-Director, SCSTRTI and will be placed in the office of SCSTRTI.
d. The Candidate will have to travel to study districts/ ITDAs/ Block offices/ State Departments/ Central Ministries etc. whenever required.

E. Mode of Selection:
The selection will be done by review of the candidates’ Application form. The applicants will be short listed based on the minimum eligibility criteria as indicated in the qualification and work experience requirements. However in special cases the age, educational qualification, expertise & experience of the applicant may be relaxed.
<table>
<thead>
<tr>
<th>Title of the Project</th>
<th>Universal Bench Mark Survey of one sample ITDA &amp; Formulation of Perspective Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Project Duration</strong></td>
<td>6 Months</td>
</tr>
<tr>
<td><strong>No of Research personnel required</strong></td>
<td>03</td>
</tr>
</tbody>
</table>
| **Position title** | Consultant - 01  
Research Associate – 01  
Research Assistant-01                                                          |

A. Study Background:

The Tribal Sub Plan (TSP) approach envisages integrated development of tribal areas, in which all programmes of the Government irrespective of their sources of funding operate in unison with a view to bring the area at par with the rest of the State. Some of the broad objectives of the TSP approaches that have been adopted in the state are as follows:

- To provide access to resource, to enhance employment opportunity and bring the income level of the impoverished and asset less tribal people in the TSP area at par with the general population.
- Survival, protection and development of the Primitive Tribal Groups (PTGs) and bringing them at par with the rest of ST population.
- To strive and to secure for the tribal people, their forest rights and for the development of forest dwellers and shifting cultivators.
- To bridge the critical gaps in communication and such other economic infrastructure as well as in the social infrastructure in the tribal areas to support the developmental activities of the tribals.
- To provide basic health services and improve the health & nutritional standard of STs
- Bridging the literacy gaps between the STs and general population.

The state government of Odisha, in its pursuit to bring about socio-economic development of the ST communities, have launched special programmes, which includes legal aid, rehabilitation of victims, housing facilities, reservation in employment, establishment of residential schools and hostels etc.

Integrated Tribal Development Agency (ITDA) Established in mid-seventies during the 5th Five Year Plan, ITDAs are functioning as nodal agencies for plan formulation, programme implementation and operationalization of the TSP concept. At present 22 ITDAs are functioning in 13 districts of the State covering 119 blocks having more than 50% tribal population. Prime concern of ITDAs are to minimize the gap that exists between them and the rest of the society, to improve socio-economic condition of tribals and to strengthen infrastructure in tribal area through various schemes that aims at income generation, asset creation, administrative and legal protection from exploitation.

Out of 22 ITDAs of Odisha, Tileibani ITDA in Deogarh district consisting of only one Block has been constituted very recently, i.e in 2015. There is lack of baseline data on the Schedule Tribes of the newly created ITDA. There is need of Long Term 5 Year Action Plan for the development of Schedule Tribes of the Tileibani ITDA area has been prepared. As it is a newly formed ITDA, a Baseline Survey of the ITDA is required for facilitating the implementation of different development Programmes for the STs of the area. Therefore, this
ITDA has been chosen for taking up the Baseline Survey and formulation of Five Year Perspective Plan.

In the above context, the SCSTRTI, Bhubaneswar, has proposed to undertake the aforementioned Survey in Tileibeni block/ITDA of Deogarh district, Odisha. The objectives of the study are as follows.

1. To find demographic profile of people of the study area
2. To assess socio-economic status of people of the area including their housing conditions/ownership status, land holding pattern and fiscal status.
3. To examine access to basic infrastructure facilities to each household and village.
4. To estimate possession of material, livestock and farming assets of each household.
5. To locate productive resource base including human resources available in the area.
6. To identify gaps of villages/villagers in respect of infrastructure/basic amenities/livelihood and income generation.
7. To prepare requirement mapping of villages and a Long Term Action Plan for development of the STs and their areas.
8. Any other as would be suggested by the Research Expert Committee.

B. Required Human Resource:

For smooth conduct of the survey, a Research Team of 03 members (01 Consultant supported by 01 Research Associate and 01 Research Assistant.) will be engaged. Besides, the ITDA Field Staff and Teachers of the ST&SC Development Schools will be engaged as Enumerators for collection of data at village level. The DEOs of ITDA and Welfare Section of Blocks/District may take the responsibility of data entry and analysis with Technical support from the Consultant and Research Assistants. Category wise Terms of Reference of the Research Team members is detailed below.

C. Term of Reference:

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Educational Qualification and Work Experience</th>
<th>Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant (1 No)</td>
<td>PGDRD/PGDRM/ MA (Anthropology/Economics/Sociology/Social Work/Rural Development/Tribal Development Studies or equivalent Social Science Subjects) from a recognized board or University. Must have proficiency in handling computers. Having Ph.D. degree (empirical research) is preferable.</td>
<td>The candidate, as Consultant, is expected to perform the following duties.</td>
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<tr>
<td></td>
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<td>1. Preparation of the Baseline Socio-economic Survey design, schedules &amp; questionnaires including methodology, Conceptualisation and formulation of Inception report for conducting the survey, monitoring of primary data collection;</td>
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<tr>
<td></td>
<td></td>
<td>2. Desk Review of Secondary data, literature on various reports and particularly Census related to the survey.</td>
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<td>3. Categorization of sectors and listing all relevant schemes/programmes.</td>
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<tr>
<td></td>
<td></td>
<td>4. Identification and documentation of all schemes and programmes including</td>
</tr>
</tbody>
</table>
| Research Associate (1 No.) | Research related to Tribal society, planning and development, land rights and livelihood Issues.  
- Experience in working with government training and research organizations.  
- Candidate should have strong skills of Socio-economic/ Baseline Survey, preparation of feasibility study report of tribal development projects, planning activities, conducting empirical research among tribals as Research Team Leader/ Head etc.  
**Age:** 35 years and above but below 60 years on 01.07.2017.  
*(However, in special cases taking into account the expertise & experience of the applicant, his/her age may be relaxed.)* |
| --- | --- |
| **Education:** PGDRD/PGDRM/ MA degree in Social Work/ Graduate in any discipline. Anthropology /Sociology/Social Work/ Rural Development/ Tribal Dev. Studies or equivalent Social Science Subjects from a recognized board or University. Must have proficiency in handling computers.  
**Work Experience:**  
- Minimum 3 years of work experience (As on 1st July 2017) in the field of Rural Development or preferably MADA.  
5. Guide and Supervise Associates, Assistants and Data Analyst to perform their duties.  
6. Discussion with Collector, PD DRDA, DWO and other Key Government District/State level Officers/ autonomous bodies of Government etc. and Civil Society Organizations for collection of relevant information of the area, people and schemes or Tribal Development projects.  
7. Organize training programmes at SCSTRTI and in the field for imparting trainings to RA and Investigators for canvassing the schedules and collection of data in the field.  
8. Develop database of socio-economic conditions and real needs, problems, prospects and priorities of STs for their total development at village, GP and block level.  
9. Identify the traditional institutions and NGOs to extend support for preparation of plan matrix of the prospective project.  
10. Coordinate for organising workshops, consultation meetings with project stakeholders etc.  
11. Any other work assigned by the Director, SCSTRTI relevant to the study.  
The candidate, as Research Associate, is expected to support the Consultant in following activities.  
1. Desk Review of Secondary data, literature on various schemes and particularly schemes related to the research topic.  
2. Identification and documentation of all schemes/programmes.  
3. Organize key stakeholder consultation meetings/ Discussion with Key Government Departments/ autonomous bodies of Government, etc for collection of relevant information of the |
## Research Assistant (1 No.)

