



Request for Proposals

For

RAPID ASSESSMENT ON SOCIAL PROTECTION ACCESS FOR CARE WORKERS INCLUDING MIGRANT CARE WORKERS IN ANDHRA PRADESH

1. BACKGROUND

The ILO in India has been working consistently with ILO constituents to promote international labour standards and decent work for vulnerable workers, especially migrant workers. The care economy plays a critical role in promoting workforce participation at the destination and generating paid work opportunities for migrant workers in source countries. Migrant workers – especially migrant women – form a critical component of care infrastructures and workforces around the world (ILO 2024a)¹, yet remain vulnerable to being trafficked and exploited in the workplace. Social protection access at origin and destination play an important role in promoting choice; to migrate or not in search of decent work and well-being with dignity.

Vulnerability to irregular migration channels may be due to the absence of social security schemes catering to vulnerable workers or due to the lack of access to existing social protection schemes. The International Labour Organization (ILO) defines nine main types of social protection: child and family benefits, maternity protection, unemployment support, employment injury benefits, sickness benefits, health protection, old-age benefits, invalidity/disability benefits, and survivors' benefits. These programs, which aim to reduce poverty and vulnerability throughout a person's life, are typically financed by a combination of tax-financed and contributory social insurance schemes. Social protection related to care workers consists of benefits such as providing transfers in cash or in kind to people to cover for care contingencies costs. This can include maternity benefits, tax rebates, cash-for-care transfers, cash transfer programmes amongst others.

The ILO provides technical assistance and advisory support to Member States by working with select line ministries/government departments at the central and/or state-level to identifying deficits in social protection measures for migrant care workers and explore opportunities for investments in skills development and skills recognition for women migrant care workers. Through the [Migrant Care](#) project, the ILO will continue to work towards strengthening Indian policy frameworks and institutional mechanisms with increased access to information and capacity to promote decent work for migrant care workers from India.

2. CONTEXT

¹ ILO 2024a, Migrant Workers in the Care Economy, October, Geneva

There is high demand for care work² in destination countries, for paid direct and indirect care work. Direct care work refers to personal care activities that are relational, while indirect care work comprises activities that enable well-being in the absence of direct personal contact, such as cleaning and cooking.³ The share of men and women migrants, employed in the care economy in 2022 was estimated at 12.4 per cent and 28.8 per cent (ILO 2024c)⁴. One in eight nurses (13 per cent) are migrant workers (calculated as foreign born or trained) – a total of 3.7 million nurses globally.⁵ 17 per cent of all domestic workers worldwide are migrant workers.⁶ The demand for paid domestic workers remains high as women's workforce participation in several destination countries depends on paid care workers. In addition, projections suggest that the global shortage of health workers will only increase in the coming decades.

Numerous intertwined factors contribute to push factors in origin countries for migrant care workers to meet these labour shortages in the destination. Lack of local employment opportunities coupled with structural forms of exclusion and labour market discrimination based on caste, community, religion and the undervaluation of care work given its gendered nature at origin and destination, leads to increased vulnerabilities for migrant care workers. Hence, social protection is essential to ensure resilience for all migrant workers and their families from social and economic risks. Social protection related to care workers consists of benefits such as providing transfers in cash or in kind to people to cover for care contingencies costs. This can include maternity benefits, tax rebates, cash-for-care transfers, cash transfer programmes amongst others.

Moreover, care workers' access to basic health care tends to vary across destinations and institutional settings; and may be largely dependent on employer's benevolence given the under regulation of sub-sectors such as domestic work at source and destination or differential access to health care given their migrant status. Driven by distress, prolonged absence of migrant workers from country of origin, they risk being excluded during roll out of social security schemes in the state. This has important implications for their well-being post return. Hence, access to robust and adequate social protection is imperative, both at source and destination.

In India, the Pravasi Bharatiya Bima Yojana (PBBY) is a mandatory national insurance scheme aimed at safeguarding the interests of Indian emigrant workers falling under Emigration Check Required (ECR) category (e.g. domestic workers and nurses) going for overseas employment to ECR countries. The Scheme based on a small enrolment fee was launched in 2003, with the overarching objective of strengthening the coverage of emigrant workers. It provides; accidental death or permanent disability leading to loss of employment up to 10 lakh Indian rupees, medical insurance cover including injuries / sickness / ailment / diseases available up to Rs.1 lakh, maternity expenses benefit to women emigrants available upto Rs.

