

## TERMS OF REFERENCE FOR CONSULTANTS<sup>1</sup>

1. The transaction technical assistance (TA) aims at (i) building and strengthening technological platforms or digital systems for select schemes for efficient targeting of the existing beneficiary and coronavirus disease 2019 (COVID-19) induced new beneficiaries; (ii) support policy advice on further economic restoration planning and scheme design, identification of affected people not covered in any of the sub-schemes (e.g. migrant workers), better incentives for certain category of people (e.g. construction workers, health workers, and women), knowledge sharing of other country's good practices for economic stimulus; and (iii) strengthening public health emergency contingency planning and strengthening institutional and staff capacity in infectious disease control including community engagement; (iv) improved surveillance through rolling out of an integrated health surveillance information platform; and (v) strengthen innovations to respond effectively for effective prevention and response including behavioral changes. Further, the TA will help the executing and implementing agencies build the capacity for effective implementation.

2. The TA will be carried out by firm and individual consultants. A total of 33 person-months of international and 91 person-months of national consulting services will be required. Twelve national experts totaling 67.5 person-months will be recruited as individual consultant to undertake advance works. The consultants will develop the operational framework and strengthen the targeting delivery and monitoring and evaluation for the select schemes under the Pradhan Mantri Garib Kalyan Yojana (PMGKY) pro-poor economic package and support health system strengthening and interventions relating to COVID-19 response. The breakdown of consultant requirements is in Table 1.

**Table 1: Summary of Consulting Services Requirement**

International Positions	Person-months	National Positions	Person-months
<b>Individuals</b>			
Senior Public Health expert (Health Security) - Health	5.0	Social Security specialist/ Coordinator	15.0
Maternal, child health and nutrition specialist – Health	3.0	Senior Risk communication strategy expert(s) – Health	3.0
Senior Clinical Microbiologist – Health	3.0	Senior IEC and community mobilization expert – Health	2.0
Senior Epidemiologist – Health	3.0	Senior Digital Tool Developer – Health	2.0
		Emergency response and strategic intervention expert– Health	9.0
		Digital health expert/health information technology experts – Health	15.0
		Senior Data Scientist – Health	3.0
		Gender Equality and Social Inclusion Specialist (to be recruited – SP and Health	4.5

<sup>1</sup> TORs will be revised as needed at project onset to reflect other aspects which may be required such as monitoring the incidence of GBV etc., in consultation with relevant GOI agencies and other development partners involved in COVID-19 emergency response.

<b>Firm (Social Protection)</b>			
Social Protection Specialist/team leader	7.0	Public Financial Management Specialist	4
Social Protection policy and institutional specialist	3	LIPW Specialist	3.5
M&E specialist	5.0	Agro-economist	3.5
		Digital Banking Specialist	3.5
		M&E specialist	10.0
<b>Firm (Health)</b>			
Senior public health expert	4.0	Senior risk communication strategy expert	5.0
		Senior IEC and communication mobilization expert	4.0
		Senior digital tool developer	4.0
<b>TOTAL</b>	<b>33</b>		<b>91</b>

IEC = information, education and communication, LIPW = labor intensive public works, M&E = monitoring and evaluation.

Source:

## **A. Individual Consultants**

3. **Senior Public Health Expert (Health Security) – Health (international, 5 person-months, intermittent).** The senior health security expert is expected to have a master's or a PhD degree in public health, hospital management, health policy, health system or related field with at least ten years of experience in conducting assessment of health system response to outbreaks and minimum of five years of experience of working with government or international organizations. As team leader (TL), the specialist will (i) provide leadership to the team, plan the team's activities and mobilization and be responsible for the deliverables, (ii) liaise with the Ministry of Health and Family Welfare (MOHFW) and all relevant counterparts, (iii) provide quality assurance on products quality, and (v) compile TA inception, interim and final reports and produce monthly progress reports for ADB. Technical contributions would include preparing comprehensive documents proposing national strategies, action plans, short and long-term recommendations on the design of an appropriate response to strengthen health systems to better address the COVID-19 outbreak and potential outbreaks of other communicable diseases. The consultant will support central and state level MOH functionaries and conduct rapid health security health system impact assessments on the potential effect of COVID-19 under varying state capacities. Assessment will consider diagnostic and treatment capacities, human resources, adequacy of medical supplies, financing, capability of risk communication and capability of subnational reporting and decision-making. These would feed towards developing state level contingency plans.