| Bachelor’s degree and preferably Masters Degree either in Anthropology, Tribal Studies, Sociology, Tribal/Folk literature Development. Must have proficiency in handling computers. |
| Research Assistant (1 No.) |

- **Work Experience:**
  - Minimum 2 years of work experience (As on 1st July 2017 Research Experience in conducting research studies or collecting and analyzing empirical data in research/evaluation projects in the field
  - **Age:** 25 years and above but below 50 years on 01.07.2017.

## Duties of the Research Assistant

1. Assist the Consultant in collection of empirical data collection with the research team members, make field visits, hold personal interviews with the key stakeholders/functionaries (both from the Community to be studied and the Government functionaries)

2. Make the analysis of the empirical data using statistical tools and in interpreting the data and findings.

## Remuneration:

Following will be the pay structure for the Research Personnel subject to satisfactory performance.
<table>
<thead>
<tr>
<th>Designation</th>
<th>Tenure in Month</th>
<th>Monthly Remuneration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant(1)</td>
<td>6</td>
<td>Rs. 50,000.00/-</td>
</tr>
<tr>
<td>Research Associate(1)</td>
<td>6</td>
<td>Rs. 25,000.00/-</td>
</tr>
<tr>
<td>Research Assistant(1)</td>
<td>4</td>
<td>Rs. 20,000.00/-</td>
</tr>
</tbody>
</table>

- Remuneration will be paid on consolidated basis each month against the deliverable linked accomplishment of task as would be indicated in the mutual agreement for the study / project and TDS will be deducted as applicable, against which TDS certificate will be issued. For travel, TA will be paid on actual basis and DA will be paid as admissible during the field visit. No other allowance will be offered.

E. Terms of Engagement:

a. The position is purely contractual in nature;
b. The selected candidate will be given contract as per the tenure mentioned above vis-à-vis the position
c. The appointment will be purely contractual and co terminus with the study duration.
d. The candidate will work under the direct supervision of Commissioner-cum-Director, SCSTRTI and will be placed in the office of SCSTRTI.
e. The Candidate will have to travel to study villages/districts/ ITDAs/ Block offices/ State Departments/ Central Ministries etc. whenever required.
f. Accountability on the reliability and validity of data shall be fixed with the consultant and his /her team Members.

F. Mode of Selection:

The selection will be done by review of the candidates Application form. The application will be short listed based on the minimum eligibility criteria as indicated in the qualification and work experience requirements.
Title of the Project | Universal Bench Mark Survey of one Sample Micro Project (Hill-Kharia & Mankirdia Development Agency, Jashipur, Mayurbhanj District, Odisha) and formulation of Perspective Plan.
--- | ---
Project Duration | 3 Months
No of Research Personnel Required | 03
Position Title | Consultant - 01, Research Assistant-02

G. Study Background:

On the basis of the Dhebar Commission Report (1960-61) the concept of PTG was introduced by Government of India in the last part of the 5th five-year plan. On the basis of the report the PTG (PVTG) among Scheduled Tribes in India have been categorized and identified examining the characteristic features, like declining or stagnant population, low level of literacy, pre-agricultural level of technology and economic backwardness. The PVTGs are one of the most vulnerable sections of tribal society as they are few in numbers, have not attained any significant level of social and economic development and generally inhabit remote localities having poor infrastructure and administrative support. Since the beginning of the 6th Plan period special development interventions under the aegis of MOTA, GOI have been extended and operating for implementation of the all-round development for PVTGs through the Micro Projects/Special development Agencies.

In India, 75 PVTGs are distributed in 17 States and one Union Territory of Andaman & Nicobar Islands. Presently in the state of Odisha 17 Micro Projects have been functioning for the all-round development of 13 Particularly Vulnerable Tribal Groups (PVTGs). The SCA funds from the MOTA, GOI have been utilized on 100% subsidy by implementing PVTG development programmes. Besides, a New Central Sector Scheme of MOTA, Govt. of India in 1998-99 (revised in 2008-09) for the survival, protection, development and welfare activities of PTGs through NGOs/States TD Agencies followed by Conservation-cum-Development (CCD) Plan introduced during the 11th Plan Period (2007-2012) and continued till date. These cover programmes, like housing, infrastructure development, education, health, land distribution/development, agriculture development, cattle development, social security, insurance, and sets goals to enhance the quality of life of PTGs and conserve their culture, wealth of knowledge and ecosystem. As suggested by MoTA, GOI, Baseline surveys are to be made for each of the PVTGs/Micro Projects. Therefore, there is a need for undertaking a Baseline Survey in one Sample Micro Project in Odisha.

In the above context, the SCSTRTI, Bhubaneswar, has proposed to undertake the aforementioned Survey among two semi-nomadic PVTGs (“Hill-Kharia” & “Mankirdias”) found in the villages of HKMDA, Jashipur Micro Project in Mayurbhanj district, Odisha with the following objectives:

1. To undertake socio-economic survey of all PVTGs (“Hill-Kharia” & “Mankirdias”) households and villages.
2. To identify critical gaps, real needs of the PVTGs and their village communities and suggest corrective measures for plan formulation and implementation of the PVTG development programmes in general and CCD Plan in particular,
3. To prepare a matrix of real need based future plan for total development of PTGs and conservation of their pristine culture and
4. Any other as would be suggested by the Research Expert Committee.

**B Required Human Resource:**

For smooth conduct of the survey, a Research Team of 03 members (01 Consultant supported by 02 Research Assistants) will be engaged. Besides, the Micro Project Field Staff and Teachers of the ST&SC Development Schools and Educational Complex will be engaged as Enumerators for collection of data at village level. The Micro Project DEO and DEO of Welfare Section of Blocks may take the responsibility of data entry and analysis with Technical support from the Consultant and Research Assistants. Category wise Terms of Reference of the Research Team members is detailed below.

