

## **ADVERTISEMENT**

(Dt. 12.07.2023)

### **SHORT TERM ENGAGEMENT**

FOR VARIOUS POSITIONS TO CARRY OUT RESEARCH STUDY TITLED -  
“RESEARCH STUDY ON UNDERSTANDING EXISTING AND EVOLVING CULTURES AND  
CULTURAL CHANGES AMONG TRIBALS OF ODISHA IN 9 SDC DISTRICTS”

<b>Title of the Project</b>	Research Study on Understanding Existing and Evolving Cultures and cultural changes among Tribals of Odisha in 9 SDC Districts
<b>Project Duration</b>	Initially for a duration of 12 Months subject to further extension as per requirement.
<b>No of Personnel required</b>	7(Seven)
<b>Position title</b>	Senior Consultant: 01 (one) Research Associate: 04 (four) Data Analyst: 02 (two)

The State Level Administrative Unit (SLAU) for SDC has been assigned to carry out a research study titled “**Research Study on Understanding Existing and Evolving Cultures and Cultural Changes among Tribals of Odisha in 9 SDC districts**” approved by the ST & SC Development, Minorities & Backward Classes Welfare Department, Government of Odisha.

For this, SLAU for SDC invites applications from interested eligible persons with the required qualification and experience for the assignment-based engagement to conduct the “Research Study on Understanding Existing and Evolving Cultures and cultural changes among tribals of Odisha in 9 SDC districts”. **The engagements are purely assignment specific, temporary and are not regular engagements.**

The interested candidates may submit their applications enclosing copies of their bio-data and documents in support of their qualifications and experience along with the requisite detailed address for correspondence, contact telephone number, passport-size photograph and email address in a sealed envelope superscribing the “**Research Study on Understanding Existing and Evolving Cultures and cultural changes among tribals of Odisha in 9 SDC districts**” project and post for which applied, addressed to the **Secretary, State Level Administrative Unit for SDC, SCSTRTI Campus, CRPF Square, Nayapalli, Bhubaneswar-751003.**

Interested applicants are advised to download the Terms of Reference (ToR) from the Govt. website of ST & SC Development, Minorities & Backward Classes Welfare Department [www.stsc.odisha.gov.in](http://www.stsc.odisha.gov.in) and SLAU for SDC portal [www.sdcodisha.in](http://www.sdcodisha.in) to know details about the positions. They are to submit their applications in the prescribed application format posted on the websites indicated above so as to reach the undersigned on or before **26<sup>th</sup> July 2023** by **Regd. Post/ Speed Post** only during office hours (10:00 A.M to 5:00 PM).

Any application received after the due date and time or in incomplete form is liable to be rejected. Canvassing in any form will be treated as disqualification.

For the short-listed candidates there will be an interaction/interview with the expert team of SLAU for the concerned research project on the basis of which the selection will be done.

**Sd/-  
Secretary,  
SLAU, Bhubaneswar**

## **TERMS OF REFERENCE (TOR)**

### **1.1. Research Background:**

Odisha is associated with the diversity it embodied. This territory is very popular for different tourist locations. Among many other things, it is also well known for having 62 tribes consisting of 22.85% of its population. The tribes are the ones who have maintained their culture and traditions to this day and operate as the soul of the state. These tribes are mainly associated with the districts of Mayurbhanj, Keonjhar, Koraput, Malkangiri, Nabarangpur, Rayagada, Sundargarh, Balasore, Kandhamal, Gajapati, Kalahandi, Bolangir, and others; which are located in the Eastern Ghats. Although the Kondh and Santal tribes are the most numerous in Odisha, the Munda, Oram, and Gond and other tribes also have a significant influence on the state. The main sources of income for these tribes in Odisha are subsistence activities like farming, fishing, hunting and collecting minor forest produces. However, some of them adopted their ways and lifestyles to the many global lifestyles as time went on. The government is focusing on these acquired cultures in order to improve their lifestyle. The main focus of this research is to comprehend the tribal culture, which is changing with the times. Furthermore, the purpose of this study is to understand tribal culture and way of life through the lens of anthropology.

### **1.2. The Key Research Questions:**

- What is the state of practice of culture amongst the indigenous people in Odisha?
- What aspects of the emerging infrastructure and other inputs through schematic interventions have contributed to the change in culture?
- What is the aspiration of the community about culture, heritage, and identity and the role they imagine to play in preserving their cultural heritage, and what elements in culture?
- Practices of livelihood and its relation to culture and heritage.

### **1.3. Objectives:**

- To map the contemporary cultural practices and suggest interventions from SDC.
- To study the existing livelihood practices and their relation to culture and propose impactful role of SDC.
- To use qualitative tools for understanding the impact of SDC.