4. In addition, the consultant is expected to monitor and evaluate the functioning of the community level interventions by the community-based organizations, local governance and administrative system. The consultant will support governments and ADB teams to design, implement, monitor and evaluate the comprehensive community level COVID-19 response bundle, including surveillance, diagnostics, humanitarian community quarantine facilities, risk communication, adherence to the treatment protocols and escorted referral networks, data recording and monitoring of the IT platforms for diagnostic, clinical and other parameters. Additional responsibility shall include monitoring and evaluating the training of human resources, adequacy of medical and personal protective equipment supplies, financing, risk communication

and capability of subnational reporting and decision-making. The consultant will also participate in capacity building workshops or seminars for relevant project implementing staff, government officials and health workers. The consultant will provide extensive technical inputs to other ongoing technical products to be delivered under the TA and ensure quality of products to be delivered.

**5. Maternal, Child Health and Nutrition Specialist – Health (international, 3 person-months, intermittent).** The consultant will have a postgraduate degree in public health, demography or related discipline with at least 8 years of experience working in maternal and reproductive health, pediatric health, or nutrition. Experience with health service delivery, financing and utilization of maternal and child health in South Asian countries is preferred. Previous experience working in ADB or other donor-funded projects will be given more weight. The consultant will provide policy support to governments and/or ADB project teams in ensuring continuity of access to quality maternal and child health care in the context of the COVID-19 outbreaks and strengthening preparedness of systems for maternal and child health service delivery in the event of future outbreaks. She/he will (i) review national policies and strategies for improving maternal and newborn health, and the composition of healthcare providers; (ii) take stock of the capacity and coverage of service delivery in terms of the number of trained birth attendants, doctors, midwives and other related health-workers by geographic areas or location type; (iii) identify gaps in the existing systems as well as entry points for strengthening service delivery in the event of health-related disasters, including identifying opportunities within existing ADB supported health sector projects for ensuring continuity in maternal and child health care and nutrition; (iv) prepare policy recommendations for mitigating impacts of health-related disasters and strengthening resilience of health service delivery for maternal and child health and (v) Guidelines for sustaining essential health services for women and children during epidemic/pandemic situation developed.

**6. Senior Clinical Microbiologist – Health (international, 3 person-months, intermittent).** The senior clinical microbiologist is expected to have a degree in medicine together with a master's degree in clinical microbiology or related field from a reputed institution with at least ten years of experience in running a clinical microbiology laboratory at a tertiary care centre or equivalent with a minimum of five years of experience of working with government and/or community level organizations. Additional desirable advantage will be for experts involved in experience with medical education, guidelines development and monitoring and evaluation. The consultant will prepare comprehensive documents proposing evidence based state-of-the-art urban surveillance and smart diagnostic strategies for an appropriate community level intervention response to better address the COVID-19 outbreak in urban agglomerations. The consultant is expected to monitor and evaluate the surveillance framework and the screening and diagnostic programme arms of the community level interventions by the community-based organizations, local governance and administrative system. The consultant will support governments and ADB teams to design, implement, monitor and evaluate the community level COVID-19 response bundle, including surveillance and diagnostics, and data recording and monitoring of the IT platforms for the same.

**7. Senior Epidemiologist – Health (international – 3 person months, Intermittent).** The consultant is expected to have a master's degree (PhD, MD, MSc or MPH) in public health, epidemiology or related field; and around 7-8 years of relevant work experience, preferably dealing with epidemiology of communicable diseases in India. Experience in working with international organizations and managing community-based disease surveillance or surveillance networks or field trials is desirable. He/she will work closely with the government and other international partners. The consultant will work closely as a team with other members to

understand knowledge gaps and assist in preparation of strategies, action plans, short and long-term recommendations on the design of appropriate community intervention responses to better address the COVID-19 outbreak. The consultant is expected to work with the organizations, review study implementation strategies, provide technical inputs in developing the community level interventions. The consultant will also monitor progress of the research activities, adherence to the treatment protocols, data recording and monitoring of the IT platforms for diagnostic, epidemiological and other parameters. He/she will prepare, analyze and report findings from the research activities that illustrate measurable results of interventions in controlling COVID-19 outbreak. The consultant will also help in risk mitigation or problem solving. Additionally, he/she will work with the senior public health expert in monitoring and evaluating the training of human resources, adequacy of medical and personal protective equipment supplies. The consultant will also participate in capacity building workshops or seminars for project relevant staff, government officials and health workers. Perform any other task related to the terms of reference and within the area of expertise, as and when requested by ADB.

