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Terms of Reference

For

**Survey on Socio-Economic Condition of Women in Uttar Pradesh
particularly their participation in workforce**

being proposed by

Directorate of Economics and Statistics
Government of Uttar Pradesh, Lucknow.

In consultation with the
Department of Labour,
Lucknow.

Under

Central Sector Scheme

"Support for Statistical Strengthening"

1- Background

The status of women in modern India is a sort of a paradox. If on one hand she is at the peak of ladder of success, on the other hand she is mutely suffering the violence afflicted on her by her own family members. As compared with past women in modern times have achieved a lot but in reality, they have to still travel a long way. Their path is full of roadblocks.

The women have left the secured domain of their home and are now in the battlefield of life, fully armored with their talent. They had proven themselves. The sex ratio of India shows that the Indian society is still prejudiced against female. There are 943 females per thousand males in India according to the census of 2011, which is much below the world average of 990 females. There are many problems which women in India have to go through daily. These problems have become the part and parcel of life of Indian women and some of them have accepted them as their fate.

The main problems of Indian women include: **Health problem:** Malnutrition, Poor Health, Maternal Mortality, Mistreatment, **Literacy/Education:** lack of education, dropout, etc. **Economic Exigencies of women:** Unemployment, uncounted work (Unpaid work), Overworked, Land and property rights, Lack of power etc, **Atrocities against women:** child Marriage, Dowry, Female infanticide/feticides, Divorce, Domestic violence, Crimes against women, Sexual harassment, Trafficking, harassment at workplace

Problems faced by the working women: A large number of women are a major source of income for their families. Most of these women are working in unorganized sectors especially in the household activities which are underpaid jobs and without any recognition as worker or an employee. In most of the cases these working women are underpaid or not getting even the prescribed minimum wages, They are totally out of the social security net.

The proposed study has to assess the overall condition/status of the working women including the average wages, working hours, sectors in which they are employed and suggest how their participation in the workforce may be increased.

2- Objectives & Scope of Work:-

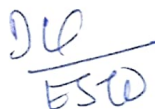
The study has been planned with broad objective (academic as well as policy document) to explore Socio-Economic Condition of Women in Uttar Pradesh particularly their participation in workforce, women's empowerment and more specifically to empirically examine the condition of females in urban as well as rural areas (With special emphasis on working women and adolescent girls) of the State which could be explored through these broad objectives:

- 1) Sector wise assessment of proportionate women participation in total workforce.
- 2) Assessment of the percentage of women worker both in organised and unorganised sector.
- 3) Socio economic condition of the women workers with reference to the following parameters based on the survey based primary data :-
 - a) Educational level of female members of the household.
 - b) Women's understanding/ interest and constraints about technical and vocational education.
 - c) Age at marriage.
 - d) Age wise classification of women workers.
 - e) Girls rights & gender based violence against women & girls.
 - f) Comparative health and nutritional status of women of the households.
 - g) Role/ participation and decision making of women in income generating activities.
 - h) Status of women in their family/community/ society.
 - i) Participation of women in politics and its understanding / leadership quality.
 - j) Sources of income/ occupational details of the surveyed households.








