

**Safe In India Foundation**  
**Request for Proposal – Curriculum and Pedagogy Development for an Ambitious**  
**Worker Training Programme**

1. **About Safe In India Foundation:** Safe in India (SII) is a registered Section 8 Company that works with workers, the auto industry, Employees State Insurance Corporation (ESIC), auto brands and other stakeholders to improve workplace safety and promote access to ESIC social security. We have four pillars of work:

- Pillar 1 - Assisting injured / disabled workers to access ESIC healthcare and disability benefits
- Pillar 2 - Improve Workplace Safety in Manufacturing, especially Auto Sector, through Research and Industry Engagement
- Pillar 3 - Improving ESIC's Healthcare & Compensation Services Nationally
- Pillar 4 - Increasing Awareness on Safety & ESIC services among workers and other stakeholders

See [here](#) for more information about our work and [here](#) for our impact.

2. **Context:** The prevalent high rates of workplace accidents is leading to disability, death and illness of lakhs of workers and putting their livelihoods at risk while also leading to approximately 4% loss in the GDP. Additionally, many workers face barriers to register in Employees State Insurance Corporation (ESIC) and utilise the free healthcare services and social security benefits.

3. **Proposed Programme:** The project aims to Promote Wellbeing and Strengthen the Quality of Livelihood of Workers specifically in Automobile Supply Chain and generally in the Indian Manufacturing Sector by improving their knowledge on Workplace Safety and ESIC Social Security Benefits. Over the next three years, we would like to train 5,000+ workers in the auto sector supply chain and other manufacturing sectors on Workplace Safety to build a culture of safety and thereby reduce workplace accidents and safeguard their livelihoods. We will also train 5,000+ workers on ESIC registration and benefits leading to better utilisation of the free healthcare services and other benefits by these workers and their families.

4. **Principles of this programme:**

- Aim to empower through knowledge and soft skills needed to use that knowledge effectively in factory settings and engagement with ESIC.
- Iterate as we learn. Quality of impact is more important than quantity
- Workers have limited time and capacity. The content needs to be delivered in an engaging way that pulls them in and adds value to them through the time allocated.
- The first step is need assessment.
- The goal is for workers to proactively seek out the training. Workers should come to us for training, driven by their recognition of its value and relevance to their needs.

- Emphasize practical application to show how the training can directly impact their daily work, access to social security and safety.
- It should not be an instructor led model. The pedagogical approach should incorporate interactive activities, group discussions, and real-life scenarios to make training relevant and engaging.

5. Draft Programme Design subject to improvements with advisory board:

- a. The Access to ESIC and the Workplace Safety training module will each be for a duration of 3 to 4 hours.
- b. The training sessions will be conducted in person in the workers' communities.
- c. Some sessions will be conducted by staff of Safe In India while a proportion of the sessions will be conducted by Shramik Saathis (Workers Leaders / Volunteers), who would have undergone the ToT sessions.
- d. Conduct area wise quarterly Shramik Sammelans as public campaign and refresher events around ESIC and Workplace Safety
- e. We will also Utilise WhatsApp API to reach out to over 10,000 workers for enrolment and education. content of this needs to be generated along with workshop content and potentially from workshops.
- f. Geography: Manesar, Gurgaon and Faridabad.

6. Purpose of the Request for Proposal: We invite proposals from **Delhi NCR based** interested organisations / individuals to the below or any other methodology / process that is more appropriate / effective

- a. Design three training modules – 1. “Access to ESIC” training for Workers; 2. Workplace Safety training for Workers; 3 – Training of Trainers (ToT) module for the Trainers;
- b. The modules should clearly spell out the Curriculum (Content) and the Pedagogy (Activities / Mode of Delivery) of the Training.
- c. Essence of the ESIC and Workplace Safety training is to “empower workers”. Design needs to follow this principle.
- d. The modules should be developed in Hindi
- e. The selected agency will be required to Field test the curriculum and rework on it based on the pilot workshops and feedback from Safe In India
- f. Develop IEC materials to be handed out to the workshop participants
- g. Develop the Trainers' Handbook
- h. The chosen agency / individual will have to work closely with the Safe In India team and an Advisory Group of experts in building and designing the curriculum.
- i. Develop refresher modules on both topics (Workplace Safety and ESIC) to be delivered in Shramik Sammelans (large public meetings of 500 to 600 workers).
- j. Develop an Impact Assessment framework with a baseline and end line for testing the understanding and absorption of the training content by the participants.

7. Proposal Submission & Timelines: Please submit a proposal with the following details to [raja.natarajan@safeinindia.org](mailto:raja.natarajan@safeinindia.org) and [rakesh.safeindia@gmail.com](mailto:rakesh.safeindia@gmail.com):

- a. About You / Your Organisation
  - b. Understanding of the assignment in your own words
  - c. Expertise to carry out this assignment – Subject Matter, Curriculum Development and Pedagogy
  - d. List of Similar Assignments you have carried out in the past
  - e. Your Approach to the Assignment
  - f. Timelines
  - g. Commercials
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- a) Release of the Request for Proposal - 20th January 2025
  - b) Last Date for Receipt of Expression of Interest (by email) - 27th January 2025
  - c) Information Session / Clarifications on the RfP - 28th January 2025, 4.00 to 5.00 p.m. - meeting link will be shared with those who have sent an EoI
  - d) Last date to receive the Proposals - 4th February 2025
  - e) Final Selection - 15th February 2025

Note : Please do visit our website [www.safeinindia.org](http://www.safeinindia.org) for a better understanding of our work.

Please reach out to [raja.natarajan@safeinindia.org](mailto:raja.natarajan@safeinindia.org) / [rakesh.safeindia@gmail.com](mailto:rakesh.safeindia@gmail.com) for clarifications, if any.