**Term of Reference:**

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Educational Qualification and Work Experience</th>
<th>Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant (1 No)</td>
<td>PGDRD/PGDRM/ MA (Anthropology/ Economics/Sociology/Social Work/ Rural Development/Tribal Development Studies/Psychology or equivalent Social Science Subjects) from a recognized board or University. Must have proficiency in handling computers.</td>
<td>The candidate, as Consultant, is expected to perform the following duties.</td>
</tr>
<tr>
<td></td>
<td>Work Experience:</td>
<td>12. Preparation of the Baseline Socio-economic Survey design, schedules &amp; questionnaires including methodology, Conceptualisation and formulation of Inception report for conducting the survey, monitoring of primary data collection;</td>
</tr>
<tr>
<td></td>
<td>- Minimum 15 years of work experience (As on 1st July 2017) in the field of socio-economic survey and Research related to Tribal society, planning and development, land rights and livelihood Issues.</td>
<td>13. Desk Review of Secondary data, literature on various reports and particularly Census related to the survey.</td>
</tr>
<tr>
<td></td>
<td>- Having Ph.D. degree (empirical research) is preferable.</td>
<td>14. Categorization of sectors and listing all relevant schemes/programmes.</td>
</tr>
<tr>
<td></td>
<td>- Experience in working with government training and research organisations.</td>
<td>15. Identification and documentation of all schemes and programmes including MADA.</td>
</tr>
<tr>
<td></td>
<td>- Candidate should have strong skills of Socio-economic/ Baseline Survey, preparation of feasibility study report of tribal development projects, planning activities, conducting empirical research among tribals as Research Team Leader/Head etc.</td>
<td>16. Guide and Supervise Associates and Assistants to perform their duties.</td>
</tr>
<tr>
<td></td>
<td>Age: 35 years and above but below 60 years on 01.07.2017. (However in special cases taking into account the expertise &amp; experience of the applicant, his/her age may be relaxed.)</td>
<td>17. Discussion with Collector, PD DRDA, DWO and other Key Government District/State level Officers/autonomous bodies of Government etc for collection of relevant information of the area, people and schemes or projects like MADA.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>18. Organize training programmes at SCSTRTI and in the field for imparting trainings to RA and Investigators for canvassing the schedules and collection of data in the field.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>19. Develop database of socio-economic conditions and real needs, problems, prospects and priorities of STs for their total development at village, GP and block level.</td>
</tr>
</tbody>
</table>
20. Identify the traditional institutions and NGOs to extend support for preparation of plan matrix of the prospective project.
21. Coordinate for organising workshops, consultation meetings with project stakeholders etc.
22. Any other work assigned by the Director, SCSTRTI relevant to the study.

<table>
<thead>
<tr>
<th>Research Assistant (2 No.)</th>
<th>Bachelor’s degree and preferably Masters Degree either in Anthropology, Tribal Studies, Sociology, Tribal/Folk literature Development. Must have proficiency in handling computers.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Work Experience:</strong> Minimum 2 years of work experience (As on 1st July 2017 Research Experience in conducting research studies or collecting and analyzing empirical data in research/evaluation projects in the field)</td>
</tr>
<tr>
<td></td>
<td><strong>Age:</strong> 25 years and above but below 50 years on 01.07.2017.</td>
</tr>
</tbody>
</table>

The candidate, as Research Assistant, is expected to support the Consultant and the Research Associate in following activities:

5. Assist the Consultant in collection of empirical data collection with the research team members, make field visits, hold personal interviews with the key stakeholders/functionaries (both from the Community to be studied and the Government functionaries)

6. Make the analysis of the empirical data using statistical tools and in interpreting the data and findings.

C. Remuneration:

Following will be the pay structure for the Research Personnel subject to satisfactory performance.

<table>
<thead>
<tr>
<th>Designation</th>
<th>Tenure in Month</th>
<th>Monthly Remuneration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant(1)</td>
<td>3</td>
<td>Rs. 50,000.00/-</td>
</tr>
<tr>
<td>Research Assistant(2)</td>
<td>2</td>
<td>Rs. 20,000.00/- (per RA)</td>
</tr>
</tbody>
</table>

- Remuneration will be paid on consolidated basis each month against the deliverable linked accomplishment of task as would be indicated in the mutual agreement for the study/project and TDS will be deducted as applicable, against which TDS certificate will be issued. For travel, TA will be paid on actual basis and DA will be paid as admissible during the field visit. No other allowance will be offered.

D. Terms of Engagement:

a. The position is purely contractual in nature;
b. The selected candidate will be given contract as per the tenure mentioned above vis-à-vis the position
c. The appointment will be purely contractual and co terminus with the study duration.
d. The candidate will work under the direct supervision of Commissioner-cum-Director, SCSTRTI and will be placed in the office of SCSTRTI.

e. The Candidate will have to travel to study villages/districts/ ITDAs/ Block offices/ State Departments/ Central Ministries etc. whenever required.

f. Accountability on the reliability and validity of data shall be fixed with the consultant and his /her team Members.

E. Mode of Selection:

The selection will be done by review of the candidates Application forms. The application will be short listed based on the minimum eligibility criteria as indicated in the qualification and work experience requirements.
A. Study Background:

Focused Area Development Programme (FADP) is a convergence programme implemented by ST & SC Development Department, Odisha through facilitation of Odisha Tribal Development Society (OTDS), and a wing of the Department. The objectives of the FADP are i) to ensure sustainable livelihoods to ST families through land and non-land based livelihood activities, ii) develop suitable infrastructure so as to improve the standard of living and facilitate incremental results in their livelihoods, iii) develop backward and forward linkages and strengthen the local institutions and iv) improve the governance system in the tribal villages by strengthening the Community Institutions.

FADP is being implemented by converging resources from SCA to TSP, Art 275 (1), MGNREGS, National Horticultural Mission, RKVY etc. Under the Project, each ITDA has identified one or two focus areas that are scalable in nature, likely to create significant socio-economic impact and promote economies of scale for product aggregation, value addition and marketing.

Since its inception in 2012-13, the FADP has been implemented for last five years. During the period from 2012-13 to 2015-16, as many as 1,55,880 persons in 21 ITDAs of 12 districts are being provided technical and financial support (Rs.4101.07 lakh) under the FADP interventions. A total of 16 interventions like, Wadi / Horticulture Plantations, Improved Agriculture, Lac cultivation and its processing, Rubber Plantation, Poultry Rearing, Farm Mechanization, Vegetable Cultivation, NTFP Collection and Marketing, Production/ Processing Centres, Sericulture, Dairy, Fishery, Apiculture, Micro Enterprise Development through SHGs, Goat Rearing and Skill Training Programme for Tribal Youth were taken up to facilitate incremental results in ST peoples’ livelihoods.

