

Terms of Reference

Title: Towards care work and care jobs for the future of decent work in India: Assessing the coverage gap of care service provisions in India
Country: India
Expected counterparties: NITI Aayog, Government of India
Time period: August-December 2021

Background

The ‘care economy’ is invisible in India’s growth story. The 2019 time use survey reveals that about 94 per cent of all women are engaged in unpaid activities, involving household work and care of other family members, whereas only around one-fifth of men do so. On average, women spend more than two and a half times longer per day on these unpaid activities than men. More often, women leave the job market to become primary caregivers, jeopardizing their career prospects. Unpaid care work has been identified as a key barrier for women to accessing and remaining in paid employment (ILO 2018).¹ The demand for unpaid care work has only increased during the COVID-19 pandemic, further underscoring these challenges.

Increasing women’s labour force participation has been an important policy agenda in India to accelerate India’s socio-economic development. It has also become clear that addressing care work is one of the ways to support an effective and job-rich post-COVID-19 recovery. The creation of decent employment opportunities is critical for recovering from the crisis, and investing in the care economy offers a great potential for the government in meeting the multiple policy objectives of generating jobs as well as for enhancing women’s labour force participation and promoting gender equality.

In this context, NITI Aayog has requested the ILO Office in New Delhi for technical assistance in carrying out preparatory work needed for developing a policy to expand investment in care economy. Such policy evaluation will comprise: i) the identification of coverage gaps in care services (namely public healthcare, long-term care, early childhood care & education, and primary and secondary education); ii) the estimation of the costs of public investments and expenditures for eliminating these coverage gaps; and iii) the assessment of the various economic returns to such investments in the short- and the long-run, including the impact on decent employment creation.

¹ ILO (2018) *Care work and care jobs for the future of decent work*. Geneva: ILO.
https://www.ilo.org/global/publications/books/WCMS_633135/lang-en/index.htm

Objectives

The objective of this assignment is to contribute to have evidence-based data to inform the development of a strategy on care economy and budget planning for investing in care economy in India. This assignment looks into doing the required preparatory work to produce a comprehensive evaluation of the required investments in the care economy.

Scope

This assignment constitutes the first step to assess the gaps in care service provisions in India, as well as in a selected state; and to clearly lay out the methodology that will be followed to determine the needed investments in the care economy and their expected macroeconomic impact.

Activities and Deliverables

This assignment will be conducted mainly based on secondary information sources such as existing surveys, administrative data and literature. The activities and deliverables comprised in this consultancy will be the following:

- Based on the information already processed by the ILO (ILO Data table, which corresponds to the information published in ILO 2018 following the methods laid out in Ipek Ilkharacan and Kijong Kim 2019²) produce a Policy brief for India, describing the existing exercise for the estimation of the required investments in care services for the Indian economy;
- Identify the sources of information available and develop a methodology at the country level as well as for a selected state, to prepare a preliminary overview of current coverage of care services (education, including early childhood education and care; health, including long-term care) for the country and for one selected state, and to identify the existing gaps in care service provision, with a view to understanding the level of detail achievable and suitable ways of preparing data to perform employment estimations at the macro level, following the UN Women - ILO Policy Tool *A guide to public investments in the care economy*.³

² Ilkharacan, Ipek and Kijong Kim (2019) *The Employment Generation Impact of Meeting SDG Targets in Early Childhood Care, Education, Health and Long- Term Care in 45 Countries*. Geneva: ILO.

https://www.ilo.org/gender/Informationresources/Publications/WCMS_732794/lang--en/index.htm

³ https://www.ilo.org/employment/Whatwedo/Publications/WCMS_767029/lang--en/index.htm

- Estimate the workforce (employment) in the education and health sectors and subsectors, including differentiating care workers and non-care workers (ILO 2018, Annex A4) and characterize their working conditions;
- Identify and describe the available macroeconomic models (I-O, other models) for the Indian economy that could be used to estimate the employment impacts of investments in the care economy;
- Based on demographic projections, identify the potential demand for care services by 2030 (baseline: 2020).

Time Schedule

Activities	AUG	SEP	OCT	NOV	Dec
Policy brief		X	X		
Current care service coverage			X	X	X
Care economy workforce in India				X	X
Demographic projections					X
Comparative review of existing macroeconomic models					X

How to Apply

Interested candidates are requested to submit a techno- financial proposal alongwith CV and sample of recent work on this subject, to Ms. Sudipta Bhadra (bhadra@ilo.org) by **Thursday, 26 August 2021**. Technical proposal (not more than 3 page) must briefly mention proposed approach and methodology, tasks alongwith timeline. Financial section should mention daily fee rate alongwith work-days (if it is a submission by a team / organization, then for each team member details to be provided with clear mention of team leader).