8. **Senior Data Scientist – Health (national, 3 person months, intermittent).** The consultant will support to examine the microlevel associations and trends of healthcare utilization in India. Of particular interest would be health access and health seeking behavior (including knowledge, attitudes, and perceptions) between urban and rural settings for poor/non-poor populations, private/public, various facility/provider types, for various ailments and conditions, etc. as well as gendered impact within. The findings should provide evidence on the relative importance of public health care institutions in both urban and rural India. The study should also identify the current enablers and barriers to healthcare access (and their evolution over time) which may have implications on design and implementation of public health policies/programs. The consultant will use the National Family Health Surveys (NFHS) 1-5, as appropriate, marshalling the longitudinal and multilevel structure of the data. The study focus would primarily be for the high-risk population (within that urban poor and non-poor) while rural population would be a default comparator.

9. **Senior Risk Communication Strategy Expert(s) (Health System and Communicable Diseases) – Health (national, 3 person-months, intermittent).** The consultant(s) will assist national authorities develop/update strategies and a roadmap for enhancing capacity for control including efficient risk communication mechanism to complement public health actions against existing communicable diseases as well as epidemic-prone diseases that may emerge in the future. It would entail updating the National Risk Communication Plan. The consultants shall have at least a master's degree (PhD, MD or MSc) in public health, mass communication, or related field; and around 10 years of relevant work experience, preferably dealing with management of disease outbreaks in India and related risk communication. They should have expertise in conceptualizing, planning, and monitoring of communicable diseases programmes including risk communication strategies, plans and development of information, education, and communication (IEC) material. Knowledge of social and gender determinants of health issues in India with focus on communicable diseases is preferred. Strong communication skills required. The consultants will work closely with Ministry of Health and Family Welfare (MOHFW) and other stakeholders to undertake the following:

- (i) support analyses of the currently available strategies and guidelines for responding to communicable diseases as well as the risk communication material on communicable diseases especially for those diseases that are epidemic-prone and assist in carrying out improvements in their utility and efficacy in strengthening health system and acceptance by the communities. This would also entail updating the national risk communication plan;

- (ii) lead in development of tools and interventions to support implementation for augmenting capacity of health system in efficiently and swiftly responding to communicable diseases especially those that are epidemic-prone including adoption of effective risk communication strategies;
- (iii) support in the development and implementation of target population-specific risk and gender-sensitive communication material on communicable diseases; and
- (iv) assist in facilitation of evaluation of existing support in meeting the desired outcomes through field-based knowledge, attitude and practices (KAP) studies.

10. **Senior IEC and Community Mobilization Expert – Health (national, 2 person-months, intermittent).** The objective of this assignment is to assist MOHFW in supporting India's response to COVID-19, aimed at minimizing incidence and fatality rate of the disease. Covid-19 presents tremendous risk to India, with total confirmed cases doubling in less than 4 days. This is a critical stage for India to put effective systems in place for key aspects including risk communication, digitally driven enablement and governance. The consultant will have at least 15 years' experience in marketing / communication industry to drive social change for large national programmes including designing communication campaigns, media operations, film making and copywriting. Extensive knowledge in behavioural change campaigns and deep understanding in how to mobilize diverse communities to increase demand and utilization of services is required. The consultant will

- (i) assess existing mechanisms of community mobilization in beneficiary populations and conduct a landscape analysis of which models including methods used and incentive designed which are proving effective across communities;
- (ii) develop tools of community engagement for increased utilization of public health care services. This would include community mobilization and communication for a change in health-seeking behavior, based on an understanding of differences between men and women in health seeking behavior including application of innovative methods employing digital mediums of outreach;
- (iii) devise communications plans to engage and mobilize private and public providers in select hotspots in India which would raise awareness about the implementation and scheme design;
- (iv) develop an innovative strategy of engagement for stakeholder groups, including key women stakeholders, understanding the complexities involved, which will also include strategies to raise awareness on rights and responsibilities of all stakeholders; and
- (v) any other relevant tasks required by MOH and ADB.