After half a decade of operation of the programme, the time has come to examine it through a formative evaluation involving collecting and analyzing information about the program’s activity and its outcome. Its purpose is to make judgments about a program, to improve its effectiveness, and/or to inform programming decisions. The formative evaluation of the program is to be conducted how best to achieve the goals and improve the execution part of the program. Besides, summative evaluation is also to be conducted to assess to what extent the program has achieved its goals. Hence, the FADP requires a combination of formative–cum-summative evaluation study.

The evaluation procedure needs to be directed towards activities, characteristics, outcomes, making of judgments on a program, improving its effectiveness and informed programming decisions. For collection of both qualitative and quantitative data field investigation will be done in selected areas of sample ITDAs.
In the above context, the SCSTRTI, Bhubaneswar, has proposed to undertake a state level Research / Evaluation study on “Impact of Focused Area Development Programme on the livelihood Improvement of Scheduled Tribes in TSP areas in Odisha in selected ITDAs”

The main hypothesis is to establish FADP as a sustainable livelihood development intervention for the Scheduled Tribes in TSP areas of Odisha. However, following objectives have been proposed for this evaluation study;

1. To assess the status of livelihood development interventions under FADP through ITDAs and their impact on People, communities, Institutions and area,
2. To compare the sustainability of FADP with other livelihood models vis-a-vis identification and curbing up the gaps between its stimulants and barriers in implementations.
3. To find out the forward and backward linkages of FADP and record the lessons of Good practices of the programme for replication as ideal Good Practice Model.
4. To suggest recommendations and policy measures for effective implementation of the programme in TSP area.

B. Required Human Resource:

For smooth conduct of the study, there will be a team of five Research Personnels (01 Consultant supported by 03 Research Assistants and 01 Data Analyst) will be engaged. Category wise Terms of Reference is detailed below.

**Terms of Reference:**

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Educational Qualification and Work Experience</th>
<th>Activities</th>
</tr>
</thead>
</table>
| Consultant (1 No) |  - Post Graduate in Agriculture from a recognized University.  
- PG Diploma in Agricultural Extension Management/ Rural Management  
- Must have proficiency in handling computers and expertise in MS-Office. | The candidate, as Consultant, is expected to perform the following duties.
23. Preparation of the study design including study methodology, Conceptualisation and formulation of Inception report for conducting the study;  
24. Desk Review of Secondary data, literature on various schemes and particularly schemes related to the research topic.  
25. Categorization of sectors and listing all relevant schemes/ programmes.  
26. Identification and documentation of all schemes.  
27. Guide and Supervise Associates and Assistants to perform their duties.  
28. Discussion with Key Government Departments/ autonomous bodies of Government etc for collection of relevant information of the schemes  
29. Develop database of all relevant schemes and map the process for getting benefits under the schemes. |
| Work Experience: |  - Minimum 20 years of work experience (As on 1st July 2017) in the field of Agricultural Extension.  
- Experience in preparation of Evaluation Reports on implementation of agriculture and allied projects in tribal areas.  
- Experience of handling Government related projects | |
- Should have strong skills of research, documentation of programme activities and monitoring of schemes.
- Experience of handling large databases.

Age: 35 years and above but below 60 years on 01.07.2017. (However in special cases taken into account the expertise & experience of the applicant age may be relaxed).

| Research Assistant (3 Nos.) | Any of the following qualifications.  
|                            | • Bachelor’s degree in Agriculture/ Horticulture/ Veterinary Science & Animal Husbandry/ Forestry/ Bachelor’s degree with Honours in Economics/ Statistics/ Rural development/ Social work Anthropology/ Social Science  
|                            | • Must have proficiency in collection of data from the field, compilation and analysis of data. Handling computers and expertise in MS-Word, MS-Excel and MS-Power Point is essential. Knowledge in SPSS preferred.  
|                            | **Work Experience:** Minimum 2 years of work experience (As on 1st July 2017) in conducting research studies, collecting and analyzing empirical data in research/evaluation projects in the field  
|                            | Age: 25 years and above but below 50 years as on 01.07.2017.  

| Data Analyst (1 No.) | PGDCA from a recognized institution.  
| Work Experience: | Should have at least 2 years experience of working in research projects, in handling data analysis and assisting in preparation and computerization of research reports including assisting the researchers in statistical analyses of empirical data  

The candidate as Data Analyst, is expected to support the Consultant and the Research Assistants in following activities

1. Assist the Consultant and his research team in formulating a detailed study design of the National Research Project, in carrying out exhaustive review of literature on the research project and related subjects, in preparation of Framework of the Study including the chapter plan, schedules etc.

30. Coordinate for organising workshops, consultation meetings with project stakeholders etc.
31. Any other work assigned by the Commissioner-cum-Director, SCSTRTI relevant to the study.
in research/evaluation projects including generating graphs, charts, tables etc.  
Age: 25 years and above but below 40 years on 01.07.2017.

2. Making Power Point Presentations
3. Making the analysis of the empirical data using statistical tools, assist in drafting, finalizing and computerizing the empirical report to the satisfaction of the expert committee incorporating the comments received from the Committee.

C. Remuneration/ Compensation:

Following will be the pay structure for the Research Personnel subject to satisfactory performance.

<table>
<thead>
<tr>
<th>Designation</th>
<th>Tenure in Month</th>
<th>Monthly Remuneration</th>
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<tbody>
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<td>Consultant (1)</td>
<td>6</td>
<td>Rs.50,000/-</td>
</tr>
<tr>
<td>Research Assistant (3)</td>
<td>4</td>
<td>Rs.20,000/- (Per RA)</td>
</tr>
<tr>
<td>Data Analyst (1)</td>
<td>6</td>
<td>Rs.10,000/-</td>
</tr>
</tbody>
</table>

- Remuneration will be paid on consolidated basis each month against the deliverable linked accomplishment of task as would be indicated in the mutual agreement for the study / project and TDS will be deducted as applicable, against which TDS certificate will be issued. For travel, TA will be paid on actual basis and DA will be paid as admissible during the field visit. No other allowance will be offered.