² Care work consists of, among others, activities and relations that pursue sustainability and quality of life; nurture human capabilities; foster agency, autonomy and dignity; develop the opportunities and resilience of those who provide and receive care; address the diverse needs of individuals across different life stages; and meet the physical, psychological, cognitive, mental health and developmental needs for care and support of people including children, adolescents, youth, adults, older persons, persons with disabilities and all caregivers. ILO 2024b, [Resolution concerning decent work and the care economy](#), June, Geneva

³ ILO 2024b

⁴ ILO 2024c, [Global Estimates on International Migrant Workers: International migrants in the labour force](#), Geneva

⁵ See also ILO data on "Proportions of foreign-born persons among care workers in education and in health and social work" and "Proportion of foreign-born female domestic workers (employed by households)" in ILO 2018, [Care work and care jobs for the future of decent work](#), International Labour Office, Geneva

⁶ ILO (2015) Global estimates on migrant workers: Results and methodology. Special focus on migrant domestic workers.

50,000 and coverage of Rs. 50,000 for legal expenses on litigation related to emigrant's overseas employment.

The Pradhan Mantri Kaushal Vikas Yojana is a flagship skill development scheme with the objective is to enable youth to take up training to secure a better livelihood. The National Skill Development Mission (NSDM) is working to ensure that youth in India are trained at the highest global standards, in order to enable them to access employment opportunities abroad, especially in the care sector. The NSDM provides information about employment opportunities abroad and enable aspirants to access them to ensure international mobility of skilled workers from the country. State level skilling initiatives have also included language training and a focus on emerging sectors in select destinations to encourage placement in jobs with higher pay and better working conditions.

While migrant care workers pre-migration and post return may have access to available schemes, a comprehensive mapping of SP schemes delivered through various state departments as well as targeted skilling schemes designed for care workers will be aid a deeper understanding of challenges and opportunities to protect and promote dignity and access to decent work. Coordination between social protection, employment and skills policies is a hallmark of systems that successfully empower individuals to deal with important work and life transitions. The importance of social protection outcomes of skills interventions, considering their protective, preventive, promotive and transformative roles, is also an important consideration.

The ILO's perspective on better alignment between skills development, active labour market measures and social protection is based on its normative standards. These include standards on social protection; Social Security (Minimum Standards) Convention, 1952 (No. 102), Social Protection Floors Recommendation, 2012 (No. 202), Human Resources Development Convention, 1975 (No. 142), Human Resources Development Recommendation, 2004 (No. 195), The Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168) and the related Recommendation (No. 176) address both employment and social protection aspects in an integrated way.

Recommendation No. 202 calls for the establishment of nationally defined social protection floors that guarantee at least a basic level of social security for all (comprising access to health care and income security) and for progressively reaching higher levels of protection and persons covered in line with national circumstances and priorities. To ensure effective extension strategies, it calls for the coherence of social protection policies with social, economic and employment policies (Para. 3(l)). Paragraph 14 of the Recommendation specifically notes that when developing strategies for extension, Member States should "complement social security with active labour market policies, including vocational training or other measures, as appropriate".⁷

Given the diversity and size of India, a state-level rapid assessment to map existing social protection schemes will provide useful insights for promoting SP access for migrant care workers, especially those vulnerable to being trafficked and trapped in forced labour conditions as migrant care workers.

⁷ ILO 2023, Aligning skills development and national social protection systems, Discussion Paper, Geneva: International Labour Office, pg 3

Andhra Pradesh has been consistently reporting the largest numbers for ECR migration for overseas domestic work. ECR workers engaged in domestic and care work are mostly women, very low-skilled, with limited education and access to CB and FoA and hence more vulnerable to being trafficked and ending up in forced labour conditions. Through the WIF project, the ILO had worked with the AP state government to help spread information and awareness on safe migration in districts reporting significant ECR women migrant workers, i.e. East Godavari, West Godavari and Kadapa.