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- k) Prevailing role of patriarchy and women's ownership in household property.
 - l) Household assets and ownership of women on assets.
 - m) Household income and proportional income contribution of women in the family.
 - n) Wage disparity across gender for same work.
- 4) Suggestions regarding improvement of women participation in the workforce.
 - 5) Interventions required to propel women from survivalist activities to growth- oriented activities.
 - 6) To suggest policy provisions to improve the conditions of women workers in the State viz-a-viz their empowerment.
 - 7) Suggestions for types of estimates with sex disaggregated profiling for policy formulation purposes.
 - 8) Assessment of women owned enterprises by size (micro, small and medium) in the sample both in formal and informal sectors that own assets, maintain accounts & funded through govt. and other financial sources and reasons for continuing in informal sector.
 - 9) Assessment of the awareness about different investment policies of State govt./ Govt. of India in women owned enterprises and getting benefit(subsidies) of these policies and finding out their impact.
 - 10) To develop an App for data collection along with frame/on-line data base of farmers in editable format for future use.
 - 11) To develop an interactive dash-board with district wise exhaustive list of all the State & Central Governments schemes for women welfare & women workforce participation using latest AI technique.
 - 12) To develop a backend platform of data ingestion, processing and analytics, customization and configuration for future use by DES.
 - 13) All the issues related to condition/Status of working women Gender equality and empowering all women and girls (SDG-5) in the State of Uttar Pradesh.
 - 14) Time use based survey of women in household activities and other wise.
 - 15) Identification of the districts based FWPR from all four regions of the State will be collected from the secondary sources/literatures.
 - 16) Comparative Labour Force Participation Rate (LFPR) (in per cent) according to usual status for women of different age groups: 15-29 years/ 15-59 years/ 15 years and above/ all based on survey based primary data and the results as obtained through the usual PLFS survey.
 - 17) Comparative Women Worker Population Ratio (WWPR) (in per cent) according to usual status (ps+ss) for persons of different age groups: 15-29 years/ 15-59 years/ 15 years and above/ all based on survey based primary data and the results as obtained through the usual PLFS survey.
 - 18) Comparative study of the percentage distribution of usually working (ps+ss) persons engaged in the industry groups/ divisions 014, 016, 017, 02, 03 or 05-99 by enterprise type based on survey based primary data and the results as obtained through the usual PLFS survey.
 - 19) Comparative study of the percentage of regular wage/ salaried women employees in usual status (ps+ss) in non-agriculture sector (NIC-2008 Divisions:05-99) without written job contract, not eligible for paid leave, without any social security benefit based on survey based primary data and the results as obtained through the usual PLFS survey.
 - 20) Comparative study of the average wage/salary earnings by women workers during the preceding calendar month from regular wage/salaried employment among the regular wage salaried employees in CWS based on survey based primary data and the results as obtained through the usual PLFS survey.

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- 21) Comparative study of the average wage earnings per day of casual labour engaged in work other than public works in each quarter based primary data and the results as obtained through the usual PLFS survey.
- 22) To make an impact assessment of all the center/state government schemes already being run by the department.
- 23) An App will be developed for data collection along with frame/on-line data base of farmers in editable format for future use.
- 24) Creation of interactive dash-board with district wise exhaustive list of all the Central & State Government Schemes run for women welfare specially oriented to women workforce in all the 75 districts using latest AI technique.
- 25) Backend platform of data ingestion, processing and analytics, customization and configuration.

3- Sampling Design and Methodology for Data Collection:

- 1) The sample design for survey in 75 districts of the State and survey methodology used for the study should be as per the established national/ international standards and protocols and being followed by NSO in sampling surveys.
- 2) The sampling design and the methodology used for the study has to be approved by the State Level Technical Committee formed vide office order No: 2063 /35-4-2023 /35-2099/12/2022--2 dated 27.07.2023.

4- Outcomes & Deliverables: -

- 1) Assessment of proportionate women participation in total workforce and percentage of women worker both in organised and unorganised sector.
- 2) An assessment report of the socio economic condition of the women workers with reference to the following parameters based on the survey based primary data :-
 - a) Educational level of female members of the household.
 - b) Women's understanding/ interest and constraints about technical and vocational education.
 - c) Age at marriage and age wise classification of women workers.
 - d) Girls rights & gender based violence against women & girls.
 - e) Comparative health and nutritional status of women of the households.
 - f) Role/ participation and decision making of women in income generating activities.
 - g) Status of women in their family/community/ society.
 - h) Participation of women in politics and its understanding / leadership quality.
 - i) Sources of income/ occupational details of the surveyed households.
 - j) Prevailing role of patriarchy and women's ownership in household property.
 - k) Household assets and ownership of women on assets.
 - l) Household income and proportional income contribution of women in the family.
 - m) Wage disparity across gender for same work.
- 3) Suggestions regarding improvement of women participation in the workforce.
- 4) Suggestions on the interventions required to propel women from survivalist activities to growth-oriented activities.
- 5) Suggestions regarding policy provisions to improve the conditions of women workers in the State viz-a-viz their empowerment.
- 6) Suggestions for types of estimates with sex disaggregated profiling for policy formulation purposes.
- 7) Assessment report regarding women owned enterprises by size (micro, small and medium) in the