D. Terms of Engagement:

a. The position is purely contractual in nature;
b. The selected candidate will be given contract as per the tenure mentioned above vis-à-vis the position.
c. The appointment will be purely contractual and coterminous with the study duration.
d. The candidate will work under the direct supervision of Commissioner-cum-Director, SCSTRTI and will be placed in the office of SCSTRTI.
e. The Candidate will have to travel to study districts/ ITDAs/ Block offices/State Departments offices etc. whenever required.
f. Accountability on the reliability and validity of data shall be fixed with the consultant and his /her team Members.

E. Mode of Selection:

The selection will be done by review of the candidates Application form. The application will be shortlisted based on the minimum eligibility criteria as indicated in the qualification and work experience requirements.
--- | ---  
Project Duration | 6 Months  
No of Personnel required | 05  
Position title | Consultant - 01  
 | Research Associate - 01  
 | Research Assistant – 02  
 | Data Analyst -01  

A. Study Background:

The members of the Scheduled Caste (SC) and Scheduled Tribe (ST) communities enjoy a special Constitutional status that entitle them to several benefits of protection, promotion, welfare and development brought about by a host of legislation, policies and programmes in matters of education, employment, public representation, socio-economic discrimination and exploitation etc. This has led to a situation wherein a number of deserving communities who have not found place in these lists have been clamouring for the status of the Scheduled Castes or Scheduled Tribes and on the other hand many ineligible persons of fake SC and ST are fraudulently snatching away the benefits of reservation from the genuine STs and SCs by dishonest means.

The situation is complex. The task is not so easy to determine if a particular community qualifies for the status of a Scheduled Caste or a Scheduled Tribe because the Constitution has neither given any definition nor prescribed any criteria for identification of SCs or STs except that a Scheduled Tribe may profess any faith but a Scheduled Caste should belong to Hindu, Boudha, Jain or Sikh religion only. Considering the situation Government of India have laid down certain criteria for determination ST and SC status. For ST status it has prescribed such criteria as recommended by the Lokur Committee (1955) as (i) primitive traits, (ii) distinctive culture, (iii) geographical isolation, (iv) shyness of contact with the community at large, and (v) socio-economic backwardness. For SC status the sole criteria is persistence of the stigma of untouchability with accompanying socio-economic disabilities. Now the claims for SC and ST status are being examined with reference to these criteria.

The task is accomplished by employing social scientific methods for gathering and analyzing relevant information on the concerned community from the primary sources by conducting empirical ethnographic studies and the from the secondary sources by consulting available references. Finally a conclusion is drawn as to whether the target community deserves the status as the SC or ST.

This becomes more relevant in the context of Hon'ble Supreme Court’s Judgment in case of Ms. Madhuri Patil, 1994 directing verification of the Social Status of the caste/community of the candidates who claim the status of SC or ST or have obtained caste/community certificates as SC or ST in order to ensure that the caste/community certificates are issued to the genuine STs and SCs and the Pseudo ST and SC persons are eliminated. In this process information about ethnological traits, deity, rituals, customs, mode of marriage, death ceremonies, method of burial of dead bodies, etc of the community of the candidate are to be collected.
During the current year, it is being contemplated to undertake broad based empirical ethnographic studies on the Social Status of six communities of Odishaviz, (1) Puran, (2) NaluaSavar, (3) Bagua (KandhaBagua), (4) Mali/Thanpati/ Gandhamali (5) Kalandi Kula and (6) Patra Tanti. The first four communities are claiming ST status and the 5th one, SC status. The 6th community is already enjoying SC status but as decided, their case is to be re-examined to see if they deserve SC status in the present context.

B. Required Human Resources:

For smooth conduct of the study, there will be a team of five consultants (01 Consultant supported by 04 Research personnel and 01 Data Analyst). Category wise Terms of Reference is detailed below.

Terms of Reference:

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Educational Qualification and Work Experience</th>
<th>Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Consultant</strong> (1 No)</td>
<td>Post Graduate degree in Anthropology/ Tribal Studies / Sociology from a recognized university. Must have proficiency in handling computers.</td>
<td>The candidate, as Consultant, is required to perform the following duties.</td>
</tr>
<tr>
<td></td>
<td>Candidates having a PhD Degree on a related topic will get preference.</td>
<td>32. Preparation of the study design including study methodology, tools and chapterisation for conducting the study.</td>
</tr>
<tr>
<td></td>
<td><strong>Work Experience:</strong></td>
<td>33. Desk review of secondary data, literature on the social status of the target communities.</td>
</tr>
<tr>
<td></td>
<td>- Minimum 05 years of work experience (As on 1st July 2017) in the field of empirical ethnographic studies or study of tribal society and culture.</td>
<td>34. Guide and Supervise Associates and Assistants to perform their duties from the beginning to end and more particularly during field study.</td>
</tr>
<tr>
<td></td>
<td>- Candidate should have strong skills of research, Documentation and production of reports, etc</td>
<td>35. Drafting of ethnographic social status reports separately on each of the six communities with recommendations relating to ST/SC status based upon study findings.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>36. Coordinate for organising workshops, consultation meetings with the field level functionaries, key informants and the research personnel of SCSTRTI at different stages of the study.</td>
</tr>
<tr>
<td></td>
<td><strong>Age:</strong> 35 years and above but below 60 years on 01.07.2017.</td>
<td>37. Any other work assigned by the Commissioner-cum-Director, SCSTRTI relevant to the study. (However in special cases the age, educational qualification, expertise &amp; experience of the applicant may be relaxed).</td>
</tr>
<tr>
<td><strong>Research Associate</strong> (1 No.)</td>
<td>Education: Post Graduate degree in Anthropology/ Tribal Studies / Sociology from a recognized university. Must have proficiency in handling computers.</td>
<td>The candidate, as Research Associate, is required to support the Consultant in the following activities.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6. Assistance to the Consultant for Preparation of the study design including</td>
</tr>
</tbody>
</table>
Work Experience:
- Minimum 03 years of work experience (As on 1st July 2017) in the field of empirical ethnographic studies or study of tribal society and culture.
- Candidate should have strong skills of research, Documentation and production of reports, etc.

Age: 25 years and above but below 50 years on 01.07.2017.

Research Assistant (2 Nos.)
Bachelor’s degree and preferably Masters Degree either in Anthropology/ Tribal Studies/ Sociology. Must have proficiency in handling computers.

Work Experience:
Minimum 2 years of work experience (As on 1st July 2017) Research Experience in conducting ethnographic research studies and collecting and analyzing empirical data.

Age: 25 years and above but below 50 years on 01.07.2017.

The candidate, as Research Assistant, is required to support the Consultant and the Research Associate in the following activities:

4. Assist in collection of empirical data with the research team members, make field visits, hold personal interviews with the key informants (both from the Community to be studied and the Government functionaries).

5. Make analysis and interpretation of the empirical (primary) data using appropriate research tools and prepare notes and reports.