Official data shows that 16587 out of a total of 19892 domestic workers in 2013 emigrated from Andhra Pradesh followed by Kerala (1706), Tamil Nadu (856), Karnataka (293), Goa (181) and Maharashtra (105) in the ECR category. This indicates that nearly every domestic worker migrating under the ECR category is from South India. Migrant domestic workers from AP receive clearance from the Hyderabad PoE which ranked first with 16316 ECs out of 19892 just alone in 2013. This trend continues and after the bifurcation of the state, AP continues to be the top sending state for migrant domestic workers. Nurse migration from the state is significant and migration of care assistants is growing 711 educational institutions (government funded and private) registered with the state's Nursing and Midwifery Council and the introduction of language training in several nursing colleges.

Moreover, the state had created a [unique insurance scheme](#) for migrant workers in 2018 and operates a helpline dedicated for overseas migrant workers. This is in addition to the Pravasi Bharatiya Bima Yojana (PBBY) a central insurance scheme for overseas migrant workers. The state scheme provides ease of access to enrolment of workers based on passport and proof of residence/ offer letter/ employment visa/ civil ID in the destination country, even after they have migrated. Contributions from donors in Kuwait, KSA, Bahrain, UAE etc have reportedly been received.

The state PABBY scheme is innovative as it provides ease of access to enrolment of workers based on passport and proof of residence/ offer letter/ employment visa/ civil ID in the destination country, even after they have migrated. The state scheme is inclusive as enrolment of the most vulnerable migrant workers, including those that may have been recruited through irregular channels without a formal contract, e.g. domestic workers to also enrol and access benefits under this scheme. Contributions from donors in Kuwait, KSA, Bahrain, UAE etc have reportedly been received.

As Andhra Pradesh is a major sending state for international migrant workers in care work, especially domestic workers engaged in a range of direct and indirect care activities, ranging from cleaning tasks, geriatric and disability care to high-skilled nurses, a rapid assessment of access to social protection for care workers, including migrant care workers at the state level is proposed. A review of existing social protection schemes, enrolment, disbursement and coverage will contribute to strengthening social protection access for care workers, including migrant care workers. Mapping skilling initiatives for vulnerable workers migrating for care work will also provide insights on linkages between social protection and employment policies being pursued at the state level.

3. OBJECTIVE:

The main objective of this assignment is to undertake a rapid assessment on social protection access to care workers including migrant care workers in Andhra Pradesh by mapping existing SP schemes and skilling initiatives for care workers in the state and assess if these are extended to migrant care workers. Based on the findings of the rapid assessment, a policy brief with recommendations to improve existing social protection schemes or develop new measures to address care needs will be developed and shared with government and relevant stakeholders. The findings will inform a key stakeholder dialogue planned in April 2026 to arrive at a set of recommendations for policy and scheme design to enable better access to social protection for migrant care workers.

4. SCOPE:

The rapid assessment report (15,000 – 20, 000 words approx.) will address 7 basic areas.

- Socio-economic profile of care workers from the state and the challenges faced in accessing social protection before and after return if they choose to migrate within the country or across international borders.
- A review of existing social protection and skilling schemes for care workers including migrant care workers implemented through central funding and by the state government by different departments, such as Social Welfare, Women and Child Development, Andhra Pradesh Non Resident Telugu Society (APNRTS), Andhra Pradesh State Skills Development Corporation (APSSDC) and the Overseas Manpower Company Andhra Pradesh (OMCAP) and assessing available data on enrolment, disbursement, budgetary outlays etc.
- Steps taken to ensure inclusion and outreach of social protection schemes for overseas migrant care workers
- Review existing mechanisms to deliver social protection to care workers, e.g. welfare boards, institutional delivery systems
- Extent of social security contributions from overseas employers and destination countries towards social protection schemes and institutions in Andhra Pradesh
- Role of the state's diaspora and Indian Embassy in providing support in the absence of social protection mechanisms in select destinations
- International experiences and good practices of origin countries providing social protection access to migrant care workers

The report will include an exhaustive review of available published research on access to social protection in the state of Andhra Pradesh. Data on the PABBY insurance has been requested from the state by the ILO and data on enrollment, disbursement and grievances received through the helpline will be provided for further analysis. Key stakeholder interviews of relevant government officials (APNRTS, OMCAP, Department of Social Welfare and Department of Women and Child Development based in Vijayawada, APNRTS Country Coordinators in key destinations) and ILO's social partners, e.g. National Workers Welfare Trust (NWWT) and Andhra Pradesh Domestic Workers Union (APDWU) that have worked to promote safe and regular migration of women migrant workers in Kadapa, East and West Godavari districts in AP are to be conducted. Edited and formatted key informant interview transcripts (10 minimum) will be submitted along with the final rapid assessment study.