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- sample both in formal and informal sectors that own assets, maintain accounts & funded through govt. and other financial sources and reasons for continuing in informal sector.
- 8) Assessment report of the awareness about different investment policies of State govt./ Govt. of India in women owned enterprises and getting benefit(subsidies) of these policies and finding out their impact.
 - 9) An App for data collection along with frame/on-line data base of farmers in editable format for future use.
 - 10) An interactive dash-board with district wise exhaustive list of all the State & Central Governments schemes for women welfare & women workforce participation using latest AI technique.
 - 11) A backend platform of data ingestion, processing and analytics, customization and configuration for future use by DES.
 - 12) An assessment report regarding issues related to condition/Status of working women Gender equality and empowering all women and girls (SDG-5) in the State of Uttar Pradesh.
 - 13) A report on the time use based survey of women in household activities and other wise.
 - 14) Districts based FWPR from all four regions of the State will be collected from the secondary sources/literatures.
 - 15) A report on the comparative Labour Force Participation Rate (LFPR) (in per cent) according to usual status for women of different age groups: 15-29 years/ 15-59 years/ 15 years and above/ all based on survey based primary data and the results as obtained through the usual PLFS survey.
 - 16) A report on the comparative Women Worker Population Ratio (WWPR) (in per cent) according to usual status (ps+ss) for persons of different age groups: 15-29 years/ 15-59 years/ 15 years and above/ all based on survey based primary data and the results as obtained through the usual PLFS survey.
 - 17) A report on the comparative study of the percentage distribution of usually working (ps+ss) persons engaged in the industry groups/ divisions 014, 016, 017, 02, 03 or 05-99 by enterprise type based on survey based primary data and the results as obtained through the usual PLFS survey.
 - 18) A report on the comparative study of the percentage of regular wage/ salaried women employees in usual status (ps+ss) in non-agriculture sector (NIC-2008 Divisions:05-99) without written job contract, not eligible for paid leave, without any social security benefit based on survey based primary data and the results as obtained through the usual PLFS survey.
 - 19) A report on the comparative study of the average wage/salary earnings by women workers during the preceding calendar month from regular wage/salaried employment among the regular wage salaried employees in CWS based on survey based primary data and the results as obtained through the usual PLFS survey.
 - 20) A report on the comparative study of the average wage earnings per day of casual labour engaged in work other than public works in each quarter based primary data and the results as obtained through the usual PLFS survey.
 - 21) Impact assessment report of all the center/state government schemes being run by the department.
 - 22) Suggestions regarding policy provisions to improve the macro-level development strategy and meso-level policies to advance decent work and the labour force participation of women.

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- 23) An App will be developed for data collection along with frame/on-line data base of farmers in editable format for future use.
- 24) Suggestions as to how the information generated through the survey can be utilized by the department for policy formulation.
- 25) Creation of interactive dash-board with district wise exhaustive list of all the Central & State Government Schemes run for women welfare specially oriented to women workforce in all the 75 districts using latest AI technique.
- 26) Backend platform of data ingestion, processing and analytics, customization and configuration.
- 27) An all-inclusive analytical report containing outcomes of all objectives included in scope of work.

5- Time-lime of the Study

The study will be approximately 12 months from the date of the award

6- Cost of the study Rs. 51,85,000/-

7- General Conditions:-

- a. The department/agency will be liable to follow the conditions mentioned in para 4(ii) of the minutes of meeting of PMC, MoSPI held on 12.07.2023. (Annexed)
- b. The department/agency will be liable to follow **General Financial Rules** in all hiring of human resource, sub-agency, vender selection or procurement of goods and services.

8- Consultation with the Economics & Statistics Division (DES)

- 1) Consultation with DES will need to be on-going and DES reserves the right to suggest changes along with additional objectives to be covered under the study as deemed fit for the purpose in due course of the study.
- 2) DES reserves the right of using the study document for an external audience.

9- Monitoring & Supervision Mechanism:-

- a. The institution/agency undertaking the study/survey will be responsible for submitting the progress report of work done at an interval of every 15 days to the concerned department. The department concerned will also be responsible for the review and verification of periodic work accomplished by the institution/agency.
- b. The institution/agency will also be liable to submit their visit/survey schedule to the field level offices of the concerned department and the Economics & Statistics officer of the concerned districts, who in term may also visit whole or part of the surveyed units falling in the their justification. At least 5-5% of the sample of each survey/study involving fieldwork will be crosschecked by the DES and the line department staff. The agency will be liable to coordinate with the concerned Desto and line department officials for the same. The survey work in the district shall be done under the overall supervision of the Chief Development Officer (CDO) of the concerned district and the Desto will submit a supervision report regarding survey in the district.
- c. The agency will also be liable for getting the field data scrutinised on at least a quarterly basis

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- through DES to timely point out errors, if any.
- d. Nodal officer designated for the study/survey at HQ level shall monitor the progress of the concerned study/survey. Joint Director/Deputy Director (SSS) shall be the 'Overall Nodal Officer' for monitoring the technical aspects of the survey/study. Director, DES/Additional Director shall monitor the administrative aspects of the study and shall seek views/comments of the Joint Director/Deputy Director (SSS) of the concerned Division on Draft Report of the study.