11. **Senior Digital Tool Developer – Health (national, 2 person-months, intermittent).** The objective of this assignment is to assist MOHFW in supporting India's response to COVID-19, aimed at minimizing incidence and fatality rate of the disease. Covid-19 presents tremendous risk to India, with total confirmed cases doubling in less than 4 days. This is a critical stage for India to put effective systems in place for key aspects including risk communication, digitally driven enablement and governance. The consultant should have at least a master's degree in business administration, engineering, finance, economics, or related discipline or qualification in health policy with at least 12 years of experience in building digital systems and driving big data analytics across different sectors. The consultant should have significant experience working in India, with strong familiarity and demonstrated knowhow of challenges in developing digital systems in public sector in the Indian context. The consultant will develop, design and assist in the launch of innovative digital applications/tool for improved response, preparedness and community engagement including risk communication for various stakeholders. This includes that (i) The

technology platforms developed should be accessible on multiple platforms (ii) Technology platforms should be highly scalable – replicable across states in India with minimal changes (iii) The platforms should enable data-driven decision making / governance through the insightful visualizations, as required (iv) The data displayed on the platforms from existing sources should update automatically (v) Features such as notification system, specification for target devices and localization (Geo tagging) could be included (vi) The applications interface will be designed for English but possibility of being expanded to other languages (vii) Focus on simplicity, great performance and attractive design. Expected outputs would include (i) Development of an outcome-oriented Product Requirements Document (PRD) (ii) Creation of wireframes and detailed description of platform features and user interface, including interface for display of relevant data, featured stories, country/state/district information, and other multimedia (video, audio, images, interactive maps, etc.) (iii) Development of the design (at least 3 options to be submitted for review) (iv) Wireframes and design submitted for review and approval (v) Development and configuration of an alpha version of the platform focusing on key features (to be defined during project ideation) (vi) Review and approval of the Alpha design and functionalities and thereafter Quality, security and performance testing and fix (vii) Full implementation and delivery of the features and design of the platforms (Beta version) (viii) Finalization, including final quality testing and approval (ix) Support for the application process and launch of the platforms.

**12. Emergency Response and Strategic Intervention Expert – Health (national, 9 person-months, intermittent).** The consultant shall assist the national health authorities in developing and implementing strategies to complement and strengthen ongoing public health actions for COVID-19 and for other related emergencies that may occur in the future. At least a master's degree (PhD, MD or MSc) in public health, epidemiology, or related field; and around 10 years of relevant work experience, preferably dealing with management of disease outbreaks in India and related risk communication. Should have expertise in conceptualizing, planning, and monitoring of communicable diseases programmes including capacity building strategies, plans and development of IEC material. Knowledge of social determinants of health issues in India with focus on communicable diseases is preferred. The consultant will work closely with Ministry of Health and relevant ADB staff to undertake the following:

- (i) support analyses and impact of the currently available/in-use strategies and technical guidelines for responding to the COVID-19 pandemic (surveillance, epidemiology, case management and data analyses) and assist in carrying out improvements in their utility to support improved response to COVID-19 pandemic;
- (ii) assist in implementation of national plan for augmenting national capacity in efficiently and swiftly responding to the COVID-19 pandemic and similar communicable diseases that are epidemic-prone;
- (iii) support impact assessment of public health actions on progression of the COVID-19 pandemic;
- (iv) assist in facilitation of evaluation of existing support in having met the desired outcomes through field-based studies and analyses of epidemiological data.

**13. Digital Health Expert/Health Information Technology Experts – Health (national, 15 person-months, intermittent).** The expert(s) should have at least 10 years of relevant experience with relevant academic degree. The consultant will work with MOHFW and selected states, agencies, resource centers, and other consultants fielded by ADB to strengthen response towards improved surveillance in light of COVID-19 outbreak. The expert will be responsible for strengthening health information systems (health and hospital management systems, continuum of care, referral linkages, quality assurance, real-time integrated surveillance information platform

to monitor public health surveillance data of communicable diseases etc.) including interpretability to other health portals for data streamlining. The expert will:

- (i) conduct information technology due diligence with respect to use of information technology for urban primary health care;
- (ii) advise on the implementation strategies to ensure interoperability of data systems for improved continuum of care in addition to supporting implementation at state level;
- (iii) assess how information and communication technology innovations, good practices, and high-level technologies can be adopted in India's health context;
- (iv) develop a high-quality report that may be published in the public domain summarizing the results from the tasks identified above, including practical guidelines for implementing and adapting health information systems; and
- (v) lead trainings and workshops to support the roll out of tools and surveillance platforms in various states to strengthen preparedness efforts in controlling disease outbreaks and other health system gaps.