The report is expected to highlight challenges and opportunities in social protection access refer to ILO international labour standards, key ILO conventions especially on social

protection, General principles and operational guidelines for fair recruitment and other ILO resources relevant to migrant care workers.

The findings of the rapid assessment will be presented in the form of a report and contribute to a policy brief to inform key stakeholder dialogues. The report will include a set of recommendations for strengthening social protection access for migrant care workers and critical policy interventions needed in this regard. It will highlight international experiences of origin countries providing SP access for migrant care workers and provide a set of policy recommendations and future advocacy.

The report will include relevant case studies, text boxes, tables and graphs as agreed and follow the [ILO house style manual](#). Lead research expert/s involved in the study will be invited to participate in person and present findings of the rapid assessment at a state-level consultation, planned in April 2026.

5. EXPECTED DELIVERABLES AND TIMELINES

DELIVERABLE 1: The rapid assessment report on social protection access in Andhra Pradesh for care workers including migrantcare workers (15000 – 20000 words approx. with key informant interview transcripts (Upto 10 transcripts in English

DEADLINE: 15 MARCH 2026

TRAVEL REQUIRED: YES

DELIVERABLE 2: Summary of findings and recommendations with reference to ILO standards- 5 pages

KEY COMPONENTS AND REQUIREMENTS: The rapid assessment will contribute to the development of a summary of findings and recommendations in line with relevant ILO labour standards to be used by the Migrant Care project to prepare a policy brief providing recommendations to improve existing social protection schemes and develop new measures to address care needs – to be shared with government and relevant stakeholders.

DEADLINE: 20 MARCH 2026

TRAVEL REQUIRED: NO

DELIVERABLE 3: A detailed PowerPoint presentation on key findings

KEY COMPONENTS AND REQUIREMENTS: a detailed PowerPoint presentation (20-25 slides) on key findings of the rapid assessment study.

DEADLINE: 31 MARCH 2026

TRAVEL REQUIRED: NO

6. MAJOR TASKS TO BE ACCOMPLISHED

1. An inception report including indicative report structure, research questions, research methodology, work plan, list of proposed interviewees, list of SP schemes to be reviewed and draft questionnaire/ questions for key informant interviews

2. An exhaustive report (15000-20000 words approx.) based on the rapid assessment of social protection with key informant interview transcripts (Upto 10 transcripts in English)

3. A detailed PowerPoint presentation (20-25 slides) on key findings of the rapid assessment study
4. A summary of international experiences on SP access for migrant care workers at origin, opportunities, challenges and recommendations in line with relevant ILO standards to contribute to a policy brief on social protection for migrant care workers.

7. REPORTING SCHEDULE

07 Jan 2026	Inception Report & Detailed Workplan	The FIRST PAYMENT of 30% as advance upon signing of the contract.
5-APRIL-2026	Upon submission of Deliverable 1,2, & 3 on due dates as mentioned above along with expenditure reports for 2-January-2026 to 25-April-2026 in the templated shared by ILO to be submitted by 30-April-26	The FINAL PAYMENT OF (up to 70%) of the upon the final submission of deliverables 1,2&3 as per due dates indicated above

8. DUTY STATION

The duty station for the assignment will be the partner's own office premises. The assignment will require the partner to travel to Vijayawada (3 days) for in person interviews with key government stakeholders and migrant care workers (5 days total in 2 districts (Kadapa, East or West Godavari) in Andhra Pradesh basis approved budget and prior intimation from ILO.

9. CONTRACT MANAGEMENT

The National Project Coordinator (NPC) of the ILO Migrant Care project with support from the Sr. Social Protection Specialist, Labour Migration Specialist and other relevant Specialists based in the ILO CO/DWT New Delhi will review deliverables in the form of inception report and draft report. Edited and formatted key informant interview transcripts will be submitted along with the final rapid assessment study. Final deliverables will be accepted only after comments and suggestions from the NPC and relevant ILO Specialists have been included. The ILO NPC may facilitate/ participate in meetings, requests for liaise/support in accessing relevant data for the purpose of this project, not limited to training of researchers, finalisation of methodology, meetings with key informants, review workshops etc. The lead expert/s will inform the NPC of scheduled interviews at least 2 weeks ahead of planned date to ensure sufficient time for the NPC to make herself available and plan travel and other work arrangements.