### **1.4. Rationale:**

- The current situations of indigenous people have been the subject of numerous studies, but more are still required.
- With the help of this research indigenous people may be able to compete with the wider population for a sustainable way of life.

### **1.5. Methodology:**

- Ethnography study
- Participant observations
- Interviews
- Focused group discussions
- Case studies
- Other relevant/appropriate methods

### **1.6. Deliverables:**

- Comprehensive analysis of indigenous people's lifestyle.
- Ethnographic film on tribal people.
- Human interest stories from the perspective of the tribal community that highlight the significance of cultural changes.

**Duration: Initially for a duration of 12 Months subject to further extension as per requirement.**

**1.7. Required Human Resources with Qualification:**

The study team will comprise of 7 members.

- One Senior Consultant
- Four Research Associates
- Two Data Analysts

Sl. No	Position Title	Educational Qualification and Work Experience	Roles and Responsibilities
1	<b>Senior Consultant</b>	<p><b>Education:</b> P.G./ M. Phil./ Ph. D degree in Anthropology/ Tribal Studies/ Sociology/ Social Work/ Culture studies and any other relevant discipline from a recognized university</p> <ul style="list-style-type: none"> <li>• Must have proven competence in handling multi-disciplinary research.</li> </ul> <p><b>Work Experience:</b></p> <ul style="list-style-type: none"> <li>• Minimum 7 years of work experience as on the date of advertisement in the field of anthropological research, culture studies, tribal development, tribal agriculture, relevant policy research and studies, evaluation studies</li> <li>• Candidates having experience of working in tribal areas and tribal development programs will be preferred.</li> <li>• Candidates should have strong and proven skills in research and documentation and the production of reports.</li> </ul> <p><b>Age:</b> 28 years and above but below 50 years as on the date of advertisement. (However, in special cases the age and educational qualification may be relaxed keeping in view the expertise and experience of the applicant)</p>	<p>The candidate as a consultant is required to perform the following duties.</p> <ul style="list-style-type: none"> <li>• Preparation of the study design including study methodology, tools, and characterization for conducting the study.</li> <li>• Desk review of secondary data, literature on relevant subjects and tribal communities</li> <li>• Guide and supervise Research Associates for fieldwork, data collection, data interpretation, and other duties relevant to the study from beginning to end.</li> <li>• Coordinate with SLAU for SDCs/9 SDCs (and 14 Additional Districts)/ SCSTRTI/ ATLC/ST &amp; SC Dev. Deptt./ ITDAs and other relevant organizations for data and technical information</li> <li>• Coordinate and collect empirical data through fieldwork, analysis of data, and organizing chapters.</li> <li>• Coordinate organizing consultation meetings with relevant key informants and the research personnel at SCSTRTI and SLAU for SDCs at different stages of the study as per requirement.</li> <li>• Drafting the report based on study findings.</li> <li>• Any other works assigned by the Commissioner-cum-Secretary, SSD Department relevant to the study.</li> </ul>
2	<b>Research Associate</b>	<p><b>Education:</b> PG/ M. Phil. degree in Anthropology/ Tribal Studies/ Sociology/ Social Work/ Culture studies/ any other relevant discipline from a recognized</p>	<ul style="list-style-type: none"> <li>• Work under the guidance and instructions of the Sr. Consultant.</li> <li>• Assist the Sr. Consultant in developing the study design, developing study tools, literature</li> </ul>

		<p>university</p> <ul style="list-style-type: none"> <li>• Must have proven competence in handling anthropological and multidisciplinary research.</li> </ul> <p><b>Work Experience:</b></p> <ul style="list-style-type: none"> <li>• Minimum 1 year of work experience as on the date of advertisement in the field of anthropological research, culture studies, tribal development, tribal agriculture, relevant policy research and studies, evaluation studies</li> <li>• Candidates having experience of working in tribal areas and tribal development programs will be preferred.</li> <li>• Candidates should have strong and proven skills in research and documentation and the production of reports.</li> </ul> <p><b>Age:</b> 22 years and above but below 40 years as on the date of advertisement. (However, in special cases the age and educational qualification may be relaxed keeping in view the expertise and experience of the applicant)</p>	<p>review, organizing and coordinating fieldwork for primary data collection, analyzing data and assisting the Consultant in drafting the report.</p> <ul style="list-style-type: none"> <li>• Coordinate for organizing consultation meetings, with relevant key informants at different stages of the study as per requirement.</li> <li>• Besides, she/he is required to carry out such work as may be assigned by the Consultant relevant to the study.</li> </ul>
3	<p><b>Data Analyst</b></p>	<p><b>Education:</b> Graduate with PGDCA from a recognized institution.</p> <p><b>Work Experience:</b> Should have at least 2 (two) years of experience working in research projects/ institutions, in handling data analysis and assisting interpretation and computerization of research reports including assisting the researchers in statistical analysis, and preparation of graphs, charts and tables of empirical data in research/ evaluation projects. Should have competence in page-making and designing reports.</p> <p><b>Age:</b> 25 years and above but below 40 years as on the date of advertisement. (However, in special cases the age and educational qualification may be relaxed keeping in view the expertise and experience of the applicant)</p>	<ul style="list-style-type: none"> <li>• The candidate for Data Analyst, is required to support the Consultant and the Team in the following activities.</li> <li>• Assist the Consultant and the Team in data entry, organizing, classifying, management and analysis.</li> <li>• Maintaining the data bank, photo bank, backup, and designing reports of the Research Project</li> <li>• Preparing PowerPoint presentations</li> <li>• Making the analysis of empirical data using statistical tools, drafting, finalizing, and computerizing the report to the satisfaction of the Expert Committee and editing process subsequent to comments received from the Expert Committee</li> <li>• Besides, the candidate is required to carry out such work as may be assigned by the consultant and the study team</li> </ul>