**14. Social Security Specialist and Coordinator (national, 15 person-months, intermittent).** The national specialist shall have preferably a master's degree in economics, business administration or equivalent. The specialist shall have at least 20 years of experience including preferably 10 years' experience in the social security sector preferably in international development projects and/or large-scale government programs.

15. As a coordinator, the specialist will (i) support the government focal person in setting up a project coordination unit for the PGMY-COVID pro-poor economic package and assist with the coordination of the TA outputs 1-3 activities, (ii) assist in guiding other TA experts, liaising with ADB and government official and attending to meetings when the TA team leader is not in India, (iii) support the team leader with reporting requirements.

16. As a social security specialist, the expert will support the three international experts in delivering output 1-3 of the TA. The tasks will include but not be limited to (i) identify and collect literature on social security programs which are part of the government PMGY-COVID pro-poor economic package and which are not covered by other national specialist under the TA , (ii) Liaise with social security program authorities and support analysis of current programs targeting, delivery and M&E, (iii) support identification of social security programs gaps, especially in terms of coverage of women and reform options, (iv) assist with presentation of proposed program targeting, delivery and M&E improvement and reform agenda and support social security programs with adoption and implementation of these improvements.

**17. Gender Equality and Social Inclusion Specialist (national, 4.5 person-months, intermittent).** The national specialist shall have a master's degree social sciences or equivalent. The specialist shall have at least 15 years of experience including preferably 10 years' experience in gender equality, social inclusion and safety nets projects/program preferably in international development projects and/or large-scale government programs.

18. The specialist will support the three international experts in delivering output 1-3 of the TA. The specialist will also support activities under Output 4 relating to health sector interventions. The tasks will include but not be limited to (i) identify and collect literature on women focused programs in India including specific program which are part of the government PMGKY-COVID pro-poor economic package such as the Pradhan Mantri Jan-Dhan Yojana, Deen Dayal Antyodaya Yojana and Response and Preparedness interventions being planned by MOH for

COVID-19, (ii) liaise with women focused program authorities and support the analysis of current program targeting, delivery, M&E, outreach and impact on vulnerable women and groups, (iii) analyze the performance of all PMGKY-COVID government pro-poor economic package programs and health sector program in supporting women and recommend improvement to ensure greater coverage and relevance for women across all programs (iv) support identification of gender gaps in the programs, recommend improved mechanisms and targets to ensure greater gender impact and, propose reforms options, (v) assist with presentation of proposed program targeting, delivery and M&E improvement and reform agenda and support gender and social security under the programs with adoption and implementation of these improvements, (v) conduct gender analysis in COVID-19 health impact (e.g., higher male fatalities but higher female vulnerability as health workers given the concentration of females among the nurses and other medical staff), (vi) gender specific requirements of female frontline health workers, such as personal protective equipment of the correct size rather than the default male size, insurance coverage, psychological counselling and protection from violence, etc. (vii) guide the TA teams in ensuring that TA gender targets are achieved and report on these achievements, (viii) support the team leaders with reporting requirements.

## **B. Firm (Social Protection)**

**19. Social Protection Specialist and Team Leader (international, 7 person-months, intermittent).** The international specialist shall have preferably a master's degree in social sciences, social protection or equivalent and at least 20 years of experience in social protection projects including large national social safety nets for low-income and vulnerable people in developing countries. The skills set may include insurance cover to healthcare workers, food subsidy, cash transfers and employment protection. The specialist shall be an excellent communicator and have successfully performed in other projects where coordination is a key element. The specialist must be fluent in English. Previous experience in India is an asset.

20. As team leader (TL), the specialist will (i) provide leadership to the team, plan the team's activities and mobilization and be responsible for the deliverables, (ii) liaise with the Client and all relevant counterparts, (iii) provide quality assurance for the transaction technical assistance project and products, and (iv) organize regular consultations with national think tanks on the PGMKY and other pro-poor programs targeting and M&E improvements and desirable reforms, (v) support the National coordinator and the Government TA focal person in the management of the project coordination unit, and (vi) compile TA inception, interim and final reports and produce monthly progress reports for ADB, (vii) prepare a 10 pages draft TA completion report in ADB template.

21. As Social Protection Specialist, the expert will (i) lead the analysis of PGMKY and other pro-poor programs targeting and delivery efficiency gaps in general and against COVID induced vulnerable in particular, (ii) coordinate the discussion and reporting among experts on improved targeting and delivery strategy options, (iii) explore specific requirements for COVID affected migrant workers and assess possibilities and options to provide portable benefits, (iv) supervise the review and upgrade of the PGMKY-COVID pro-poor programs M&E system and support the implementing agencies with the adoption and delivery of the proposed M&E targets, (v) support the policy and institutional specialist with the identification, proposal and presentation of reform program for strengthening economic resilience in the longer term.

