

Call for Expression of Interest (EOI) for Designing and Executing a study on *The Status of Domestic Workers in India.*

Indo-Global Social Service Society(IGSSS) invites EOI to design and execute a study on “*The Status of Domestic Workers in India*” from 15th December 2017 onward. Interested research consultant organizations are requested to send in their applications to hr@igsss.net by 7th December 2017 along with their CV and copies of reports of similar assignments handled by the applicant.

Background

IGSSS has been directly working with the Domestic Workers in India in select cities since April 2014 focussing on the fact that informal workers, especially women domestic workers play a crucial role towards to the informal economy and yet are left without much policy and legal safeguards, and are one of the most vulnerable and marginalized. Being part of the unorganized sector, there are no laws safeguarding their rights – no minimum wage requirements, no health or insurance benefits, and no job security remaining outside the realm of economic regulation. With this study, we wish to bring to fore the violations and systematic discriminations and challenges faced by domestic workers in India, and look to employ its findings to further policy engagement and design program interventions to further rights/ entitlements of domestic workers.

There is a need for a cross comparison with different states and cities – About half the states have included domestic workers as labourers under the Minimum Wages Act, which sets out terms of payment, hours of work and leave. Most of these laws fall grossly short of being adequate. The existing laws does not require domestic workers and employers to register with any authority to safeguard worker/ employee contractual obligations and for adjudicating conflicts. Some relatively more progressive states, such as Kerala and Tamil Nadu, do have welfare boards for domestic workers that attempt to do this, but shave a shortage of funds and have not had much success. Thus, a pan-India assessment will reveal the disparity and an interesting comparison / contrast of the status of domestic workers in different states and cities.

Objectives of the Study

- To give a **status assessment of working conditions and challenges** of the Domestic Workers in India through a representative **survey of a select sample** of domestic workers in **11 states and more than 22 cities**.
- Survey to be supported with **FGDs of select domestic worker** groups for a nuanced, qualitative understanding of the issues faced by the domestic workers.
- To understand the various **stakeholder perspectives on the domestic workers** in India through **detailed interviews** and ascertain the misgivings, and the points of conflicts with respect to policies on the domestic workers and concerns from different perspectives.
- To **initiate a policy analysis/ critique** of the policies on the domestic workers and their status in India, with the hope that it will lead to policy advocacy at the state and national level.

Methodology

- **Collecting data from the Domestic Workers on their socio-economic parameters** – demographic details, education and employment, income and expenditures, living and

working conditions, experiences of harassment and violence at work etc. via a **standard questionnaire**, using a **suitable sampling method**.

- **Conducting Focus Group Discussions with groups of Domestic Workers** from different cities to grasp the finer nuances that cannot be captured by the survey and to get a deeper insight into the problems faced by these groups and to understand what can be done by the government and the civil society to help address these issues.
- **Conducting qualitative interviews with stakeholders** - unions, the employers, the resident welfare associations, officials from various bodies working on domestic workers policies, civil society organizations, the police, the general public etc.

Expected outcomes

- **Achieve a cross – city – state comparative understanding of the status of domestic workers** in India, across 11 states and 22 cities.
- Achieve **an exploratory understanding of the limitations and/or failures of various state and national policies** implemented for the domestic workers
- **Identify key areas and issues of immediate importance with regards to the domestic worker population** that need engagement by the state, civil society and other organizations to develop recommendations, and future programmatic and engagement action plans.

Proposed study details -

1. **Geographical spread** – 11 states, 22 cities (A tentative list of states and cities are as follows)

State	City 1	City 2
Delhi and NCR	Delhi	Ghaziabad/NOIDA
Uttar Pradesh	Lucknow	Jhansi
Bihar	Patna	Muzzaffarpur
West Bengal	Kolkata	To be decided
Odisha	Bhubaneshwar	Cuttack
Tamil Nadu	Chennai	Coimbatore
Kerala	Thiruvananthapuram	Ernakulam
Maharashtra	Mumbai	Nagpur
Gujarat	Ahmedabad	Surat
Assam	Guwahati	Dibrugarh
Mizoram/Meghalaya	Aizwal	Shillong

2. **Sample size** - Domestic workers – 4 million domestic workers identified in the NSSO survey in India, we estimate the sample size to be around **2000** combined.
3. **Area focus** - Population spread over all states and cities – we will be primarily focusing on the urban ones
4. **Research focus** - Expected to focus mostly on 75% of the domestic workers who are women domestic workers, hence the survey and FGDs will be entirely with the women domestic workers.

5. **To take perspectives from varied stakeholders include** – unions, the employers, the resident welfare associations, officials from various bodies working on domestic workers policies, civil society organizations, the police, the general public etc.
6. **Possible areas/ themes to studied** for the domestic workers through **survey** – General characteristics of the population group, their profile, origins and linkages to the rural areas, contact with family, occupational patterns, spending patterns, food and nutrition, access to water and sanitation, identification documents, experiencing the harassment and violence at workplace, health, financial condition, social awareness, future plans and aspirations.
7. **EOI with proposal** – It is expected that the based on the above mentioned needs/ parameters that a detailed technical and financial proposal will be shared for perusal.

Expected period of assignment to consultant/ agency

The assignment will commence from 15th December onwards and is expected to take around 16 weeks for completion.

Deliverables from consultant/ agency at the end of the study

1. IGSSS with its expertise and understanding of domestic workers will provide the research consultants with inputs on survey questionnaire; also assist in organizing point persons contacts in different cities and states.
2. For the qualitative aspects of the study like FGDs and Interviews – IGSSS will assist in locating the groups for FGDs and the people to be interviewed; both will be conducted by the research consultant.
3. After the survey, interviews and FGDs, a quantitative and qualitative report including data analysis is to be provided. Please note that the Consultant is expected to manage all aspects of the survey collection, entry, management, and analysis and reporting.

Minimum requirements for Application:

- EOI for proposals is only applicable for organizations or consortiums or combination of both. Individuals will not be entertained.
- Organizations or consortiums to be registered, having GST, PAN and other legal/ statutory requirements
- The EOI should contain:
 - a) Background of the applying organization and its relevant experience in the area, especially of researching and completing studies/reaches on issues related to urban poverty (Please provide copies of earlier similar research completed)
 - b) Flow Chart of Activities
 - c) Strategy that will be put into place
 - d) Tools of Evaluation and other Supplementary Materials
 - e) Information Generation Process
 - f) Detailed profile of the Evaluation Team with CVs of lead researchers/research coordinators
 - g) Time Frame (Proposed)