**C. Remuneration/ Compensation:**

Following will be the structure of the per-diem remuneration for the AOS team members subject to satisfactory performance.

<b>Designation</b>	<b>No. of Months of Initial Engagement</b>	<b>Remuneration to be paid per month in (Rs.)</b>
Senior Consultant	12	75,000/-
Research Associate	12	35,000/-
Data Analyst	12	20,000/-

Remuneration will be paid against the deliverables linked accomplishment of the task as would be indicated in the mutual agreement for the study/project and TDS will be deducted as applicable, against which a TDS certificate will be issued. Travel fare, TA and DA for the field visits will be paid as per the entitlements and norms of SCSTRTI applicable for research work. No other allowance is admissible.

**D. Terms of Engagement:**

- I. The positions are purely assignment based in nature and co-terminus with the study duration.
- II. The selected candidates will be given a contract as per the tenure mentioned above vis-à-vis their positions.
- III. The candidates of the Research project will work under the direct supervision of the Secretary, SLAU for SDCs/ Nodal Officer, SLAU and Commissioner-cum-Secretary, ST & SC Development, Minorities & Backward Classes Welfare Department and will be placed in the office of State Level Administrative Unit for SDCs, Bhubaneswar.
- IV. The Candidates will have to travel to study locations in different districts of Odisha as per requirement.

**E. Mode of Selection:**

The selection will be done by review of the candidates' application forms and interaction/interview with the expert team of SLAU for SDCs. 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.

## APPLICATION FORM

- a. **Position Applied For:**  
b. **PERSONAL DETAILS:**

<b>Name of the Candidate</b>	
<b>Father's Name</b>	
<b>Correspondence Address</b>	
<b>Mobile/Phone Number</b>	
<b>Telephone- Residence/Office</b>	
<b>Email ID</b>	
<b>Category</b>	
<b>Sex</b>	
<b>Age (As on 01.01.2023)</b>	

- c. **EDUCATIONAL QUALIFICATION (Recent First: Graduation Onwards)**

<b>Qualification</b>	<b>Board/University</b>	<b>Subjects/Specialization</b>	<b>Year of Passing</b>	<b>Division/Grade</b>	<b>Percentage of Marks</b>

**\*Documents as Proof of Educational Qualification must be attached**

- d. **OTHER QUALIFICATION (Including relevant short-term certificate/professional courses)**

<b>Course Name</b>	<b>Duration (from date to date)</b>	<b>Year of Passing</b>	<b>Institution</b>	<b>Course Details</b>

- e. **RELEVANT EMPLOYMENT/WORK EXPERIENCE (Current Employment First)**

<b>Name of the Employer/Organization</b>	<b>Duration of Employment</b>	<b>Major Responsibilities Held, relevant to the scope of work</b>

f. **COMPUTER LITERACY**

Software Package/ Application	Level of Knowledge		
	Basic	Working	Expert
Word Processing			
Spread sheet			
Database			
PowerPoint presentation			
Web/Email			

g. **LANGUAGE PROFICIENCY (Please tick the appropriate column)**

Language	Ability to Converse			Ability to Read			Ability to Write		
	Poor	Fair	Good	Poor	Fair	Good	Poor	Fair	Good
English									
Hindi									
Odia									

h. **ANY OTHER INFORMATION** \* which include Publications/Papers presented in Seminars, Membership etc. (may be provided by the Applicant in separate sheet on professional capacity to strengthen candidature)

i. **REFERENCE (two persons to whom you have professionally reported)**

Reference 1 (Name, Official Address, Phone & Email)	Reference 2 (Name, Official Address, Phone & Email)
-----------------------------------------------------	-----------------------------------------------------

j. **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)**