**22. M&E Specialist (international, 5 person-months, intermittent).** The specialist shall have a master's degree in social sciences or equivalent. The specialist shall have at least 15 years of experience including preferably 10 years' experience in M&E of large-scale social safety

net, economic recovery program or similar. Previous experience with M&E social protection project in India will be an asset. The specialist shall be an excellent communicator and must be fluent in English.

23. The M&E specialist will focus on the TA output 2 which aims at improving the PMGKY-COVID pro-poor government economic package programs M&E systems. The specialist will (i) identify and analyze the PMGKY-COVID programs M&E systems scope and relevance, (ii) identify opportunities for improvements, including sex-disaggregated beneficiary registration and tracking, (iii) recommend measures and training options to improve the performance of the programs M&E, (vi) present the findings and recommendation to key program stakeholders and develop consensus on upgrades to be adopted for these program M&E systems, (vii) with the support of other specialists, prepare M&E system upgrade manuals for each PMGY-COVID programs, (viii) Support the recruitment and supervise the service provider which will upgrade the existing programs monitoring and evaluation systems and train relevant M&E programs staff, (ix) if required support the service provider with a training of trainer program, (x) together with the team leader and other experts, support the implementing agencies to ensure that the indicative targets -incl. social and gender-related ones- set under the program are delivered, (xi) perform quality control of the performance of the upgraded M&E systems, (xii) support the team leader with reporting requirements.

24. **Social Protection Policy and Institutional Specialist (international, 3 person-months, intermittent).** The international specialist shall have preferably a master's degree in social sciences, social protection or equivalent. The specialist shall have at least 15 years of experience including preferably 10 years' experience in advising/developing policy and institutional reforms in social protection sector including in developing countries. Experience with social protection project in India will be an asset. The specialist shall be an excellent communicator and have successfully performed in other projects where coordination is a key element. The specialist must be fluent in English.

25. The specialist will (i) undertake an inventory of the current policies and programs of the union for social assistance, employment generation, and enterprise promotion, (ii) asses their performance, implementation modalities and gender-differentiated features and impacts, (iii) Identify duplication, antagonism/contradiction, opportunities for synergies between the various policies and programs, (iv) assess limitations in the implementation of selected schemes and identify opportunities for efficiency improvement,(v) lead the development of a gender-sensitive reform proposal to improve economic resilience by improving the effectiveness and sustainability of the existing programs targeting enterprise promotion, access to services, and social assistance and protection, (vi) present the reform proposal and prepare a report detailing the reform proposal and the intended targeting of vulnerable women and groups and understandings reached with the concerned government authorities, (vii) support the team leader with reporting requirements.

26. **M&E Specialist (national, 10 person-months, intermittent).** The M&E specialist shall have a post-graduate degree in economics, business management or related specialized field. The expert shall have at least 10 years of experience including preferably 6 years of experience in M&E of large-scale social safety net, economic recovery program or similar. Previous experience with M&E social protection project in India will be vital. Ability to work in a team is required. The expert shall have excellent oral and written communication skills in English.

27. The M&E specialist will focus on the TA output 2 which aims at improving the M&E systems of the PMGKY-COVID pro-poor government economic package. The national expert will work with the international expert in strengthening the efficacy of the M&E systems. The national

expert will (i) undertake baseline analysis of the PMGKY-COVID programs M&E systems, including data disaggregated by sex and age and understanding each of the sub-programs, interface, functions, indicators and linkages with states, (ii) identify key gaps for each of the sub program by undertaking field visit and discussions with select states (iii) recommend supplementary indicators for efficient PMGKY implementation, (iv) suggest possible improvements for efficient targeting and monitoring, focusing especially on improving the targeting of women with key vulnerable groups, (v) coordinate with the digital service provider and supervise on the content upgradation and delivery of the program results (vi) present the findings and recommendations to key program stakeholders and support the implementation of the approved findings, (vii) support the implementing agencies to ensure that the gender and social targets set under the program are recorded and delivered, (viii) support in the preparation of the M&E reports with details on the targets and delivery of the funds for each sub-programs for dissemination to the stake holders, and (ix) develop trainings and capacity building workshops for the key M&E staff.