Data Analyst (1 No.)
PGDCA from a recognized institution.

Work Experience:
Should have at least 2 years experience of working in research projects/institutions, in handling data analysis and study methodology, tools and chapterisation for conducting the study.


8. Guide and Supervise Research Assistants to perform their duties from the beginning to end and more particularly during field study.

9. Assistance to the Consultant for Drafting of ethnographic social status reports separately on each of the six communities with recommendations relating to ST/SC status based upon study findings.

10. Assistance to the Consultant for coordination and organisation of workshops, consultation meetings with the field level functionaries, key informants and the research personnel of SCSTRTI at different stages of the study.

11. Any other work assigned by the Consultant and Commissioner-cum-Director, SCSTRTI relevant to the study.

The candidate as Data Analyst, is required to support the Consultant and the Research Associate in the following activities:

4. Assist the Consultant and his research team in formulating a detailed study design of the Research Project, in carrying out exhaustive review of
assisting in preparation and computerization of research reports including assisting the researchers in statistical analyses of empirical data in research/evaluation projects including doing graphs, charts, tables etc.

**Age:** 25 years and above but below 40 years on 01.07.2017.

5. Making Power Point Presentations

6. Making the analysis of the empirical data using statistical tools, drafting, finalizing and computerizing the empirical report to the satisfaction of the expert committee incorporating the comments received from the Committee.

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**C. Remuneration/ Compensation:**

Following will be the structure of the consolidated monthly remuneration for the Contractual Research Personnel subject to satisfactory performance.

<table>
<thead>
<tr>
<th>Designation</th>
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<td>Rs. 50,000.00/-</td>
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<td>Research Associate(1)</td>
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<td>Research Assistant(2)</td>
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<td>Data Analyst(1)</td>
<td>6</td>
<td>Rs. 10,000.00/-</td>
</tr>
</tbody>
</table>

- The Consolidated Remuneration will be paid on each month against the deliverables linked accomplishment of task as would be indicated in the mutual agreement for the study / project and TDS will be deducted as applicable, against which TDS certificate will be issued. For travel, TA and DA for the field visits will be paid as per the entitlements. No other allowance will be admissible.

**D. Terms of Engagement:**

g. The positions are purely contractual in nature and co terminus with the study duration.
h. The selected candidate will be given contract as per the tenure mentioned above vis-à-vis the position
i. The candidate will work under the direct supervision of Commissioner-cum-Director, SCSTRTI and will be placed in the office of SCSTRTI.
j. The Candidate will have to travel to study districts/ ITDAs/ Block offices/ State Departments/ Central Ministries etc. whenever required.

**E. Mode of Selection:**

The selection will be done by review of the candidates’ Application form. The applicants will be short listed based on the minimum eligibility criteria as indicated in the qualification and work experience requirements. However in special cases the age, educational qualification, expertise & experience of the applicant may be relaxed.
A. **Study Background:**

Death of 23 children and alarmingly higher levels of malnourishment among children in Nagada village under Jajpur district, Odisha hit the media headlines in July 2016 and subsequently created huge reactions and public outcry within and outside the state. This issue of child death because of malnutrition, disease and grinding poverty and also the government negligence gained profound public attention and gave a wake up call to the development planners and policy makers of the state. Nagada is a cluster of seven hamlets spread over two revenue villages, namely Guhiasala and Nagada. The area comes under Chingudipala Gram Panchayat of Sukinda Block - a tribal dominated Block in the district. All the seven hamlets that constitute the Nagada areas are Nagada Upara, Nagada Majhi, Nagada Tala, Guhiasala Upara, Guhiasala Tala, Tumuni and Naliadaba located on the hill tops of Satakholia Hills. The hills are covered with dense forests and a rich source of minerals, especially bauxite. This area is situated about 30 km away from Sukinda Chromites valley and more than 50 km away from Kalinga Nagar Industrial complex.

The Nagada villages represent the face of under development and these villages have no semblance of any dependable communication facilities; people walk miles in the forests to reach the approachable roads. The entire 115 households (HHs), except three non-tribal Yadav families belong to Juang tribe. Although the area is predominantly Juang dominated, there are also other tribal communities like Mankidia, Kolha, Santal, etc, living in the neighboring villages of Nagada.

Complete geographical isolation and inaccessibility, absence of basic and primary governmental services and support system and some age-old cultural practices of the community have significantly contributed to the poor health, severe malnutrition and higher levels of mortality and morbidity rates among these tribals. The villagers have to trek down more than 30 kms through a dense forest to reach the nearest PHC point to avail basic health necessity. Besides, these villages/hamlets have no schools, only one Anganwadi centre, no electricity, drinking water facility or fair price shop.

In the above context, the SCSTRTI, Bhubaneswar, has proposed to undertake a state level research study on “**Base line Survey and Micro Action Plan for the Juangs of Nagada and its neighbouring villages of Jajpur district**” with the following objectives:

1. To identify the key areas and critical activities for collection of data in order to feed into the formulation of the comprehensive development action plan for Juangs of Nagada and adjoining villages of Jajpur district.
2. Assess the present situation in respect of implementation and progress of different ongoing activities executed in the area.
3. To formulate a comprehensive/holistic development action plan for Juangs of Nagada and adjoining villages of Jajpur district.

**B. Required Human Resource:**

For smooth conduct of the study, there will be a team of four personnels (01 Consultant supported by 01 Research Associate, 01 Research Assistant and 01 Data Analyst/Primary Investigator) will be engaged. Category wise Terms of Reference is detailed below.