10- Review Mechanism:-

10.1 Review Mechanism at Agency Level:

The agency assigned the study/survey must constitute a Technical Advisory Committee (TAC) for formulation of the inception report for the study/ survey, that will include the sampling design, survey schedule, methodology, tabulation plan & estimation procedure for working out different estimates etc will be submitted to the State Level Technical Committee for approval. The TAC must include at least one subject matter expert related to the study, one recognised economist and one member of concerned department related to the study.

10.2 Review Mechanism for inception: -

- a) The inception report will be submitted by the agency and will be examined, accepted and approved by the State level Technical Committee (SLTC) as formed vide office order No: 2063 /35-4-2023 /35-2099/12/2022--2 dated 27.07.2023.
- b) The actual field work by the agency will be started only after the approval of inception report by the SLTC.

10.3 Review Mechanism for draft report and final report: -

As per the provisions of the operational guidelines of the SSS scheme regarding vetting/approval of the final study report the agency conducting the study/survey will be responsible for getting the draft report and the final report of the study/survey approved from the "State level Technical Committee" (SLTC) as formed vide office order No: 2063 /35-4-2023 /35-2099/12/2022--2 dated 27.07.2023. The draft report submitted by the agency will be examined by the SLTC for its contents and validity as per ToR. The agency will be liable to get the feedback and suggestions of the SLTC on draft report and improve the same as per the recommendations of SLTC and submit the final report accordingly for the final approval/acceptance of the Committee.

The final instalment of the study/survey will be made only after the acceptance/approval of SLTC.

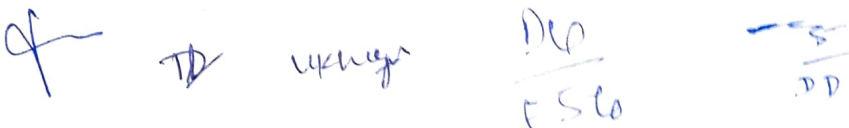
11- Reporting format:-

The study/survey report will be indexed and structured in the following format:-

Chapter- 1- Introduction with brief problem statement.

Chapter- 2- Objectives of the study/survey.

Chapter- 3- Objectives and deliverables wise outcomes of the study/survey.



Chapter- 4- Challenges faced by the sector and the untapped Opportunities.

Chapter- 5- Policy Recommendations for the sector.

Chapter- 6- Methodology, SoP and frame for repeat periodic surveys.

Chapter- 7- How can the outcomes of the study/survey can be/will be useful or be used in estimation of GVA/GSVA/DDP.

12- List of Annexures of the Report:-

- 1- Sample units covered.
- 2- Concepts, definitions and assumption used in Study/Survey
- 3- Questionnaire/Survey schedule used for the study
- 4- Detailed statistical analysis of Secondary and Primary data
- 5- Data calculation sheets and methodology.
- 6- Details of primary & secondary data sources.
- 7- List of tables.
- 8- List of Graphs.

An Executive Summary of the Study/Survey Report will be an essential and integral part of the report to be submitted separately.

13- Report Submission: -

The Study/Survey report in 8 hard copies and three soft copies in 32 GB pen drives will be submitted by the institution/agency.

The hard copies of the Study/Survey will be prepared with cover page of 300 GSM glossy paper and inner pages of the report of 100 GSM bond papers.

14- Funds Disbursement Phasing:-

Funds allocated for the Study/Survey will be disbursed in following phases:-

- | | |
|---|-----|
| a) Mobilization Advance - | 10% |
| b) On submission and acceptance of inception report by SLTC:- | 30% |
| c) On submission and acceptance of Draft report:- | 30% |
| d) On submission and vetting/approval of the final report:- | 30% |

For above serial number b) & c) the funds will be transferred subject to acceptance by the committee as mentioned in point 10.2 above and for serial number d) subject to vetting/approval by the committee as mentioned in point 10.3.

15- Penalty Clause

Failing to deliver on time and in required size and spread as mentioned in objectives and deliverables will attract penalty as follows:-

- First default- penalty of 0.2% of the total cost per day. "Day" means default from the first day

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of expiry of stipulated timeline.

- Second default- Termination of contract and permanent blacklisting of the agency from the State government. Also recovering the entire amount paid till that time to the agency, with applicable nationalised bank interest rate.
- Third default- Failure to actually deploy human resources as required under the study/survey would result in penalty @ of 0.2 percent of the contract value per day.

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