**28. Labor Intensive Public Works specialist (national, 3.5 person-months, intermittent)**

The national specialist shall have a master's degree in social sciences, social protection or equivalent. The specialist shall have at least 15 years of experience including preferably 10 years' experience in the LIPW projects/program preferably in international development projects and/or large-scale government programs.

29. The LIPW specialist will support the three international experts in delivering output 1-3 of the TA. The tasks will include but not be limited to (i) identify and collect literature on LIPW support programs in India including specific program which are part of the government PMGY-COVID pro-poor economic package such as MNREGA, (ii) Liaise with LIPW program authorities and support analysis of current program targeting, delivery and M&E especially in context of targeting of women, (iii) support identification of LIPW program gaps and reforms options, (iv) assist with presentation of proposed programs targeting, delivery and M&E improvement and reform agenda and support LIPW programs with adoption and implementation of these improvements, (v) support the team leader with reporting requirements.

**30. Agro-economist (national, 3.5 person-months, intermittent).** The national specialist shall have a master's degree in economy, agriculture or equivalent. The specialist shall have at least 15 years of experience including preferably 10 years' experience in the food and farmers safety nets projects/program preferably in international development projects and/or large-scale government programs.

31. The specialist will support the three international experts in delivering output 1-3 of the TA. The tasks will include but not be limited to (i) identify and collect literature on support programs in India including specific program which are part of the government PMGKY-COVID pro-poor economic package such as PMGKY and PM-KISAN, including an analysis of number of women farmers who are entitled to support, the nature of the problems faced by women farmers (ii) Liaise with food distribution and rural/farmers support programs authorities and support the analysis of current program targeting especially for poor rural women, delivery and M&E, (iii) support identification of food distribution and rural/farmers support program gaps and reforms options, (iv) assist with presentation of proposed program targeting, delivery and M&E improvement and reform agenda and support food distribution and rural/farmers support programs with adoption and implementation of these improvements, (v) support the team leader with reporting requirements.

32. **Digital Banking Specialist (national, 3.5 person-months, intermittent).** The national specialist shall have a master's degree in computer sciences, information and technology or equivalent. The specialist shall have at least 12 years of experience including preferably 6 years' experience in digital banking processes and applications.

33. The specialist will support the TA team with delivering output 1 of the TA. The tasks will include (i) identify current PGMY-COVID pro-poor associated cash transfer programs delivery efficiency and outreach constraints especially in terms of poor and vulnerable women, (ii) identify and present digital banking/technology driven options to facilitate delivery and deepen the outreach, (iii) draft the terms of reference for recruitment of an application developer to develop/test the recommended option, (iv) supervise the application developer, (iv) assess the app performance and report results, (v) support the team leader with reporting requirements.

34. **Public Finance Management Specialist (national, 4 person-months, intermittent).** The national specialist shall have preferably a master's degree financial management, accounting or equivalent. The specialist shall have at least 15 years of experience including preferably 10 years' experience in public finance management preferably in relation with international aid programs.

35. The specialist will (i) assess the constraints in the public financial management systems across multiple implementing agencies of the PMGKY affecting efficient delivery of services to the beneficiaries of the schemes covered under PMGKY, (ii) examine issues in channeling of budgetary grants to beneficiaries through concerned PMGKY-COVID pro-poor programs implementing ministries, (iii) assess whether the delegation of approval authority at operational level is appropriate for efficient delivery of services to the beneficiaries of the schemes covered under PMGKY, (iv) identify reform areas to improve scheme utilization and commitment management, and (v) support the team leader with reporting requirements.

### C. Firm (Health)

36. **Senior Public Health Expert (Health Security) – Health (international, 4 person-months, intermittent).** The senior health security is expected to have a master's or PhD degree in public health, hospital management, health policy, health system or related field with at least 10 years of experience in conducting assessment of health system response to outbreaks and minimum of 5 years of experience of working with government or international organizations. As team leader (TL), the specialist will (i) provide leadership to the team, plan the team's activities and mobilization and be responsible for the deliverables, (ii) liaise with MOH and all relevant counterparts, (iii) provide quality assurance on products quality, and (v) compile TA inception, interim and final reports and produce monthly progress reports for ADB. Technical contributions would include preparing comprehensive documents proposing national strategies, action plans, short and long-term recommendations on the design of an appropriate response to strengthen health systems to better address the COVID-19 outbreak and potential outbreaks of other communicable diseases. The consultant will support central and state level MOH functionaries and conduct rapid health security health system impact assessments on the potential effect of COVID-19 under varying state capacities; assessment will consider diagnostic and treatment capacities, human resources, adequacy of medical supplies, financing, capability of risk communication and capability of subnational reporting and decision-making. These would feed towards developing state level contingency plans. In addition, the consultant is expected to monitor and evaluate the functioning of the community level interventions by the community-based organizations, local governance and administrative system. The consultant will support governments and ADB teams to design, implement, monitor and evaluate the comprehensive