**Terms of Reference:**

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Educational Qualification and Work Experience</th>
<th>Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant (1 No)</td>
<td>PGDRD/PGDRM/ MA (Anthropology, Sociology, Economics, Tribal Studies, or equivalent Social Science Subjects) from a recognized board or University. Must have proficiency in handling computers.</td>
<td>The candidate, as Consultant, is expected to perform the following duties.</td>
</tr>
<tr>
<td></td>
<td>Work Experience:</td>
<td>38. Develop framework for carrying out comprehensive baseline study in Nagada and adjoining villages including study design, methodology.</td>
</tr>
<tr>
<td></td>
<td>- Minimum 5 years of work experience (As on 1st July 2017) in the field of Tribal Studies or preferably have a Ph.D. degree on a topic related to Tribal society.</td>
<td>39. finalize the core areas for collection of baseline data in consultation with different stakeholders</td>
</tr>
<tr>
<td></td>
<td>- Candidate should have strong skills of research, Documentation of Programme activities, management of multi-sectoral programmes in tribal areas, etc</td>
<td>40. Collection of primary and secondary data from the field using appropriate research tools and desk review of relevant literature on various schemes and particularly schemes related to the research topic.</td>
</tr>
<tr>
<td></td>
<td>Age: 35 years and above but below 60 years on 01.07.2017. (However in special cases taken into account the expertise &amp; experience of the applicant age may be relaxed).</td>
<td>41. Capacity building, supportive supervision and time-to-time guidance of the research team deputed to the field.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>42. quality monitoring of the execution of the study through field visits</td>
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<td></td>
<td></td>
<td>43. Discussion with Key Government Departments/ autonomous bodies of Government etc for collection of relevant information of the schemes</td>
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<tr>
<td></td>
<td></td>
<td>44. Develop database of all relevant schemes, identify the critical gaps in the implementation of different schemes in the area and map the process for getting benefits under the schemes.</td>
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<td></td>
<td></td>
<td>45. Formulate comprehensive development action plan suggesting areas of intervention</td>
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<td></td>
<td></td>
<td>46. Coordinate for organising workshops, consultation meetings with project stakeholders etc.</td>
</tr>
<tr>
<td>Position</td>
<td>Education</td>
<td>Age</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>---------------------------------------------------------------------------</td>
<td>----------------------------------------</td>
</tr>
<tr>
<td><strong>Research Associate</strong> (1 No.)</td>
<td><strong>Education:</strong> PGDRD/PGDRM/ Master degree in Anthropology, Sociology, Economics, Tribal Studies, or equivalent Social Science Subjects from a recognized board or University. Must have proficiency in handling computers.</td>
<td>25 years and above but below 50 years on 01.07.2017.</td>
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<tr>
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<td><strong>Work Experience:</strong></td>
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<tr>
<td></td>
<td>• Minimum 3 years of work experience (As on 1st July 2017) field of Tribal Studies or preferably have a Ph.D. degree on a topic related to Tribal society</td>
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<tr>
<td></td>
<td>• Candidate should have strong skills of research, Documentation of Programme activities, Project Monitoring tools etc</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Age:</strong> 25 years and above but below 50 years on 01.07.2017.</td>
<td></td>
</tr>
<tr>
<td><strong>Research Assistant</strong> (1 No.)</td>
<td>Bachelor’s degree and preferably Masters Degree Anthropology, Sociology, Economics, Tribal Studies. Must have proficiency in handling computers.</td>
<td>25 years and above but below 50 years on 01.07.2017.</td>
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<td></td>
<td><strong>Work Experience:</strong></td>
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<tr>
<td></td>
<td>• Minimum 2 years of work experience (As on 1st July 2017) Research Experience in conducting research studies or collecting and analyzing empirical data in research/evaluation projects in the field</td>
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<td></td>
<td><strong>Age:</strong> 25 years and above but below 50 years on 01.07.2017.</td>
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</tbody>
</table>
Data Analyst/Primary Investigator (1 No.)

Bachelor’s degree in Anthropology, Sociology, Economics, Tribal Studies. PGDCA from a recognized institution (In case of Data Analyst).

- **Work Experience:**
  Should have at least 2 years experience of working in research projects, in handling data analysis and assisting in preparation and computerization of research reports including assisting the researchers in statistical analyses of empirical data in research/evaluation projects including doing graphs, charts, tables etc.

**Age:** 25 years and above but below 40 years on 01.07.2017.

The candidate as Data Analyst, is expected to support the Consultant and the Research Associate in following activities

1. Assist the Consultant and his research team in formulating a detailed study design of the National Research Project, in carrying out exhaustive review of literature on the research project and related subjects, in preparation of Framework of the Study including the chapter plan, schedules etc,

8. Making Power Point Presentations

9. Making the analysis of the empirical data using statistical tools, assist in drafting, finalizing and computerizing the empirical report to the satisfaction of the expert committee incorporating the comments received from the Committee.

**C. Remuneration:**

Following will be the pay structure for the Research Personnels subject to satisfactory performance.

<table>
<thead>
<tr>
<th>Designation</th>
<th>Tenure in Month</th>
<th>Monthly Remuneration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant(1)</td>
<td>3</td>
<td>Rs. 50,000.00/-</td>
</tr>
<tr>
<td>Research Associate(1)</td>
<td>3</td>
<td>Rs. 25,000.00/-</td>
</tr>
<tr>
<td>Research Assistant(1)</td>
<td>2</td>
<td>Rs. 20,000.00/-</td>
</tr>
<tr>
<td>Data Analyst/Primary Investigator(1)</td>
<td>2</td>
<td>Rs. 10,000.00/-</td>
</tr>
</tbody>
</table>

- Remuneration will be paid on consolidated basis each month against the deliverable linked accomplishment of task as would be indicated in the mutual agreement for the study / project and TDS will be deducted as applicable, against which TDS certificate will be issued. For travel, TA will be paid on actual basis and DA will be paid as admissible during the field visit. No other allowance will be offered.

**D. Terms of Engagement:**

- The position is purely contractual in nature;
- The selected candidate will be given contract as per the tenure mentioned above vis-à-vis the position
- The appointment will be purely contractual and co terminus with the study duration.
- The candidate will work under the direct supervision of Commissioner-cum-Director, SCSTRTI and will be placed in the office of SCSTRTI.
o. The Candidate will have to travel to study districts/Block offices/ State Departments/ Central Ministries etc. whenever required.

p. Accountability on the reliability and validity of data shall be fixed with the consultant and his/her team Members.

E. Mode of Selection:

The selection will be done by review of the candidates Application form. The application will be short listed based on the minimum eligibility criteria as indicated in the qualification and work experience requirements.
A. Study Background:

Gender based violence against girls and women are fundamentally grounded in the discriminatory and prejudicial norms, attitudes and practices that exist in our society. The increasing trend of such incidents has shaken the collective conscience. It is a disturbing fact that a significant proportion of such incidences of sexual abuses are being reported from within households, educational institutions, shelter homes and such other places which were perceived to be safe for the fair sex.

Recent news reveals different cases of sexual harassment/ rape and physical abuse targeting students studying in schools and colleges of the different states in general and Odisha in particular. Various instances of students in Government and Private Institutions subjected to sexual abuse have come to the notice of the State Government. Also sexual harassment, atrocities and rape cases against children and girl students in ST and SC Development Department schools are frequently being reported in the media. Incidences of premarital sex, pregnancy and child birth by students in general and ST girls’ students of residential schools in particular are being reported. It is a cause for great concern for the society as it is instilling a sense of fear among the fairer sex. Such mishaps have been very seriously viewed and the Government has decided to take stern measures to prevent and suppress sexual harassment of girl students by issuing a circular to all Educational institutions.