10. DURATION OF THE CONTRACT-

Estimated Start date of agreement: 02 January 2026

Estimated end date of agreement: 15 April 2026

11. ADMINISTRATIVE ISSUES: The research team will be provided with a letter of introduction signed by the ILO Director. Preliminary discussions by the ILO NPC with APSSDC and APNRTS have been carried out and some data has been provided. Additional data on relevant data on SP schemes (not available in the public domain) may be requested with follow-up during in-person interviews to be conducted in Vijayawada.

12. QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES:

A research team comprising lead research expert/s and necessary research assistance of 2 months is envisaged. The lead research expert/s must hold a PhD in a relevant discipline, have over 15 years of experience in research/teaching at a reputed Research Institution/ University and an established publication record on international labour migration and/or social protection, particularly for workers engaged in care-related sectors such as domestic work, nursing, home-based care etc.

13. (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT:

Fluency of Research lead expert and team members in Telugu and English language skills is desirable.

14. PAYMENT SCHEDULE

The payment will be made in TWO instalments:

The FIRST PAYMENT of 30% as advance upon signing of the contract and submission of inception report.

The FINAL PAYMENT of (upto 70%) of the budget upon the final submission of Deliverable 1, 2 & 3 by 30 APRIL 2026.

- The IA partner should keep all the original bills/invoices, travel tickets, boarding passed & hotel bills, etc for audit purposes and will submit the invoices/supporting evidence along with the certified statement of expenditure to the ILO. All payments/settlements under this IA will be made by the ILO on actuals, subject to the maximum amount as budgeted. Deductions, if any, will be made as per ILO rules and regulations. The ILO can ask for any documents which supports the technical/financial reports as submitted by the collaborator.

- Deductions, if any, under this contract will be made in accordance with the prevailing ILO rules.

- GST to be paid as applicable.

- In order to release the next payment, a minimum 80 per cent of the earlier payment must be utilized, to enable the office to release the next payment. In absence of this prorate deduction will be made from the next payment for the difference value.

- Under this contract, VAT is to be read as GST wherever it is mentioned. Kindly arrange to provide tax invoice in favour of 'International Labour Organisation' for each invoice and have ILO UIN Number: 0717UNO00152UNY printed where GST is being charged.

15. PROPOSAL SUBMISSION GUIDELINES

Please submit a financial proposal (daily/ monthly rate, travel costs and applicable taxes including GST) as well as a technical proposal of approximately 1,500-2000 words including the following components:

- Rationale: This section should provide an understanding of context, a brief review available research and demonstrating subject expertise to carry out the rapid assessment with reference to 2 sample districts to be covered
- Principal research questions: Outline the principal questions the study will address
- An indicative list of social protection schemes to be covered and officials to be interviewed and
- Methodology and data: Describe the research methods data sources and selected sites/districts of research

Attach CVs (not more than 5 pages each) of lead research expert/s and a short paragraph highlighting their relevant qualifications and experience for conducting the proposed research. Please include links/references for at least 5 relevant peer-reviewed publications for each lead research expert/s.

The Financial Proposal must be shared providing a detailed cost breakdown in INR, inclusive of all applicable taxes and overheads. A clear, detailed budget including per day rate/ monthly salary of lead experts, research assistants (if any), necessary travel and with a justification of estimated costs must be included.

Please note that the lead research expert/s may be invited as resource persons at a state level multistakeholder dialogue and are expected to present key findings of the rapid assessment in March/ April 2026. Related travel and accommodation costs for in-person participation are to be included in the budget proposed and will be reimbursed as per actuals.

Send your proposals (technical proposal, budget and CVs of Lead Research Expert/s) to: wadhawan@ilo.org and kamath@ilo.org.

Proposal deadline: Proposals with supporting documents must be submitted electronically **on or before midnight on 21 December 2025.**

16. PERFORMANCE REVIEW

Partner performance will be evaluated based on the timely submission and formal written acceptance by the ILO of each deliverable outlined above. The disbursement of funds is strictly contingent on the acceptance of deliverables.