community level COVID-19 response bundle, including surveillance, diagnostics, humanitarian community quarantine facilities, risk communication, adherence to the treatment protocols and escorted referral networks, data recording and monitoring of the IT platforms for diagnostic, clinical and other parameters. Additional responsibility shall include monitoring and evaluating the training of human resources, adequacy of medical and personal protective equipment supplies, financing, risk communication and capability of subnational reporting and decision-making. The consultant will also participate in capacity building workshops or seminars for relevant project implementing staff, government officials and health workers. The consultant will provide extensive technical inputs to other ongoing technical products to be delivered under the TA and ensure quality of products to be delivered.

37. Further, he/she will (i) review national policies and strategies for improving health of high risk groups, and the composition of healthcare workers (including sex disaggregated data of healthcare workers); (ii) take stock of the capacity and coverage of service delivery in terms of the number of trained doctors, nurses, allied health professionals, and other related health-workers by geographic areas or location type; (iii) identify gaps in the existing systems as well as entry points for strengthening service delivery in the event of health-related disasters, including identifying opportunities within existing ADB supported health sector; (iv) prepare policy recommendations for mitigating impacts of health-related disasters and care strengthening resilience of health service delivery for high risk groups (v) Guidelines across community, primary and acute care for sustaining essential health services for high risk groups during epidemic/pandemic situation developed. (vi) Guidelines for non-health service providers working with high risk groups (care providers, social welfare institutions) on epidemic/ pandemic response plans

38. **Senior Risk Communication Strategy Expert(s) (Health System and Communicable Diseases) – Health (national, 5 person-months, intermittent).** The consultant(s) will assist national authorities develop/update strategies and a roadmap for enhancing capacity for control including efficient risk communication mechanism to complement public health actions against existing communicable diseases as well as epidemic-prone diseases that may emerge in the future. It would entail updating the National Risk Communication Plan. The consultants shall have at least a master's degree (PhD, MD or MSc) in public health, mass communication, or related field; and around 10 years of relevant work experience, preferably dealing with management of disease outbreaks in India and related risk communication. They should have expertise in conceptualizing, planning, and monitoring of communicable diseases programmes including risk communication strategies, plans and development of IEC material. Knowledge of social and gender determinants of health issues in India with focus on communicable diseases is preferred. Strong communication skills required.

39. **Senior IEC and Community Mobilization Expert – Health (national, 4 person-months, intermittent).** The objective of this assignment is to assist MOHFW in supporting India's response to COVID-19, aimed at minimizing incidence and fatality rate of the disease. Covid-19 presents tremendous risk to India, with total confirmed cases doubling in less than 4 days. This is a critical stage for India to put effective systems in place for key aspects including risk communication, digitally driven enablement and governance. The consultant will have at least 15 years' experience in marketing / communication industry to drive social change for large national programmes including designing communication campaigns, media operations, film making and copywriting. Extensive knowledge in behavioural change campaigns and deep understanding in how to mobilize diverse communities to increase demand and utilization of services is required.

40. **Senior Digital Tool Developer – Health (national, 4 person-months, intermittent).**

The objective of this assignment is to assist MOHFW in supporting India's response to COVID-19, aimed at minimizing incidence and fatality rate of the disease. Covid-19 presents tremendous risk to India, with total confirmed cases doubling in less than 4 days. This is a critical stage for India to put effective systems in place for key aspects including risk communication, digitally driven enablement and governance. The consultant should have at least a master's degree in business administration, engineering, finance, economics, or related discipline or qualification in health policy with at least 12 years of experience in building digital systems and driving big data analytics across different sectors. The consultant should have significant experience working in India, with strong familiarity and demonstrated knowhow of challenges in developing digital systems in public sector in the Indian context. The consultant will develop, design and assist in the launch of innovative digital applications/tool for improved response, preparedness and community engagement including risk communication for various stakeholders.