The State accords high priority in addressing the issue of violence against girls and women through interventions at various levels. Mahila and Shishu desks, a convergent action between Women & Child Development and Home Department, a mechanism that has the potential of maximising the protection of women and girls, have been set up in all police stations. Integrated Anti-Human Trafficking Units have been established at the level of police ranges are being scaled up. The Integrated Child Protection Scheme has also been operationalized. Further, the Odisha Victim Compensation Scheme notified in 2012, includes provision for victims/survivors of assault, rape and acid attacks. Further, different redressal mechanisms under the statutory Acts and Laws have been established and gender sensitization trainings are being conducted.

Steps have been taken to address the abuse and harassment of girls students in SC/ST Residential Schools for supervisory officials, Hostel Superintendents, Wardens/Matrons, etc by conducting different Life Skill training and orientation programmes by the collaborative efforts of SCSTRTI and United Nations Family Planning Association (UNFPA). Orientation training programmes have been organized at the State and District levels for health care personnel, police personnel and the key stakeholders from ST & SC Dev. department, i.e.: ADWOs, WEOs, Head Masters (HMs), Hostel Superintendents,

In the above context, the SCSTRTI, Bhubaneswar, has proposed to undertake a state level research study on “Incidences of Sexual Abuses in Residential Schools: An Impact Assessment due to the preventive interventions based upon Time Series Data” with the following objectives:

1. To gather Time Series Data from all residential schools of ST & SC Dev. Dept. reported with incidences of sexual abuse,
2. To collect Cases Studies of sexual cases reported and/or registered under provisions of IPC and POCSOA,
3. To identify the causes of the incidences and types of preventive interventions made,
4. To suggest ways and means to ensure safety and security of the Girl children in hostels and schools and principles/guidelines for policy formulation for eradication of occurrence of sexual abuses,
5. Any other as would be suggested by the Research Expert Committee.

B. Required Human Resource:

For smooth conduct of the study, a team of five Research Personnel (01 Consultant supported by 01 Research Associate and 02 Research Assistants and 01 Data Analyst) will be engaged. Category wise Terms of Reference of the Research Team members is detailed below.

**Terms of Reference**:

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<thead>
<tr>
<th>Position Title</th>
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<tbody>
<tr>
<td>Consultant (1 No)</td>
<td>Post Graduate (Sociology, Psychology, Education, Anthropology or equivalent Social Science Subjects) from a recognized board or University. Must have proficiency in handling computers.</td>
<td>The candidate, as Consultant, is expected to perform the following duties.</td>
</tr>
<tr>
<td><strong>Work Experience:</strong></td>
<td></td>
<td>49. Preparation of the study design including study methodology, Conceptualisation and formulation of Inception report for conducting the study;</td>
</tr>
<tr>
<td></td>
<td><strong>Minimum 10 years of work experience (As on 1st July 2017) in the field of Tribal Development, Education, and Problems and preferably have a Ph.D. degree on a topic related to Tribal society, problem and culture.</strong></td>
<td>50. Desk Review of Secondary data, literature on various schemes and particularly schemes related to the research topic.</td>
</tr>
<tr>
<td></td>
<td><strong>Candidate should have strong skills of research, Documentation of Programme activities, etc</strong></td>
<td>51. Identification and documentation and Listing of all relevant cases of sexual abuses and strategies, relief and rehabilitation measures of victims, schemes and programmes meant for their</td>
</tr>
<tr>
<td><strong>Age:</strong></td>
<td>35 years and above but below 60 years on 01.07.2017 (However, in special cases taken</td>
<td></td>
</tr>
</tbody>
</table>
### Research Associate (1 No.)

**Education:** Master degree in Sociology, Psychology, Education, Anthropology, or equivalent Social Science Subjects from a recognized Board or University. Must have proficiency in handling computers.

**Work Experience:**
- Minimum 5 years of work experience (As on 1st July 2017) field of Tribal Education or preferably have a Ph.D. / M.Phil. degree on a topic related to Tribal society
- Candidate should have strong skills of research, Documentation of Programme activities, Project Monitoring tools etc

**Age:** 25 years and above but below 50 years on 01.07.2017.

The candidate, as Research Associate, is expected to support the Consultant in following activities.

15. Desk Review of Secondary data, literature on various schemes and particularly schemes related to the research topic.
16. Identification and documentation of all schemes.
17. Organize key stakeholder consultation meetings/Discussion with Key Government Departments/autonomous bodies of Government etc for collection of relevant information of the schemes
18. Develop database of all relevant schemes and map the process for getting benefits under the schemes.
19. Any other work assigned by the Senior Consultants relevant to the study.

### Research Assistant (2 Nos.)

Bachelor's degree and preferably Masters Degree Sociology, Psychology, Education, Anthropology, or equivalent Social Science Subjects. Must have proficiency in handling computers.

The candidate, as Research Assistant, is expected to support the Consultant and the Research Associate in following activities
<table>
<thead>
<tr>
<th>Data Analyst (1 No.)</th>
<th>PGDCA from a recognized institution.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Work Experience:</strong></td>
<td>Should have at least 2 years experience of working in research projects, in handling data analysis and assisting in preparation and computerization of research reports including assisting the researchers in statistical analyses of empirical data in research/evaluation projects including doing graphs, charts, tables etc.</td>
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<td><strong>Age:</strong></td>
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</tbody>
</table>

8. Assist the Consultant in collection of empirical data collection with the research team members, make field visits, hold personal interviews with the key stakeholders/functionaries (both from the Schools and Communities to be studied and the Government functionaries),

9. Make the analysis of the empirical data using statistical tools and in interpreting the data and findings.

The candidate as Data Analyst, is expected to support the Consultant and the Research Associate in following activities

10. Assist the Consultant and his research team in formulating a detailed study design of the National Research Project, in carrying out exhaustive review of literature on the research project and related subjects, in preparation of Framework of the Study including the chapter plan, schedules etc,

11. Making Power Point Presentations

12. Making the analysis of the empirical data using statistical tools, assist in drafting, finalizing and computerizing the empirical report to the satisfaction of the expert committee incorporating the comments received from the Committee.

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<td>--------------------------</td>
</tr>
<tr>
<td>Consultant(1)</td>
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<tr>
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</tr>
<tr>
<td>Research Assistant(2)</td>
</tr>
<tr>
<td>Data Analyst(1)</td>
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- Remuneration will be paid on consolidated basis each month against the deliverable linked accomplishment of task as would be indicated in the mutual agreement for the study / project and TDS will be deducted as applicable, against which TDS certificate will be issued. For travel, TA will be paid on actual basis and DA will be paid as admissible during the field visit. No other allowance will be offered.

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